

PGS Gender Pay Gap Reporting 2021

People Group Services Limited Gender Pay Gap reporting									
	People Umbrella				People Paye				
	All Contractors	Male	Female	Gender Pay Gap %	All Contractors	Male	Female	Gender Pay Gap %	
05/04/2019									
Contractors	2238	715	1523		925	282	643		
%	100	31.9	68.1		100	30.5	69.5		
Mean Hourly Rate	£22.04	£27.63	£19.41	29.80%	£16.05	£17.82	£15.27	14.30%	
Median Hourly Rate	£21.00	£20.00	£18.75	10.70%	£14.17	£16.66	£12.03	27.80%	
Quartile 1	560	114	446		231	45	186		
%		20.4	79.6			19.5	80.5		
Quartile 2	560	197	363		231	51	180		
%		35.2	64.8			22.1	77.9		
Quartile 3	560	175	35		231	102	129		
%		31.3	68.8			44.2	55.8		
Quartile 4	558	229	329		232	84	148		
%		41.0	59.0			36.2	63.8		
05/04/2020									
Contractors	327	143	814		193	75	118		
%	100	43.7	56.3	1216 on CJRS	100	38.9	61.1	797 on CJRS	
Mean Hourly Rate	£26.33	£28.45	£24.68	13.20%	£13.87	£13.03	£14.40	-10.50%	
Median Hourly Rate	£24.00	£25.00	£23.39	6.40%	£11.26	£11.26	£11.18	0.70%	
Quartile 1	83	36	47		54	16	38		
%		43.4	56.6			29.6	70.4		
Quartile 2	82	33	49		45	22	23		
%		40.2	59.8			48.9	51.1		
Quartile 3	80	29	51		46	23	23		
%		36.3	63.8			50.0	50.0		
Quartile 4	82	45	37		48	14	34		
%		54.9	45.1			29.2	70.8		
05/04/2021									
Contractors	1206	371	835		823	241	582		
%	100	30.8	69.2	6 on CJRS	100	29.3	70.7	15 on CJRS	
Mean Hourly Rate	£20.97	£23.00	£20.06	12.80%	£27.22	£32.31	£25.12	7.60%	
Median Hourly Rate	£17.26	£20.00	£15.69	21.60%	£15.83	£16.67	£14.30	18.30%	
Quartile 1	343	66	277		242	58	184		
%		19.2	80.8			24.0	76.0		
Quartile 2	260	84	176		176	41	135		
%		32.3	67.7			23.3	76.7		
Quartile 3	352	112	240		216	83	133		
%		31.8	68.2			38.4	61.6		
Quartile 4	251	109	142		189	59	130		
%		43.4	56.6			31.2	68.8		

People Group Services (Company No. 11570329 VAT No. 305131359) is one of the People Group of companies. Other group companies:

 People PAYE Limited (Company No. 11098037, VAT No. 284102326)
 People Compliance Limited (Company No. 11570398, VAT No. 305178616)

 People Engage Limited (Company No. 11570346, VAT No. 305134448)
 People Complete Limited (Company No. 11570386, VAT No. 305198118)