PossAbilities



Gender Pay Gap Report 2026

We are a social enterprise and we support vulnerable people so that they can

'Live the life they choose'



Mostly we support people with learning disabilities, young people leaving care and people with dementia...though we do lots of other great things too.

Our Mission

Pushing back the boundaries of what it means to be person centred, helping to create a level playing field for vulnerable people and become place makers, trying to improve the places that we work in.

It's in our DNA

Our values lie at the heart of our organisation and make PossAbilities a great place to work. We:

Remain Passionate

Dedicated to and enthusiastic about providing exceptional services.

Are Person-Centred

Everyone has the right to exercise choice and control in directing their lives and support. We inspire people to achieve great things.

Show Integrity

Communicate openly and honestly building relationships based on trust, respect and caring.

Apply Creativity

Thriving on innovation and encourage positive risk taking.

Stay Happy

We believe that fun is key to success.



What is gender pay gap?

In the UK, public, private and voluntary sector organisations with 250 or more employees are required to report on their gender pay gaps annually. The reports show the difference between the average earnings of men and women, expressed relative to men's earnings

The mean (average) gender pay gap figure

The mean gender pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women.

The median gender pay gap figure

This is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid.

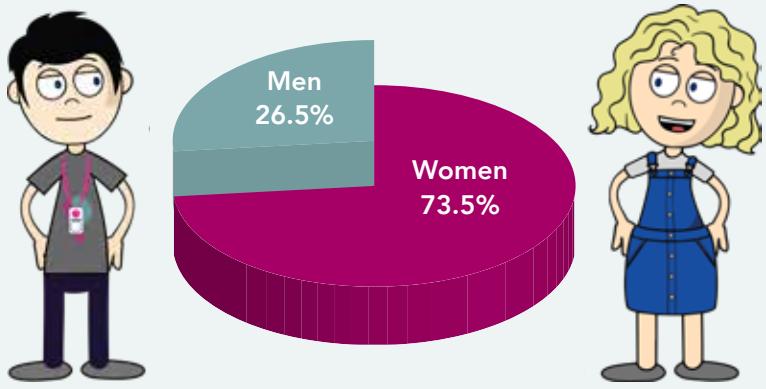
Gender bonus pay gap

Both median and mean (average) calculations are carried out as above using bonus pay received over a twelve-month period to measure our gender bonus pay gap.

Our Workforce

On the 5th April 2026 **73.5%** of our employees were women and **26.5%** were men.

Gender percentage of men and women employee 2026.



Gender Pay Gap
at PossAbilities 2026

Mean Gender Pay Gap

The mean is the average of the 'hourly pay' for all relevant full-pay employees.

This figure shows that on average female employees are paid 3.2% more per hour than male employees.

PossAbilities Mean is -3.2%

Median Gender Pay Gap

The median is the number which splits the top 50% of the 'hourly pay' figures from the bottom 50%.

This figure shows that the median average pay in PossAbilities is the same for females and males.

PossAbilities Median is 0%

Bonus Gender Pay Gap

PossAbilities do not operate any performance related pay or bonus scheme and therefore this data has a zero response.

PossAbilities Mean Bonus Gender Pay Gap N/A

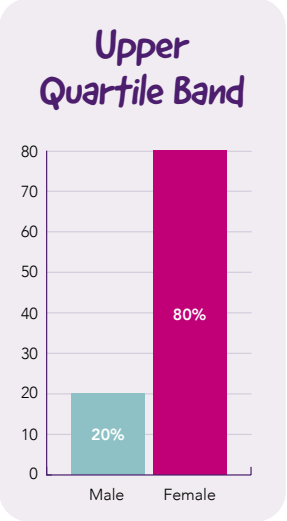
PossAbilities Median Bonus Gender Pay Gap N/A

