

## PSPS Gender Pay Gap Report 2024/25

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### 1 Introduction

Since March 2018, employers with more than 250 employees have been required by law to report annually and to publish its Gender Pay Gap information using employee data from the previous year. The Gender Pay information details the difference between men and women’s aggregate hourly pay.

Any employer with 250 or more employees on a specific date each year (the ‘snapshot date’) must report their gender pay gap data. PSPS had a headcount of 275 employees on 5 April 2024, the snapshot date for the 2024 Gender Pay Gap, and, therefore, has a requirement to publish the 2024 figure.

### 2 Gender Pay Gap Mean and Median

- Mean gender pay gap 9.3%
- Median gender pay gap 5.1%

### 3 Quartiles Data

Band	Males	Females	Description
<b>A</b>	31.9%	61.8%	Includes all employees whose standard hourly rate places them in the lower quartile
<b>B</b>	30.9%	69.1%	Includes all employees whose standard hourly rate places them in the lower middle quartile
<b>C</b>	29%	71%	Includes all employees whose standard hourly rate places them in the upper middle quartile
<b>D</b>	43.5%	56.5%	Includes all employees whose standard hourly rate places them in the upper quartile

### 4 Bonus Data

The mean bonus pay gap is 81.2%

The median bonus pay gap is 81.2%