

PSA Retail UK Ltd Gender Pay Gap Results 2021

Please see below the 2021 Gender Pay Gap results for employees of PSA Retail UK Ltd:

Employer	Employer Size	% Difference in hourly rate (Mean)	% Difference in hourly rate (Median)	% Women in lower pay quartile	% Women in lower middle pay quartile	% Women in upper middle pay quartile	% Women in top pay quartile	% Who received bonus pay (Women)	% Who received bonus pay (Men)	% Difference in bonus pay (Mean)	% Difference in bonus pay (Median)
PSA Retail UK Ltd 2021	1000 - 4999	-2.02%	-6.24%	13.51%	21.32%	22.35%	24.00%	60.16%	86.80%	18.38%	15.88%
PSA Retail UK Ltd 2020	1000 - 4999	8.93%	5.49%	12.82%	13.95%	11.36%	18.18%	58.50%	84.44%	60.24%	52.45%
PSA Retail UK Ltd 2019	1000 - 4999	16.60%	8.90%	23.40%	25.30%	20.50%	12.90%	48.80%	82.70%	24.10%	16.90%
PSA Retail UK Ltd 2018	1000 - 4999	19.60%	13.00%	26.80%	28.00%	17.80%	10.90%	52.80%	83.30%	31.20%	31.30%
PSA Retail UK Ltd 2017	1000 - 4999	10.60%	15.20%	26.20%	31.00%	21.20%	11.70%	96.70%	97.30%	55.40%	81.90%
		0% would mean that there is no gender pay gap between the hourly rates for men and women.		Women represented 20.60% in this reporting period. Any move towards this percentage is seen as a positive.				These percentages should be equal if the same proportion of men and women receive bonus pay.		0% would mean that there is no gender pay gap between the bonus payments for men and women.	

In the fifth year of Gender Pay reporting, PSA Retail UK Ltd is again reporting an improvement in the majority of measures compared to last year. There does remain evidence of a gender pay gap in some of the measures above, which we continue to look to address as part of our overall action plan. However, it is important to note that Gender Pay Gap is a measure of male and female pay across all jobs in the UK, not of the difference in pay between men and women for doing the same job. This is not an equal pay report; the purpose of Gender Pay Gap analysis is to monitor and support the representation of females within the business.

The Gender Pay Gap results for 2020/2021 have been impacted by furlough, with over 32% of the PSA Retail UK Ltd workforce being furloughed on 5th April 2021 and therefore unable to be included in the first six measures of the analysis. The under-representation of females in senior roles within the organisation continues to be a challenge that we recognise. We continue to review our HR policies and processes to identify and remove any potential blockers to our employees contributing and progressing within the business.

Within PSA Retail UK Ltd, we have taken a number of positive actions this year, which include conducting a Wellbeing survey to understand the work life balance of our organisation in more detail. The findings of this survey have contributed to identifying priorities which we have actioned, such as the increase in flexibility, through the reduction of working hours to aid retention and make roles more attractive to females/primary carers (from 47 to 42 hours per week for customer advisors and 45 to 42 hours for Sales Advisors); an increase in basic pay, even with the reduction in working hours and a focus on recruiting a broader range of apprentices to support with workload to maximise flexibility opportunities.

As a global organisation, we will also be undertaking a range of training and development activities for all employees to raise awareness of our Diversity & Inclusion strategy. We will continue to analyse and identify potential reasons for any gender pay gap, after taking into account the effect of furlough on our results.

If you would like further information regarding Gender Pay Gap reporting or Gender Pay Gap results, please visit the government website via <https://gender-pay-gap.service.gov.uk/>