

GENDER PAY GAP 2019



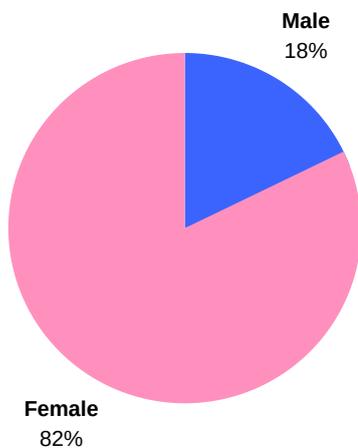
Perthyn is a not for profit provider of social care for people with a learning disability or autism, working in Wales and England in Britain and we are pleased to publish our annual gender pay gap report. This measures the difference between average female earnings compared to average male earnings regardless of roles. As required, this report provides snapshot of the situation on 5th April 2019.

Mean Gender Pay Gap : 6.2%

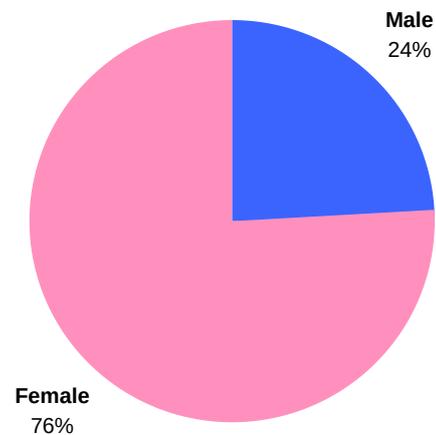
Median Gender Pay Gap : 1%

Perthyn does not pay bonus payments to any staff.

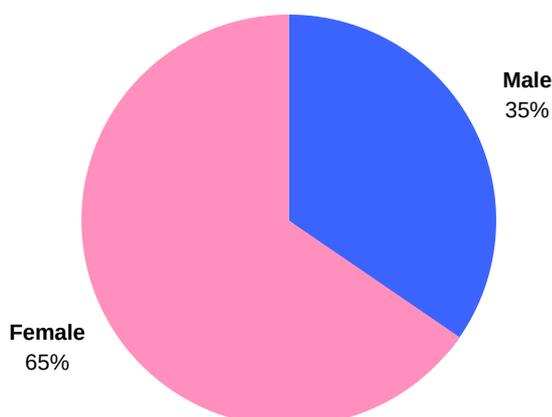
Lower quartile



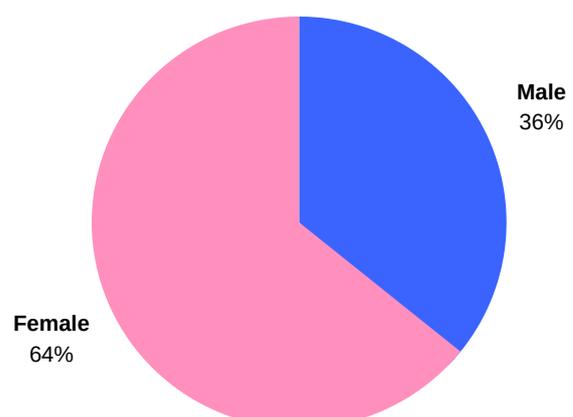
Lower middle quartile



Upper middle quartile



Upper quartile



Our Statement

Perthyn is pleased to publish our Gender Pay Gap data for April 2019.

Our data shows that the mean gender pay gap between men and women is now 6.2%. This is an increase from our 2018 figure but we believe that this is due to the fact that a higher than normal proportion of middle manager roles were filled with male applicants.

Perthyn strives to be an equal opportunities employer and we do not pay any bonuses and so we have no data to report in this area. All the data has been produced using the relevant mechanisms set out in the Gender Pay legislation.

As an employer, Perthyn is genuinely committed to equality of opportunity and inclusion. We have a range of policies aimed at supporting staff in the workplace to achieve an appropriate work/life balance. We also have a recognition agreement with UNISON and enjoy constructive relations with them.

We will continue to strive to be an exemplar employer, being transparent and fair at all times.

I confirm that the information in this statement is accurate.



Stephen Cox
CEO Feb 2020