



2022

GENDER PAY GAP REPORT

2022 Gender Pay Gap Report



At PGL our purpose is clear, we aim to enrich the lives of young people. In order to achieve that purpose, we know that first we need to start with the people that help us to reach our goals, our colleagues across the PGL Group.

To that end we have recently launched our brand-new values whilst the key cornerstones of those values remain Respect and Inclusivity. These values ensure we continue to have the inclusive and diverse teams that we are incredibly proud of and allows each colleague to bring their authentic self to the PGL Group and achieve their full potential.

As is common in our industry, our UK team are made up of many seasonal colleagues who join us for our key operating season, all supported by a core permanent base of Support Centre and locally based Centre teams.

Educational travel was one of the many industries significantly impacted by the COVID-19 pandemic and on the snapshot date of 5th April 2021, many of our team were still on furlough and our intake of seasonal colleagues had not yet begun. As the Gender Pay Gap reporting rules specifically exclude people on furlough, our reportable headcount this year was reduced to 284 colleagues who were included in the results; this represents around 19% of our usual headcount at this time of year.

Of the 284 colleagues in the report, 55.1% are male and 44.9% are female.

We are very proud that for the fifth year in a row, the PGL Gender Pay Gap of -1.3% is better than the Office for National Statistics (ONS) figure

What is the Gender Pay Gap?

The Gender Pay Gap is a very high-level calculation that expresses the difference in the hourly rate of pay between men and women as a percentage of female pay. The Gender Pay Gap can be driven by a whole array of different factors, but crucially this is often driven by a lack of women in senior positions within an organisation.

It is very important that we understand that the Gender Pay Gap is a different matter than the issue of Equal Pay, which is the legal requirement for men and women to be paid the same for work of equal value governed by the Equality Act.

In order to calculate Gender Pay Gap statistics, the PGL Group has followed the set of calculation methods set out by the Government Equalities Office to report our median and mean (average) hourly pay, bonus pay gaps and to explain the distribution of males and females across all pay quartiles.

The 'median' is the middle number in a sorted list of numbers. To determine the median value in a sequence of numbers, the numbers must first be sorted, or arranged, in value order from lowest to highest or highest to lowest. The median is the statistic typically referred to when referring to the Gender Pay Gap.

The 'mean' is calculated by adding together all the numbers in a sequence and then dividing that number by how many numbers there are. For example, to calculate the female mean Gender Pay Gap we have added up the hourly rates of all in-scope female colleagues, and then divided that by the number of in-scope female colleagues. This is commonly called an 'average' and is not often used when referring to the Gender Pay Gap.

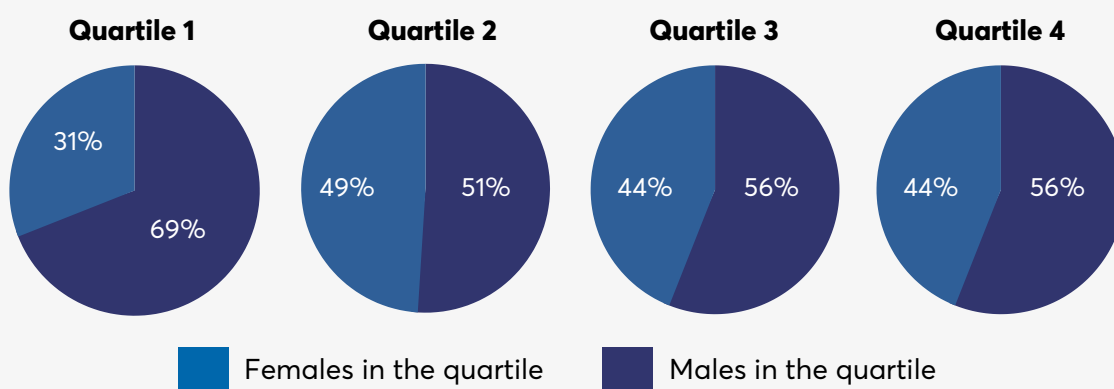


We are very proud that for the fifth year in a row, the PGL Gender Pay Gap of -1.3% is better than the Office for National Statistics (ONS) figure of 15.4% (est). This means that the female rate of hourly gross pay is ever-so-slightly higher than male pay; whereas per the ONS the hourly pay for females in the UK is around 15.4% lower on average than male hourly pay.

No bonuses were paid to PGL colleagues in the 2020/21 snapshot period, due to the impact that COVID-19 regulations had on our business.

	GENDER PAY GAP
MEDIAN	- 1.3%
MEAN	8.3%

Pay Quartiles



This information shows the percentage of males and females in each pay quartile. These percentages appear to have been skewed this year due to the demographics of those on furlough at the snapshot period, especially in pay quartile 1 (low), where the higher proportion of male colleagues is due in part to the amount of maintenance and grounds work being undertaken at that time. These are roles which tend to be occupied by male colleagues across all our centres.

However, the pay variances across the quartiles is relatively low due, in part, to our flat pay structures within PGL.

What is pleasing, and what is likely to contribute considerably to any actions we take in the future, is the relative parity in numbers of male and female in the upper quartile of pay, taken in the context of the male and female demographic across the PGL Group.

This parity is something that we have enjoyed in each of the previous years as well, and it indicates that both male and female employees have an equal opportunity to fulfil senior roles within the business, which is one of the key desired outcomes behind the implementation of Gender Pay Gap reporting for the UK economy.



Commitments



The business is undertaking a significant Stepping Up And Moving Forward programme as we continue to recruit across all quartiles.

Re-enforcing our commitment to respect and inclusivity, we have recruited a new Head of Compensation and Benefits who will be reviewing and proposing improvements to our pay structures and colleague benefits to ensure we are the employer of choice in our sector with attractive, fair terms and benefits for all.

Also, in recognition of the diverse needs of our teams, we have a new Health and Wellbeing Lead who is working to ensure we provide a positive and supportive environment for all our teams.

We have also recruited a Transformation Director to lead the business through this exciting time, as we work our way through a policy review programme, look at developing more family friendly policies and flexible working practices to attract and retain talent, support inclusivity and ensure there are no barriers to female progression.

We recognise that there is still work to do to ensure the PGL Group is an inclusive environment for all our colleagues, but we are committed to building an empowering culture that enables everyone to thrive and grow.

I confirm the data reported is accurate.

Anthony Jones
Chief Executive
May 2022