

Gender Pay Gap



As at April 2021

Introduction

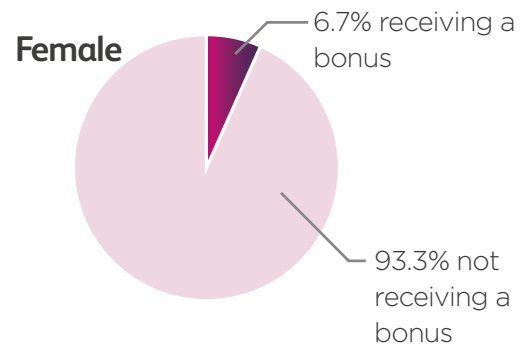
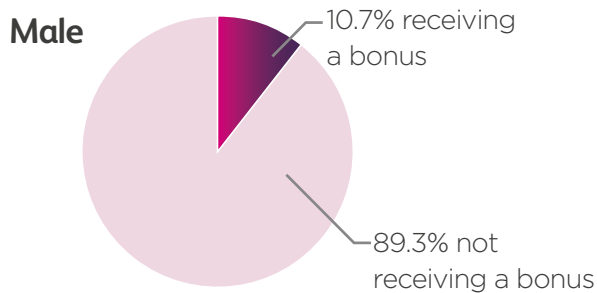
The Equality Act 2010 (Gender Pay Gap Regulations), which came into force in April 2017, requires any company employing over 250 staff to publish gender pay gap figures based on pay data as at 5 April each year.

Pinnacle Group's figures

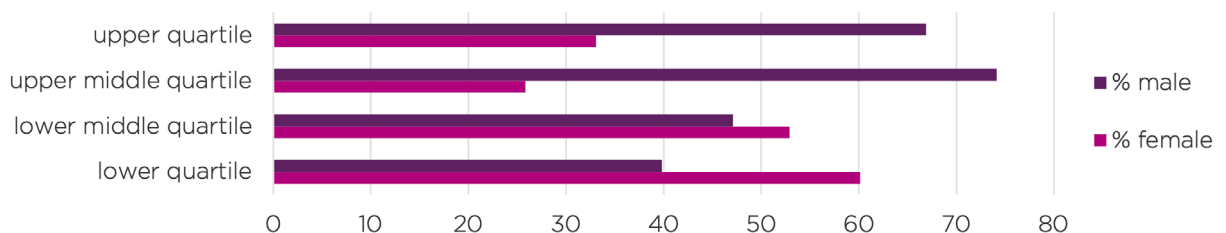
This is the fifth year for which we have published our gender pay gap figures. As at 5 April 2021, 2,916 staff, as defined by the Regulations, worked for the Group. Our overall figures are shown below.

Pinnacle Group	Mean	Median
Gender pay gap (hourly pay)	11.5%	7.3%
Gender bonus pay gap	32.3%	-12.9%

Proportion of male and female staff receiving a bonus:



Proportion of male and female staff in each pay quartile band:




Understanding our gap

The gender pay gap shows how pay is distributed across a whole workforce. The existence of a gap is not an indication that men and women are paid differently for the comparable jobs that they do.

The reason for our gap can be seen most sharply in the pay quartile band data, which is a picture that is mirrored in the national data. Proportionately more female staff (nationally and in Pinnacle) are employed in part time roles, which are more likely to be lower paid, and female staff are under-represented in the most senior, higher paid roles.

Some positive highlights

28% 

Of our senior management pool are female

28% of our senior management population are female, an increase from 11% in 2017, which is good progress. Looking at the overall management population, we have seen an increase from 32% female to 41% in the same time frame, which compares very well to our overall split of staff, which is 43% female and 57% male. This progress helps explain why our pay gap continues to remain relatively low.