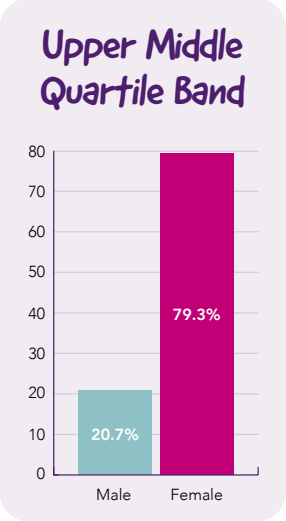
PossAbilities Employees receiving Bonus Payment 0

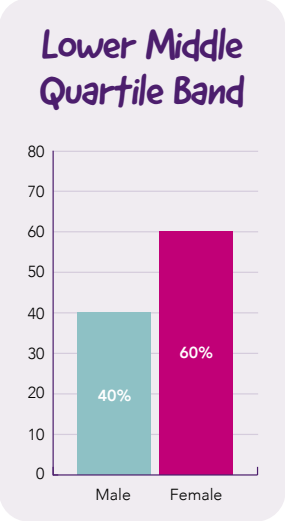
Pay Quartiles by Gender

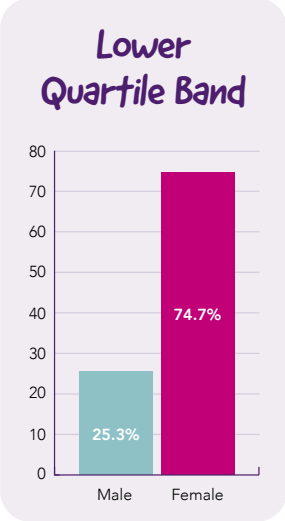
The breakdown of the Pay quartiles by gender for PossAbilities can be seen in the summaries below. Each quartile represents 25% of the workforce, ranked by hourly pay. The pay quartiles are then broken down by gender.

The breakdown shows that women occupy 80% of the highest paid jobs and 74.67% of the lowest paid jobs.









Declaration

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



Freya Bleakley
People Director

Gender Pay Gap

Action Plan

Our gender pay gap data shows a zero median pay gap and a negative mean pay gap, indicating that female employees are paid at least the same as male employees on average. We have a strong representation of women across all pay quartiles, including at senior levels.

Our gender pay gap results indicate a fair and balanced pay position. This action plan is focused on maintaining these outcomes, supporting fair progression, and ensuring transparency and consistency in pay practices so that equality is sustained over time.

Our Actions

Action 1: Maintain fair and transparent pay structures

What we will do	• Continue to use structured pay arrangements aligned to role, responsibility and skills • Limit discretionary pay decisions • Ensure pay reviews are applied consistently across the workforce
Why	• To protect our zero median gender pay gap and prevent unintended pay disparities
Owner	• People Director/ Finance Director
Success measure	• Continued zero or near-zero median gender pay gap year-on-year

Action 2: Review the gender pay impact of senior and specialist pay decisions

What we will do	• Monitor starting pay and pay progression for senior and specialist roles • Consider potential gender pay gap impact when making market-rate or exceptional pay decisions
Why	• Individual high-paid appointments can disproportionately affect the mean gender pay gap
Owner	• People Director
Success measure	• No significant adverse movement in the mean gender pay gap

Action 3: Monitor progression and development opportunities

What we will do	• Review access to progression opportunities such as promotions, acting-up roles and specialist training • Monitor outcomes by gender annually
Why	• To ensure equitable access to progression into higher-paid roles over time
Owner	• People Team / Line Managers
Success measure	• Balanced gender representation maintained across all pay quartiles

Action 4: Support retention and career continuity

What we will do	• Continue to support flexible working where operationally appropriate • Ensure employees returning from family-related leave are supported and not disadvantaged in pay progression
Why	• Retention and continuity support long-term pay equality and workforce stability
Owner	• People Team / Line Managers
Success measure	• No widening of gender pay gaps following periods of leave

Action 5: Strengthen data quality and reporting

What we will do	• Continue annual internal checks of gender pay gap calculations • Review the completeness and accuracy of workforce and pay data • Prepare for future changes in reporting requirements
Why	• To ensure confidence in our published data and ongoing compliance
Owner	• People Director
Success measure	• Accurate, timely gender pay gap reporting with no identified data issues

PossAbilities

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