



# > p hs Gender Pay Gap Report 2025





*Our* Purpose

Putting people at the  
heart of our products  
and services



## Gender pay gap report 2025

**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

**p**hs Compliance is part of the **p**hs Group. The Group as a whole has a 1.7 median gender pay gap and a negative mean gender pay gap of 2.6% 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.



50% of our current apprentices are female. 63% of colleagues who have completed their apprenticeships are female, which is an increase in 22.5% from 2024's report.



There is a new MD in place who is passionate about supporting personal development opportunities and creating clear pathways for progression.



We create working patterns that are considerate of family obligations with fair and inclusive working patterns that give equal opportunities to improve earning potential.



We continue to support 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.



We're working to ensure we have an inclusive range of PPE for all genders.

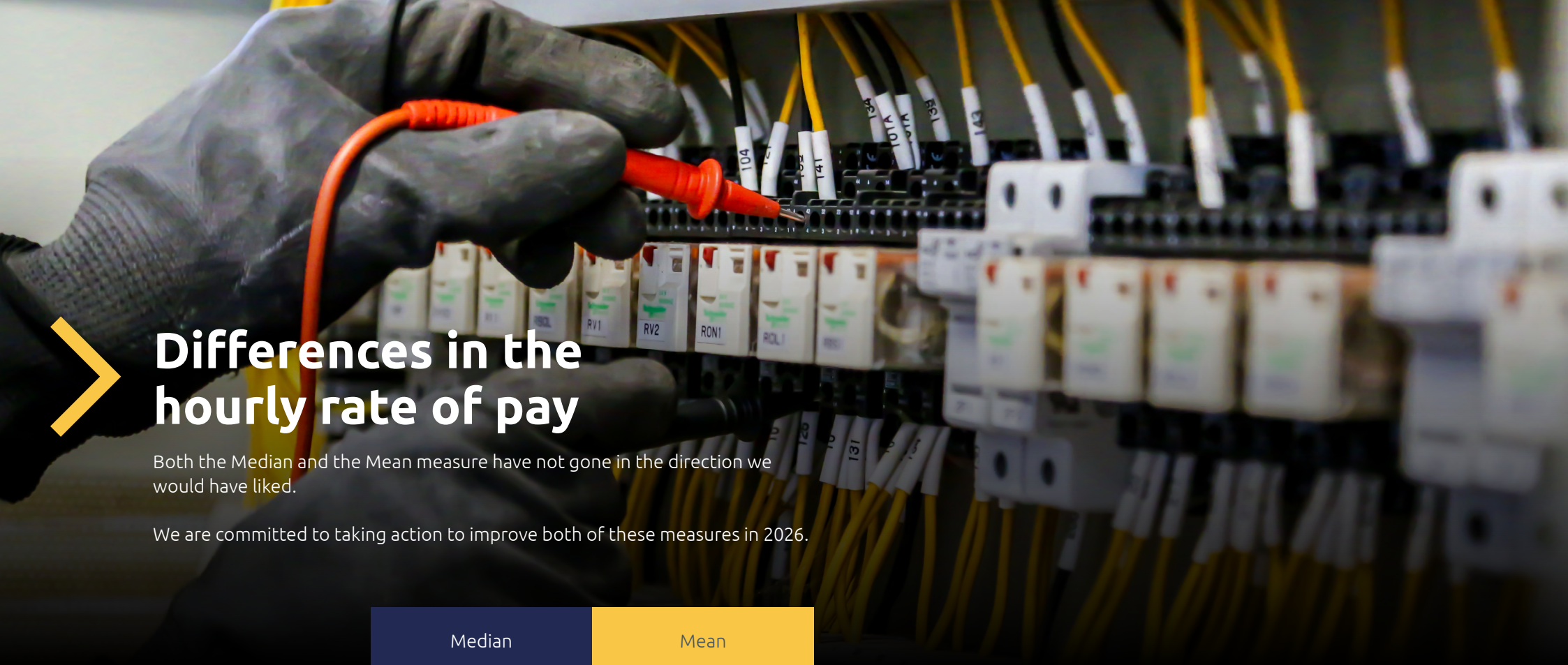


We strengthened our commitment to developing female talent at **p**hs through two successful cohorts of our LEAP leadership programme in 2025, with women making up 50% of all participants.



We have reviewed all our policies including our family friendly ones to make sure they support colleagues when they need it most.

Our menopause policy has also been updated in 2025 and we are now working on a menopause action plan.



## Differences in the hourly rate of pay

Both the Median and the Mean measure have not gone in the direction we would have liked.

We are committed to taking action to improve both of these measures in 2026.

	Median	Mean
2025	26.5%	24.6%
2024	31.7%	13.1%
2023	26.8%	15.0%

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
2025	85%	62%
2024	84%	61%
2023	76%	67%

We recognise there is still a substantial gap but we're pleased to see a slight increase in the number of women receiving a bonus.

# Bonus pay gap

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

The table below shows that, on average, men received higher bonuses than women during the year. This is influenced by the structure of our workforce, where women hold around half of our leadership roles, while management and electrician/technician positions are predominantly held by men.

	Median bonus pay gap	Mean bonus pay gap
2025	82%	(0.3)%
2024	58%	34%
2023	76%	49%

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 2025

The table below shows the percentage of women and men in each of our four pay quartiles and confirms that most women worked in administrative roles, with men holding nearly all management and electrician/technician positions.

	Women	Men
Upper Quartile	4%	96%
Upper Middle Quartile	5%	95%
Lower Middle Quartile	11%	89%
Lower Quartile	42%	58%

**Jonathan Mackie**  
MD phs Compliance

**Stephanie Hamilton**  
HR Director

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**pHS** Compliance, Compliance House, Kid Glove Rd, Golborne, Warrington WA3 3GR  
**0333 005 0456 | [customerservices@pHS.co.uk](mailto:customerservices@pHS.co.uk) | [pHScompliance.co.uk](http://pHScompliance.co.uk)**

**pHS** Group a company registered in England & Wales. Company Registration No. 05384799