

GENDER PAY GAP 2018



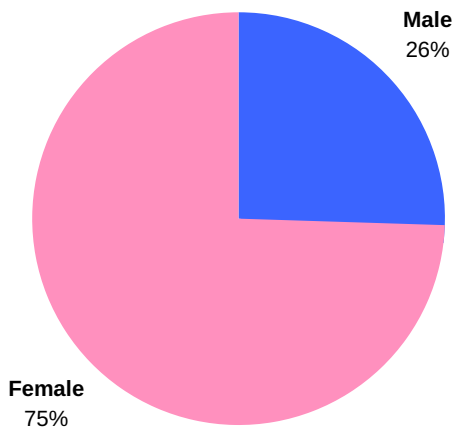
Perthyn is a not for profit provider of social care for people with a learning disability or autism, working in Wales and England in Britain and we are pleased to publish our annual gender pay gap report. This measures the difference between average female earnings compared to average male earnings regardless of roles. As required, this report provides snapshot of the situation on 5th April 2018.

Mean Gender Pay Gap : 2.3%

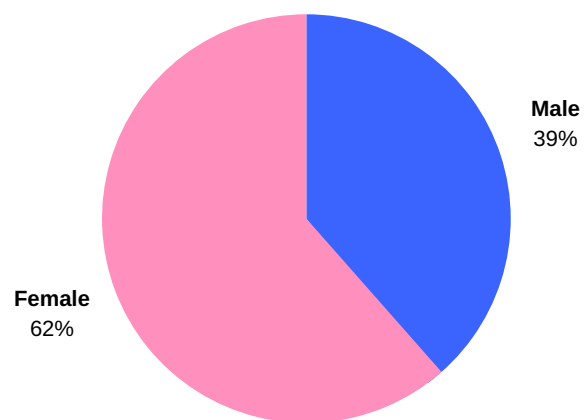
Median Gender Pay Gap : 0%

Perthyn does not pay bonus payments to any staff.

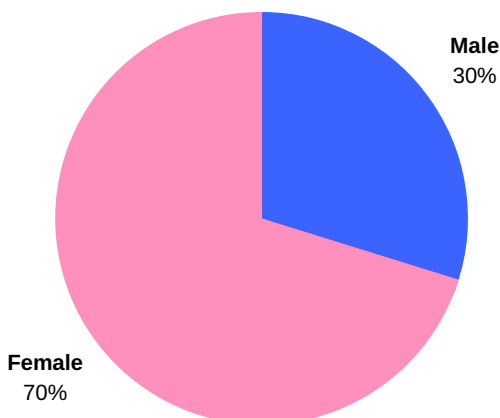
Lower quartile



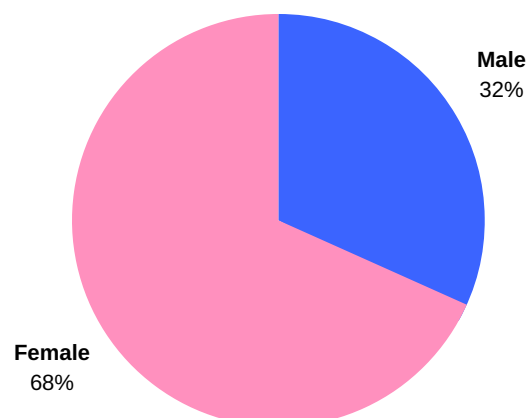
Lower middle quartile



Upper middle quartile



Upper quartile



Our Statement

Perthyn is pleased to publish our Gender Pay Gap data for April 2018.

Our data shows that the mean gender pay gap between men and women is 2.3%. This is a reduction from our 2017 figure which was 4.9%.

Perthyn strives to be an equal opportunities employer and this decrease in the pay gap between our male and female employees is welcomed.

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 May 2018