

Priory Business Group PLC - Gender Pay Gap Reporting

Snapshot date: March 2021

Workforce - relevant employees

Female	13	28.3%
Male	33	71.7%
Total	46	

Mean Pay Gap

Female	£ 11.06
Male	£ 14.16
Pay Gap	21.9%

Median Pay Gap

Female	£ 11.57
Male	£ 11.66
Pay Gap	0.8%

Mean Bonus Pay Gap

	Bonus	EE Receiving a bonus	
		Nos	%
Female	£ 1,500	1	7.7%
Male	£ 8,505	8	24.2%
Bonus Pay Gap	82.4%	9	

Median Bonus Pay Gap

	Bonus	EE Receiving a bonus	
		Nos	%
Female	£ 1,500	1	7.7%
Male	£ 2,123	8	24.2%
Bonus Pay Gap	29.4%	9	

The proportion of males and females in each quartile pay band:

Number of Employees	Lower Middle		Upper Middle	
	Lower Quartile	Quartile	Quartile	Upper Quartile
Female	4	3	4	2
Male	8	8	7	10
	12	11	11	12
% of Employees				
Female	33.3%	27.3%	36.4%	16.7%
Male	66.7%	72.7%	63.6%	83.3%

The above figures have been calculated using the methodologies given in the ACAS publication "Managing Gender Pay Reporting 2021"

Priory Business Group PLC (Priory) has chosen to publish this data voluntarily despite being below the current mandatory threshold.

Priory works hard to add further talent to its workforce, regardless of gender. Priory offers a range of roles including sales and customer service, warehouse, logistics, financial support and senior executive posts.

28.3% of the Priory workforce is female. Most females are employed in sales, customer service and financial support roles, but females are also employed in senior executive and director roles as well as in the warehouse and logistics environment.

Priory will publish and review the results of the Gender Pay Gap snapshots annually and suitable steps will be taken to reduce the pay gap and bonus pay gap and any identified inequalities going forward.