



# Precision Proco Gender Pay Gap Report 2023

# A NOTE FROM HR AND COMPANY CEO

Precision Proco has completed the merge of several individual entities including Precision Printing Co Ltd, Proco Print and Prime to form one group company. This is our first year reporting on Gender pay gap in the UK. We are reporting under the single entity: Precision Printing Co Ltd t/a Precision Proco. April 2023 marked the transfer date of all employees onto this single PAYE scheme.

The results in this report give us the opportunity to reflect on the figures, identify differences and allow us to build on improving our pay gaps, driving towards equal pay and opportunities across our group.

Becoming examples of equality will help us influence the printing industry and promote better working practices within it. Our goal is always to aim higher and be innovators in everything we do. Our employees are the driving force that push us further and a diverse, inclusive workforce is a key part to our success.

**Declaration:**

I confirm that the data published here has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed:



Group CEO  
Jon Bailey



HR Manager  
Kerry Watkins

# THE REPORT



## CALCULATIONS COVER THE FOLLOWING PAYROLL PERIODS:



## REQUIRED CALCULATIONS:

Employers must report six different measures, based on a snapshot of pay data on a date set out by the Government Equalities Office:

- **Quartile Pay Bands** – The proportions of male and female full-pay relevant employees in the lower, lower middle, upper-middle and upper quartile pay bands.
- **Mean Gender Pay Gap** – The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- **Median Gender Pay Gap** – The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- **Bonus Proportions** – The proportions of male and female relevant employees who were paid bonus pay during the relevant period.
- **Mean Bonus Gap** – The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
- **Median Bonus Gap** – The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

## 1. QUARTILE PAY BANDS

## 2. MEAN GENDER PAY GAP

## 3. MEDIAN GENDER PAY GAP

## 4. BONUS PROPORTIONS

## 5. MEAN BONUS GAP

## 6. MEDIAN BONUS GAP

\*All employees LESS anyone not paid their usual full basic pay because they were on leave for anytime or did not work full time hours (Unpaid leave/sick/SSP/SMP/SPP)