-3.8%

Negative mean pay gap for full-time staff

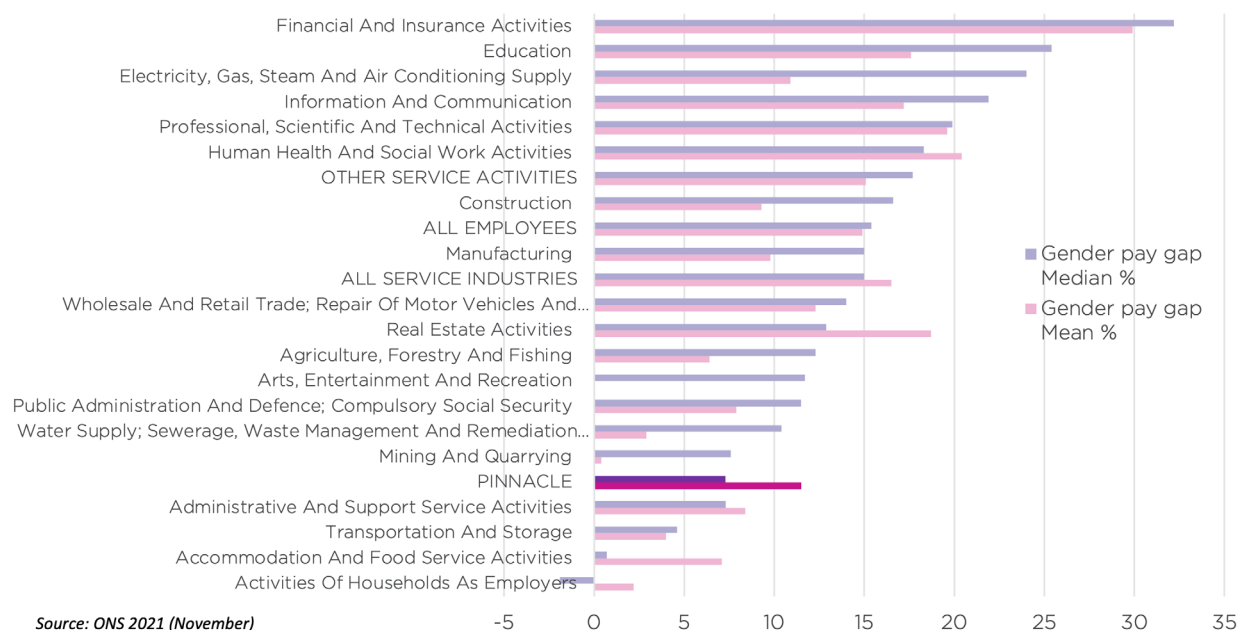
If we just looked at the situation with regard to full-time staff, we have a negative mean pay gap, ie female staff are paid on average more than male staff. We have always had a negative pay gap for full-time staff since we started reporting. This is a sign of a good distribution of female and male staff in full-time roles at different levels across the organisation.

7.3%

Median pay gap

Our median pay gap has always been relatively low and, as shown in the chart below, compares very well with the national picture. Some commentators prefer the median as a measure as it can mitigate against the effect of extremes at each end of a distribution.

Comparison of Pinnacle's gender pay gap with breakdown by industry



Our continued commitments

We will continue with our commitments already made;

- Given that women generally are more likely than men to work part-time, we will continue to commit to advertising manager level and other senior roles, wherever possible, as potential flexible, part-time or job share opportunities.
- To foster a climate where female staff and potential staff are encouraged to apply for senior roles, we will continue to ensure that there is at least one female member of staff on every selection panel for manager level and other senior roles.
- As indicated in the April 2019 report, following the review of our approach to recruitment, we have overhauled our processes, introducing much more co-ordinated methods to allow us to;
 - track and fulfil these commitments
 - ensure that only the skills, experience, knowledge and abilities required for the role are listed in our job advertisements and job profiles, so potential candidates are not dissuaded from applying unnecessarily
 - ensure that recruiting managers are adequately trained, particularly with regard to equality, diversity and inclusion, and adequately supported, in using selection tools and techniques to ensure that only the skills, experience, knowledge and abilities required for the role inform the recruitment decision.

Declaration

We confirm that Pinnacle's gender pay gap calculations are accurate and meet the requirements of the Regulations.

