

Priory Business Group PLC - Gender Pay Gap Reporting

Snapshot date: March 2023

Workforce - relevant employees

Female	15	35.7%
Male	27	64.3%
Total	42	

Mean Pay Gap

Female	£ 13.27
Male	£ 17.26
Pay Gap	23.1%

Median Pay Gap

Female	£ 13.03
Male	£ 17.26
Pay Gap	3.2%

Mean Bonus Pay Gap

	Bonus	EE Receiving a bonus	
		Nos	%
Female	£ 1,250	6	40.0%
Male	£ 4,660	17	63.0%
Bonus Pay Gap	73.2%	23	

Median Bonus Pay Gap

	Bonus	EE Receiving a bonus	
		Nos	%
Female	£ 1,313	6	40.0%
Male	£ 1,150	17	63.0%
Bonus Pay Gap	14.1%	23	

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

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	3	5	5	2
Male	8	5	5	9
	11	10	10	11
% of Employees				
Female	27.3%	50.0%	50.0%	18.2%
Male	72.7%	50.0%	50.0%	81.8%

The above figures have been calculated using the methodologies given in the ACAS publication "Managing Gender Pay Reporting 2023"

Priory Business Group PLC (Priory) has chosen to publish this data voluntarily

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

35.7% of the Priory workforce is female. Most females are employed in sales, Customer Service, Marketing and Financial support roles, but females are also employed in senior executive and director roles.

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.