



Gender Pay Gap Report 2025

Our gender pay report (with action plan) demonstrates a proactive commitment to continue the drive towards pay equity at PeoplePlus. We have made this commitment at the most senior level and we are driving this through our Executive team and led by our Female People Director.

Our current overall gender pay gap of 8.1% (median) and 10.4% (mean) is only marginally above the overall UK average of 7% (full time employees), however the broad range of services PeoplePlus deliver provide several factors that impact the gap, including: the large proportion of our roles that are customer facing positions including advisory, teaching and training roles which are typically at the lower and lower-middle quartiles, a broadly 60/40 split of females/males across the organisation which levels out to an equal split in the upper middle and upper quartiles, higher number of males in IT and Finance roles with specific skill sets that command higher market rates, a high proportion of male vocational tutors (in line with the UK market for tradespeople being predominantly male) and cultural career choices where our business is heavily based around traditionally female career choices.

We are proud of our record in diverse and social recruitment and investment in development to allow career progression opportunities for all.

Our bonus schemes are now not limited to our senior levels so our lower quartile colleagues (where we have more females) have an opportunity to be rewarded for high performance.

We offer career flexibility, advancement and opportunity to all our colleagues and we are proud that our internal promotion rate mirrors our workforce gender proportions.

However, given historical and cultural challenges we are always ready to challenge ourselves to improve, and to provide ongoing assessment and development initiatives to ensure equitable opportunities and fair compensation across all levels.

Our action plan, which includes a longer-term plan of reviewing pay frameworks, continuing to actively support caregivers and maternity returners, and enhancing leadership pathways and mentorship for women, reflects our dedication and commitment to building a equitable, diverse, inclusive, and balanced workplace at all levels.