



Employee Communication: Gender Pay Gap Reporting

As an employer of more than 250 employees Potter & Moore Innovations is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation on a snapshot date of 5th April 2024; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5th 2024.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Our results

	Mean	Median
Gender pay gap	12%	2%
Bonus pay gap	(0)%	0%

	Male	Female
Proportion receiving a bonus	34.0%	31.0%

Quartile reporting – proportion of males and females working in the different pay quartiles

	Male	Female
Upper quartile	42%	58%
Upper middle quartile	36%	64%
Lower middle quartile	49%	51%
Lower quartile	27%	73%

Declaration

This statement has been published in accordance with the UK government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This legislation requires UK employers with 250 or more employees to publish annual statutory calculations showing the pay gap between male and female employees.

Signed by

Qadeer Mohammed
Director of Finance