# FACTORS

## affecting our 2023 gender pay gaps

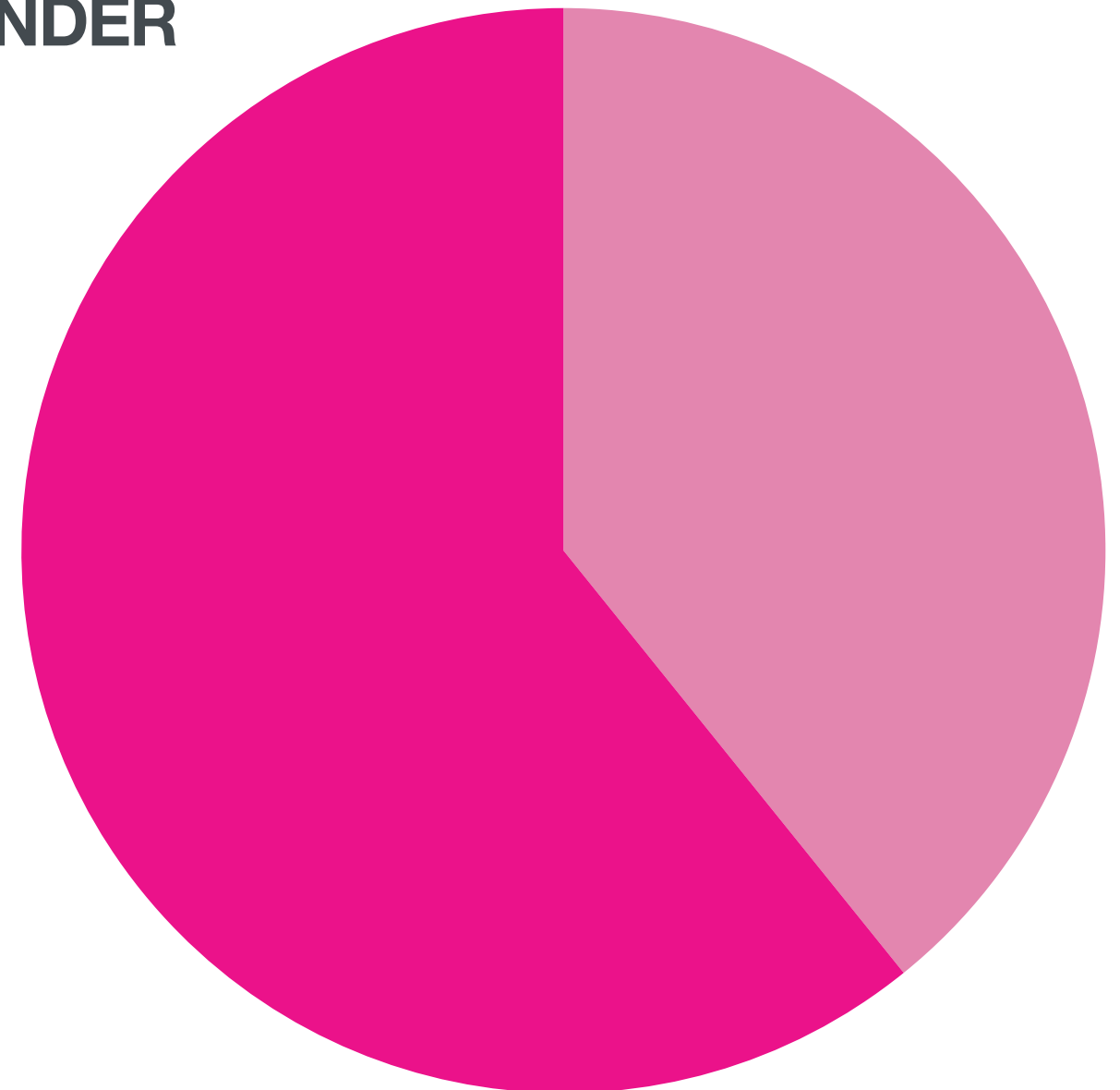
Proco Print transferred on the week of the snapshot date in 2023. Data is based on information from the single PAYE scheme Precision Printing Co Ltd. Our 2024 report will show a full year's data (for bonus calculations) and therefore a more detailed insight.

Precision Proco are proud of the opportunities we offer our teams across the group. We create strong development paths and listen to what drives our people allowing them to excel in areas they are passionate about. Where we were once almost entirely a male based work force, we are gradually evening out the gap but acknowledge we still have a fair way to go.

We are considering new ways to work flexibly around extended holidays supporting those with childcare commitments and encouraging equality in our senior roles.

At snapshot date we were 500 employees.  
39.2% Female and 60.8% Male

### GENDER



Men, 60.8, 61%

Women, 39.2, 39%

OUR WORKFORCE

Precision Proco’s data was collected on the snapshot date of 5<sup>th</sup> April 2023. At this point there were 500 total employees and 447 full pay relevant employees.

01. PERCENTAGE

**PAY QUARTILES:**  
quartile pay bands – the proportions of male and female full-pay relevant employees in the lower, lower middle, upper-middle and upper quartile pay bands.

111	% of women in upper quarter % of men in upper quarter	24% 76%
112	% of women in upper middle quarter % of men in upper middle quarter	23% 77%
112	% of women in lower middle quarter % of men in lower middle quarter	54% 46%
112	% of women in lower quarter % of men in lower quarter	51% 49%

Each pay quarter represents a quarter of our workforce ranked by pay.

As detailed above, we have 76% and 77% of men in the top two quartiles. This distinctly demonstrates a gap in the senior roles within the company. It is the upper two quartiles that contribute most significantly to our pay gap.

02. MEAN GENDER PAY GAP

**MEAN GENDER PAY GAP:**  
the difference between the mean hourly rate of male full-pay relevant employees and that of female full-pay relevant employees.



16% mean (average) gender pay gap in hourly pay as a percentage of men’s pay. This year, using the MEAN calculation, women at Precision Proco are paid 16% less than men. This mean gap means that for every £1 a man received, a woman received 84p.

