

Gender Pay Reporting April 2021

Sample size: 6 employees (as all other employees were furloughed at this time and were therefore not able to be included in the calculation data, apart from for the headcount total)

Difference in mean hourly rate: 56%

Difference in median hourly rate: 50%

Difference in mean bonus pay: 0 (no bonuses paid)

Difference in median bonus pay: 0 (no bonuses paid)

Percentage of employees who received bonus pay: 0 (no bonuses paid)

Employees by pay quartile Upper Quartile: 100% male 0%female

Upper Middle Quartile: 100% Male & 0% Female

Lower Middle Quartile: 50% Male & 50% Female

Lower Quartile: 50% Male & 50% Female

At Pho we are committed to gender equality. Please see below for an explanation as to why this data is irrelevant for the required period.

Please note – The data used for this year's calculations covers less than 1% of our workforce and therefore these results are wholly unrepresentative and misleading. Commentators should note that the Equality & Human Rights Commission have insisted that the data used to assess relative gender pay in 2020 is collected from the week ending 4th April 2020 and must exclude all staff who were furloughed at that time. Our business, like many others in the UK, was closed at this time and 99% of our staff placed on furlough whilst we navigated a path through the COVID-19 pandemic. As such, this data is based on the salaries of just six members of staff. We have made several attempts to highlight this obvious flaw in the process, but this has fallen on deaf ears. We have made several requests to bring the 'snapshot date' back by a month, when the business was fully operational, so that we could provide a relevant and accurate representation of our relative gender pay, however the Equality & Human Rights Commission has refused each request. Despite communicating the irrelevance of this data, we were compelled to submit our analysis or face unlimited fines. At a time when many companies and individuals are facing economic hardship as a result of the COVID pandemic, we are puzzled as to why the Equality & Human Rights Commission continue to invest time, money and resources into such an obviously erroneous exercise. We would advise interested parties to review the data we produced in 2019 as this is a far more accurate reflection of our gender pay.

I can confirm the data reported is accurate (taking into account the calculation rules)

Jade Berry



Head of People