



Gender Pay Gap Report April 2024

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 5th April 2024. Data analysed for the Gender Pay Gap is all payments made to staff in the pay period which includes 5th April 2024.

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 2024 as employees with an unpaid sickness absence, other unpaid absences, leavers prior to 5th 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 2024 is 1,409.

What hourly rate is reported?

All relevant payments made to an employee in April 2024 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 2024

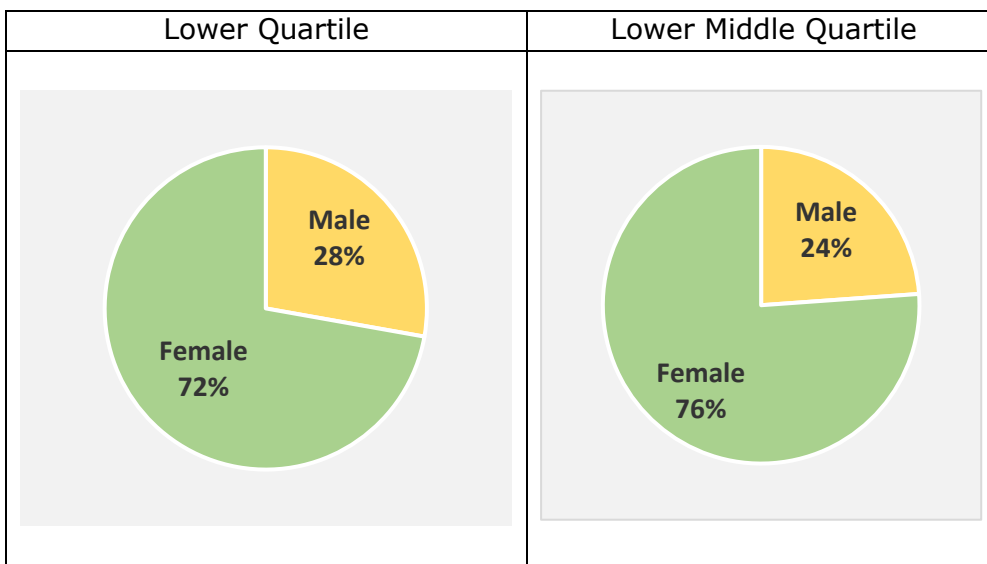
The national average median gender pay gap is 11.5% (April 2025). Potens median gender pay gap of 0.3% is well below the national average. The company operates an equal opportunities policy which means similar roles are paid at the same rate for both men and women and reflects Potens' commitment to encourage women into management and senior management positions within the Organisation and to provide opportunities for growth and development for all employees regardless of gender.

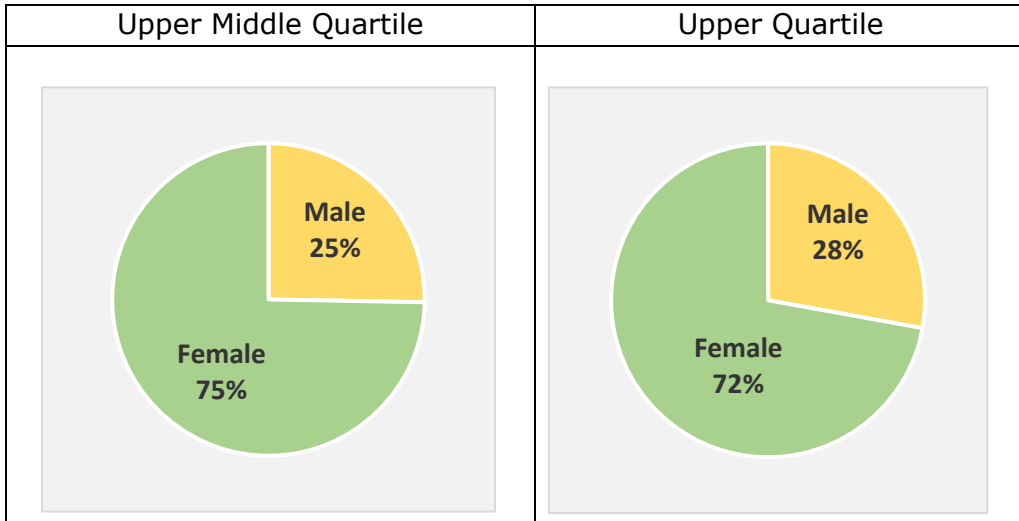
Traditionally the Health and Social Care Sector has a higher percentage of women working within it and Potens has a split of 74% women and 26% of men working within the Organisation.

During the 2023-24 year Potens committed to paying employee bonuses with 1.4% of males and 0.8% of females being paid a bonus.

| Hourly Pay Gap (Mean) | Hourly Pay Gap (Median) | Bonus Pay Gap (Mean) | Bonus Pay Gap (Median) |
|-----------------------|-------------------------|----------------------|------------------------|
| 4.1% | 0.3% | 4.5% | 11.8% |

Gender Split Between Quartiles





Yours sincerely



Tom Arnold
Finance Director