

## Gender Pay Gap Report March 2019

### Potensial Limited T/A Potens

Potens, as an employer with over 250 employees, is required by law to publish a Gender Pay Gap Report under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The calculations at the snapshot of 5 April 2018 are as follows: -

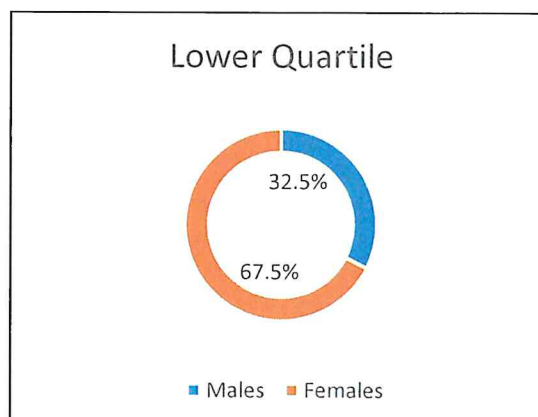
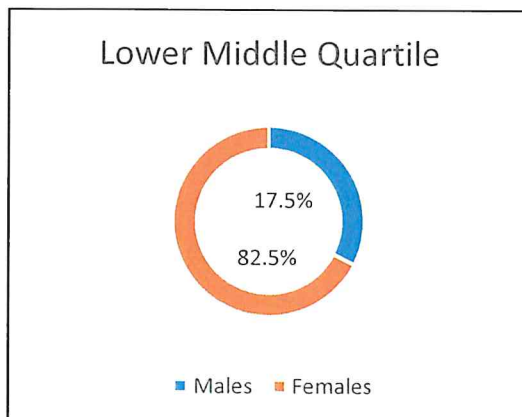
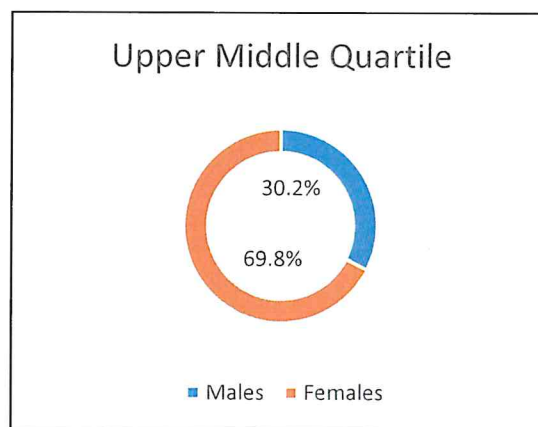
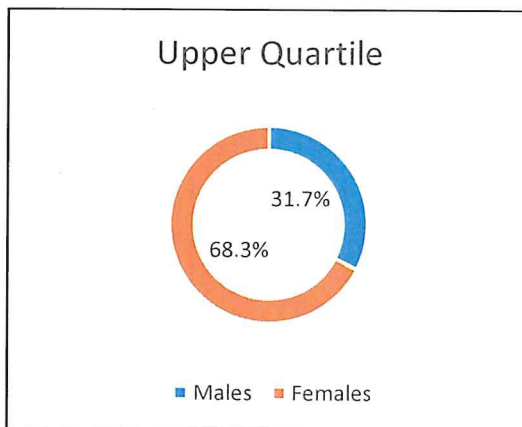
### Gender Pay Gap Results

	<u>Mean</u>	<u>Median</u>
Gender Pay Gap	7.8%	0.6%
Bonus Gender Pay Gap	52.5%	22.8%

A negative figure indicates that male employees have lower pay or bonuses than female employees.

	<u>Female</u>	<u>Male</u>
Proportion of staff receiving a bonus	3.9%	3.8%

### Proportion of Staff in Each Quartile



## Conclusion

The mean Gender Pay Gap for Potens has shown a positive reduction on last year (2017 - 11.7%) and is lower than the UK average of 13.7% (as at 29 March 2019).

The company operates an equal opportunity policy, which means similar roles are paid at the same rate for both men and women. The median result of 0.6% reflects this which is significantly lower than the UK average of 11.9% (as at 29 March 2019).

The overall company split of 72.0% female and 28.0% male, reflects the social care sector.

I confirm that the figures are accurate and have been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'Tom Arnold', written over a horizontal dotted line.

Tom Arnold

Finance Director