P. Lloyd

Perry Lloyd
Chief Executive Officer

A. Lee

Andy Lee
HR Director

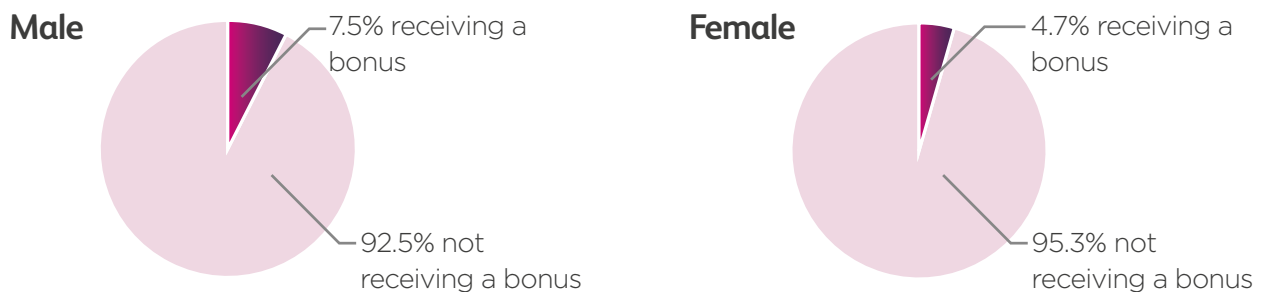
Pinnacle Housing Ltd

Statutory disclosure

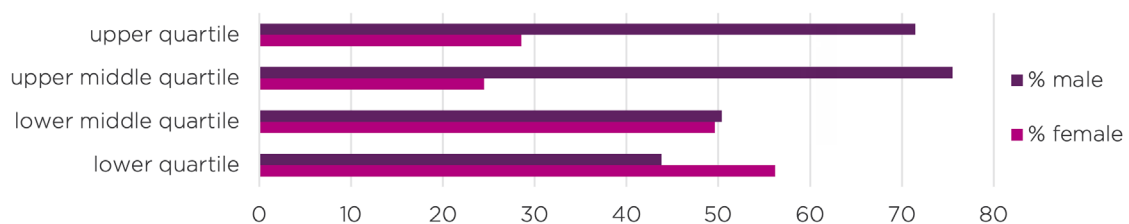
Under the Regulations, we are required to report gender pay gap data for any entity within the Pinnacle Group that employs at least 250 employees. As at 5 April 2021, 1,985 staff, as defined by the Regulations, worked for Pinnacle Housing Ltd. Its figures are shown below

Pinnacle Housing Ltd	Mean	Median
Gender pay gap (hourly pay)	6.0%	5.1%
Gender bonus pay gap	-12.2%	-0%

Proportion of male and female staff receiving a bonus:



Proportion of male and female staff in each pay quartile band:



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Pinnacle FM Ltd

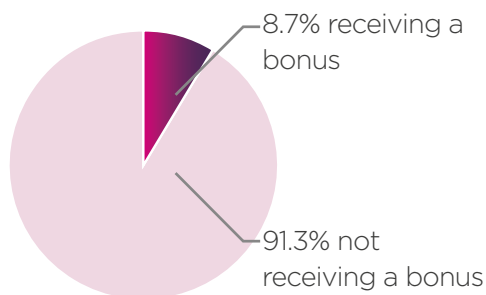
Statutory disclosure

Under the Regulations, we are required to report gender pay gap data for any entity within the Pinnacle Group that employs at least 250 employees. As at 5 April 2021, 637 staff, as defined by the Regulations, worked for Pinnacle FM Ltd. Its figures are shown below.

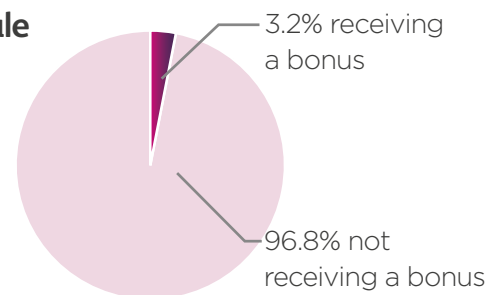
Pinnacle FM Ltd	Mean	Median
Gender pay gap (hourly pay)	21.6%	5.8%
Gender bonus pay gap	49.9%	2.0%

Proportion of male and female staff receiving a bonus:

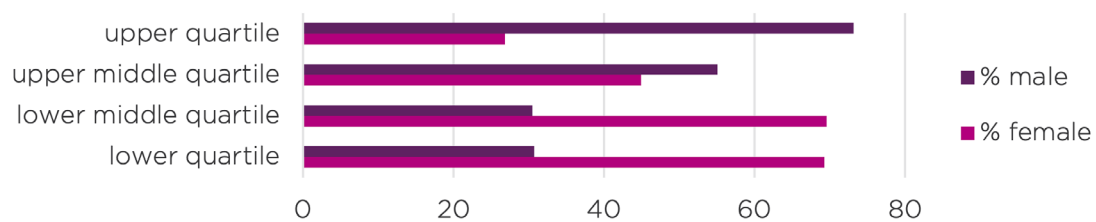
Male



Female



Proportion of male and female staff in each pay quartile band:



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