



# Gender Pay Gap Report April 2023

## Potensial Limited t/a Potens

Since April 2017 all employers with more than 250 employees have been required by law (Equality Act 2010 (Gender Pay Gap Information) Regulations 2017) to publish information on the gender pay gap in their organisation.

### What is Gender Pay Gap?

This is the percentage difference between **average** hourly earnings for men and women on a snapshot date.

### What is the Snapshot Date?

For Potens, the snapshot date is 5<sup>th</sup> April 2022. Data analysed for the Gender Pay Gap is all payments made to staff in the pay period which includes 5<sup>th</sup> April 2022.

### Which employees have been included in the Gender Pay Gap calculations?

Gender Pay Gap calculations are done on 'full-pay relevant' employees – this differs to the number of people paid in April 2022 as employees with an unpaid sickness absence, other unpaid absences, leavers prior to 5<sup>th</sup> April and employees who have not worked their full contractual hours in the period are excluded as per the Gender Pay Gap calculation rules. The number of 'full-pay relevant' employees in Potens for April 2022 is 744.

### What hourly rate is reported?

All relevant payments made to an employee in April 2022 payroll have been totalled and an 'average' hourly rate derived (as per the Gender Pay Gap calculation rules). This may differ from an individual's basic contractual hourly rate.

### What figures are reported?

Potens are required to publish the following data

- Percentage of men and women in each hourly pay quarter (quartile)
- Mean (average) gender pay gap using hourly pay
- Median gender pay gap using hourly pay
- Mean (average) gender pay gap using bonus pay
- Median gender pay gap using bonus pay
- Percentage of man and women receiving bonus pay

## Gender Pay Gap Figures April 2022

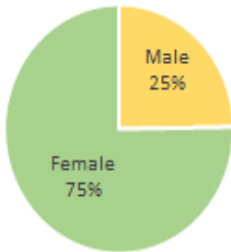
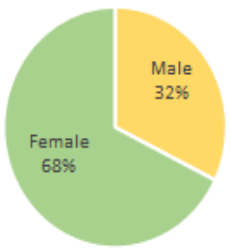
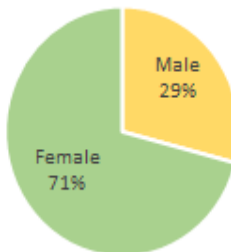
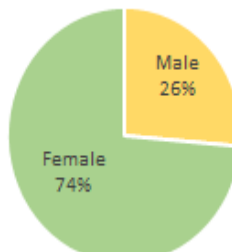
The national average median gender pay gap is 8.3% (April 2022). Potens median gender pay gap of -0.1% is well below the national average. The company operates an equal opportunities policy which means similar roles are paid at the same rate for both men and women and reflects Potens' commitment to encourage women into management and senior management positions within the Organisation and to provide opportunities for growth and development for all employees regardless of gender.

Traditionally the Health and Social Care Sector has a higher percentage of women working within it and Potens has a split of 72% women and 28% of men working within the Organisation.

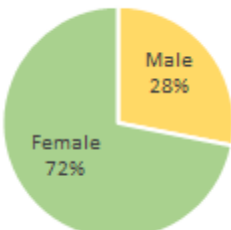
During the 2022 year Potens committed to paying employee bonuses with 69% of males and 72% of females being paid a bonus.

Hourly Pay Gap (Mean)	Hourly Pay Gap (Median)	Bonus Pay Gap (Mean)	Bonus Pay Gap (Median)	Proportion of staff receiving Bonus Pay
5.4%	-0.1%	42.8%	0%	Males – 68.4%
				Females – 71.8%

### Gender Split between Quartiles

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
 <p>Female 75% Male 25%</p>	 <p>Female 68% Male 32%</p>	 <p>Female 71% Male 29%</p>	 <p>Female 74% Male 26%</p>

### Gender split of full-pay relevant employees

 <p>Female 72% Male 28%</p>
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I confirm that the Gender Pay Gap figures for April 2022 are accurate and calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in blue ink, appearing to be 'Tom Arnold', written in a cursive style.

Tom Arnold  
Finance Director