



# Gender Pay Gap Report for PM Training

# 2019



# Gender Pay Gap Report for PM Training

PM Training volunteers to publish details of its gender pay gap, specifically the difference in average female earnings compared to average male earnings. The data for PM Training at the reference date of 5th April 2018 is as follows:

- Mean gender pay gap = **-11.77% (N.B. this is a negative figure)**
- Median gender pay gap = **-19.76% (N.B. this is a negative figure)**
- Mean bonus gender pay gap = **not applicable**
- Median bonus gender pay gap = **not applicable**
- Percentage who receive a bonus = **not applicable**

## Proportion of males and females in each quartile bracket:

1. Lower quartile = **78% male and 22% female**
2. Lower middle quartile = **76% male and 24% female**
3. Upper middle quartile = **56% male and 44% female**
4. Upper quartile = **55% male and 45% female**

## Summary from the Executive team at PM Training

PM Training is not required by law to report its gender pay gap but chooses to do so in the spirit of openness and transparency.

There is a gender pay gap at PM Training in favour of female colleagues. We believe this results from there being more men in lower paid manual jobs that are traditionally male focussed, and more female colleagues in higher paid, more skilled administrative roles.

We have recently launched new career development programmes; Aim High and Fly High. These programmes are designed to help colleagues develop the confidence and skills that will enable them to compete more effectively for higher paid roles in the future. We are supporting a number of lower paid colleagues through these programmes to develop skills and experience that will enable them to compete effectively for higher paid roles in the future. We also continue to encourage young people to consider careers that are typically dominated by one gender through our significant apprenticeship training offer. This includes, for example, encouraging more women into engineering and craft type roles.

Our Executive team and Board are committed to making improvements in our gender pay gap and increasing the diversity of our workforce. We will continue to engage with our colleagues to identify further opportunities for personal and career development.

## Declaration

I declare that the information contained in this report is accurate.



**Sinéad Butters**  
Group Chief Executive

