

## Gender Pay Gap Report March 2020

### Potential 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 2019 are as follows:

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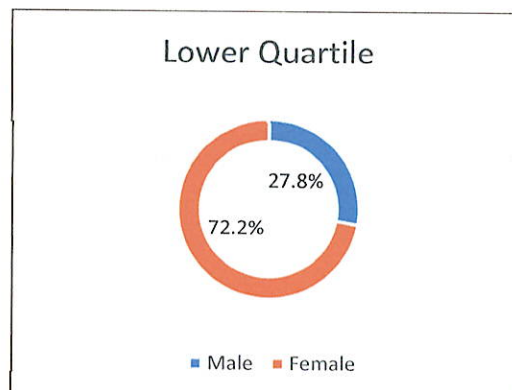
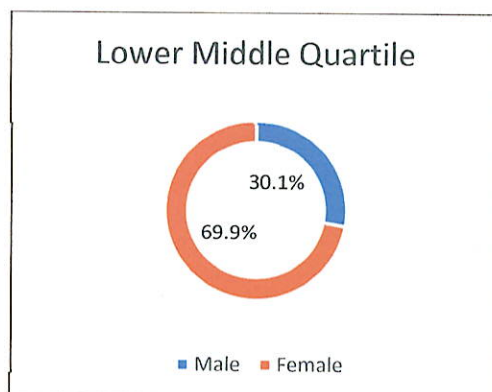
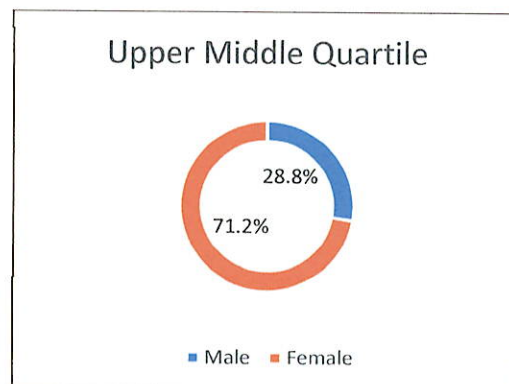
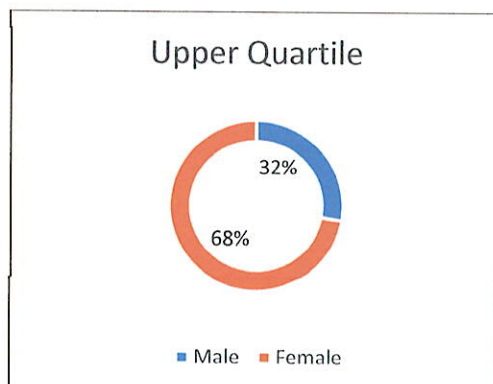
### Gender Pay Gap Results

	Mean	Median
Gender Pay Gap	7.0%	0%
Bonus Gender Pay Gap	13.0%	-1.2%

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

	Female	Male
Proportion of staff receiving a bonus	3.2%	1.6%

### Proportion of Staff in Each Quartile



### Conclusion

The mean Gender Pay Gap for Potens has shown a positive reduction on last year (2018 – 7.8%) 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% reflects this.**

The overall company split of 70.3% female and 29.7% 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