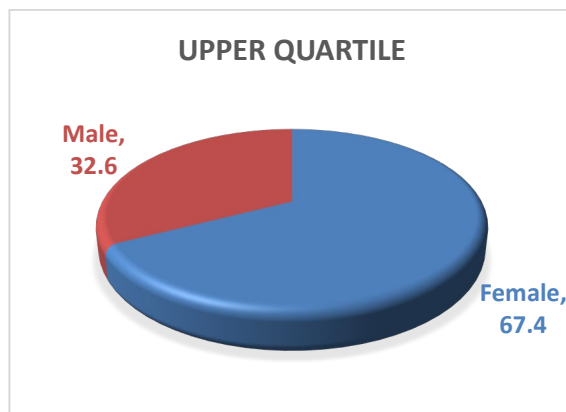
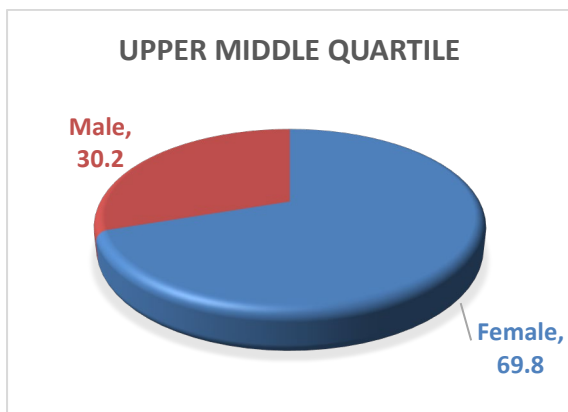
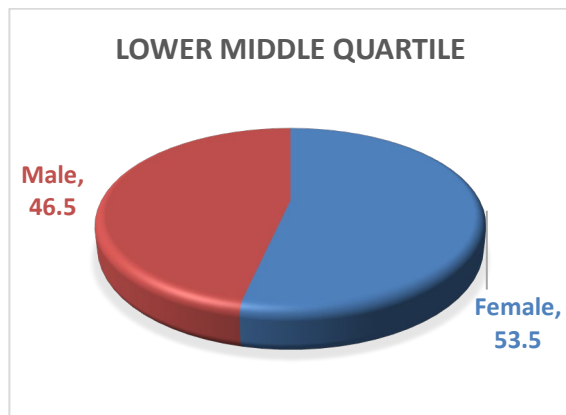
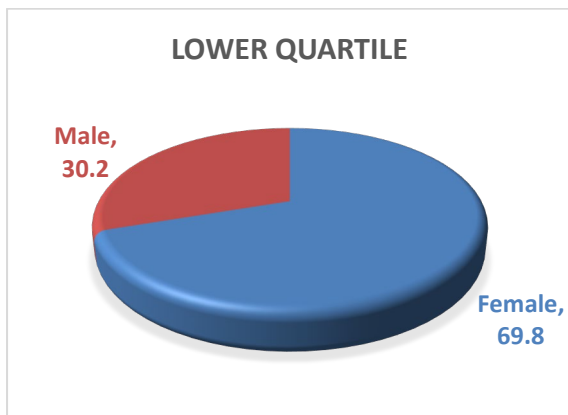


Gender Pay Gap 2024



Perthyn was established in 1995 as a registered charity and a company limited by guarantee. We operate on a 'not-for-profit' basis, so invest all our funding in the provision of personal and individualised support to people with a learning disability and our workforce. We are pleased to publish our annual gender pay gap report that 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 2024.

Mean Gender Pay Gap : 2.5%
Median Gender Pay Gap : 0%
Perthyn does not pay bonus payments.



Our Statement

Perthyn's Gender Pay Gap data for April 2024.

It shows that the mean gender pay gap between men and women has fallen slightly to 2.5% and our median gender pay gap has remained at zero. We strive to be an equal opportunities employer; our pay scales are the same for all employees regardless of gender. We do not pay any bonuses and so 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 people in the workplace to achieve an appropriate work/life balance. We also have a recognition agreement with UNISON and enjoy constructive relations with them.

Our core values are: Integrity, Empowerment, Innovation, Accountability, Inclusivity, Belonging, Accomplishment and Resilience and we apply them to everything we do.

A handwritten signature in blue ink that reads "Bethan Radford". The signature is written in a cursive, flowing style.

Bethan Radford
CEO November 2024