



> phs Gender Pay Gap Report 2024





Our Purpose

Putting people at the
heart of our products
and services



Gender pay gap report 2024

phs Compliance is the UK's leading provider of statutory electrical and fire safety testing and remedial services, keeping businesses and public sector organisations of all sizes safe and compliant with the latest statutory safety regulations.

As required by law, we measure both mean and median pay and bonuses in April each year.

- Median pay is the middle value of salaries arranged in ascending or descending order
- Mean pay is the sum of all salaries divided by the number of individual salaries

Action being taken to improve our Gender Pay Gap

phs Compliance is part of the **p**hs Group. The Group as a whole has a zero median gender pay gap and a negative mean gender pay gap of **8%** so women are, on this measure, **paid slightly more than men**.

As a Group we are taking action to bring more women into the business.

In 2024, we promoted Amanda Gallagher to the phs Compliance Leadership Team. As a result, **60% of the Compliance Leadership Team are female**.



53% of our current apprentices are female which is an increase of 5.5% from 2023's report. 40% of colleagues who have completed their apprenticeships are female.



We ran our Women in Leadership programme for the third year running in 2024 and are pleased that 15% of the cohort have already earned an internal promotion.



30% of the Group Executive Leadership Team are female.



In 2024, we introduced our Parents and Carers network. This is a safe space for parents and carers to connect and share experiences and advice for navigating the working world while having the responsibility of caring for a loved one.



We have retained our formal hybrid working policy across all **p**hs businesses to support flexible working for all our colleagues, including those working on the front line.



Our challenge in **p**hs Compliance is to increase the number of female managers, electricians and technicians in the business.



We introduced clear leadership career pathways in 2024 to ensure greater internal opportunities at **p**hs. 53% of the 2024 cohort of our 'LEAP' leadership programme are women and we look forward to continuing this new training programme in 2025.



We're investing in a mentoring programme that will match alumni of our successful Women in Leadership programme to mentees around **p**hs to leverage the experience and insights of our existing women leaders, encourage meaningful connections and provide development opportunities for everyone involved.





> Differences in the hourly rate of pay

While the Median measure has increased slightly, we're pleased to see the Mean measure improve slightly from last year's report.

	Median	Mean
2024	31.7%	13.1%
2023	26.8%	15.0%
2022	26.2%	3.1%

The gender pay gap is the difference in the average pay of all the men and all the women in the organisation regardless of the work they do.

This is different to equal pay which is where men and women get paid equally for equal work.

We meet our equal pay obligations.

Percentage of phs Compliance employees who received a bonus payment

This measures the number of people who received a bonus, rather than the amount of the bonus.

	Percentage of men receiving a bonus	Percentage of women receiving a bonus
2024	84%	61%
2023	76%	67%
2022	75%	61%

We're disappointed to see the percentage of women receiving a bonus drop this year. It reflects the fact that most employees in the business are male, holding managerial, technical or qualified electrician roles.

Bonus pay gap

(the gap between the actual amounts (£) of bonuses paid)

The table below confirms that men earned higher bonuses than women in the year. We are pleased to see them at the lowest they have been in a number of years. This reflects the composition of the business, with women holding half the leadership roles but nearly all management and electrician/technician roles held by men.

	Median bonus pay gap	Mean bonus pay gap
2024	58%	34%
2023	76%	49%
2022	62%	52%

We recognise that we have much more work to do to bring in female managers, electricians and technicians.

The proportion of men and women in each pay quartile in April 2024

The table below shows the percentage of women and men in each of our four pay quartiles and confirms that (other than the Leadership Team which is 60% female) most women worked in administrative roles, with men holding nearly all management and electrician/technician positions.

	Women	Men
Upper Quartile	5%	95%
Upper Middle Quartile	3%	97%
Lower Middle Quartile	13%	87%
Lower Quartile	37%	63%

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