£16.02 was the average hourly rate paid to a man.  
£13.49 was the average hourly rate paid to a woman.

03. MEDIAN GENDER PAY GAP

**MEDIAN GENDER PAY GAP:**  
the difference between the median hourly rate of male full-pay relevant employees and that of female full-pay relevant employees.



13% median gender pay gap in hourly pay as a percentage of mens pay. This means that using the MEDIAN calculation, women at Precision Proco are paid 13% less than men.

£13.91 was the median hourly rate for a man.  
£12.12 was the median hourly rate for a woman.

# 04. PERCENTAGE OF BONUS PAY

**BONUS PROPORTIONS:**  
the proportions of male and female relevant employees who were paid bonus pay during the relevant period.



The bonus gap is the difference between the bonus pay awarded to male employees and that paid to female employees.

Whilst it is not common practice to issue annual bonuses as a group, in 2022 within the calculated area, the company issued cost of living bonuses to help support employees through the energy crisis in particular. These were instalments of £250 made to all staff qualifying in the scheme.

58% of men received bonus pay  
63% of women received bonus pay

\*As the TUPE transfer of Proco Print employees did not take place until April 2023, it must be noted that bonus pay made to Proco Print employees before 14th April 2023 was paid from a different legal entity and is therefore not included in these calculations. As mentioned earlier in the report, 2024 will give us a more detailed overview of bonus pay. This is true of all bonus calculations.

# 05. MEAN OF BONUS PAY

**MEAN BONUS GAP:**  
the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.



-0.93% is the mean (average) gender pay gap in bonus pay as a % of men's bonus pay.

£830.34 was the average bonus amount paid to men  
£838.03 was the average bonus amount paid to women

# 06. MEDIAN OF BONUS PAY

**MEDIAN BONUS GAP:**  
the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.



-43.33% is the median gender pay gap in bonus pay as a % of men's bonus pay.

£500 was the median amount paid as a bonus to men  
£717.18 was the median amount paid as a bonus to women

76% and 77% of men in the top two quartile pay bands.

£16.02 is the average hourly rate paid to a man, vs. £13.49 paid to a woman.

£13.91 is the median hourly rate paid to a man, vs. £12.12 paid to a woman.

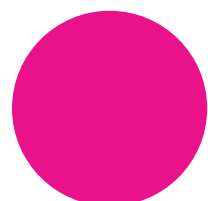
In 2022, The company issued cost of living bonuses of £250 to help support employees through the energy crisis.

£830.34 was the average bonus amount paid to men, vs. £838.03 paid to women.

£500 was the median amount paid as a bonus to men, vs. £717.18 paid to women.

# CHANGES

## Addressing our gender pay differences



### ADDRESSING OUR GENDER PAY DIFFERENCES

Closing a gender pay gap will take time – we can see from our reporting figures that the biggest contributing factor of our gap is the gender balance in senior roles. How we assess this and improve our gap going forward will require meaningful plans to develop, attract, encourage and retain women in senior positions. Our aim will be to achieve greater equality, inclusion and diversity throughout our group.

We encourage all employees to have a voice through our internal communication system 'Workplace' and our annual employee survey. We provide internal and external training on diversity and encourage inclusion in our in-house social media posts.

We advertise vacancy opportunities in-house and support anyone wanting development planning including access to The Rising Star awards scheme run by The Printing Charity.

This year we are rolling out a new internal training and development program incorporated into every employee's annual pathway discussion, we hope this will lead to cross training and strong career paths for any employee wanting to advance in their career at Precision Proco.

In addition, we will introduce a flexible approach to holidays to support those with childcare or home life commitments.

By introducing these initiatives and reviewing our recruitment process we hope to achieve a greater pay parity throughout our organisation.



**OUR AIM WILL  
BE TO ACHIEVE  
GREATER  
EQUALITY,  
INCLUSION  
AND DIVERSITY  
THROUGHOUT  
OUR GROUP.**







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