

GENDER PAY GAP 2017



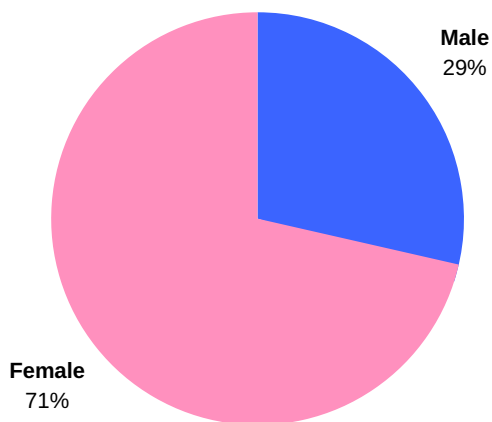
Perthyn is a not for profit provider of social care for people with a learning disability or autism, working in Wales and England in Britain and we are pleased to publish our annual gender pay gap report. This measures the difference between average female earnings compared to average male earnings regardless of roles. As required, this report provides snapshot of the situation on 5th April 2017.

Mean Gender Pay Gap : 4.9%

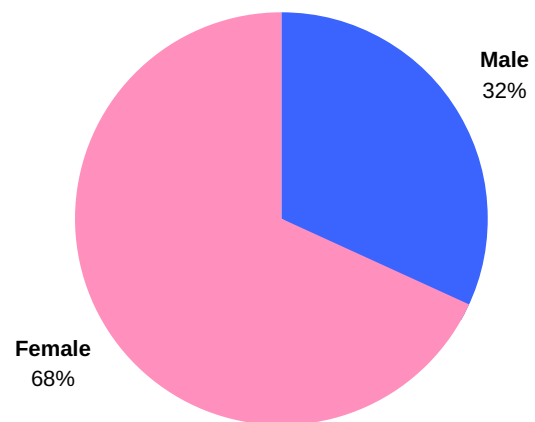
Median Gender Pay Gap : 0%

Perthyn does not pay bonus payments to any staff.

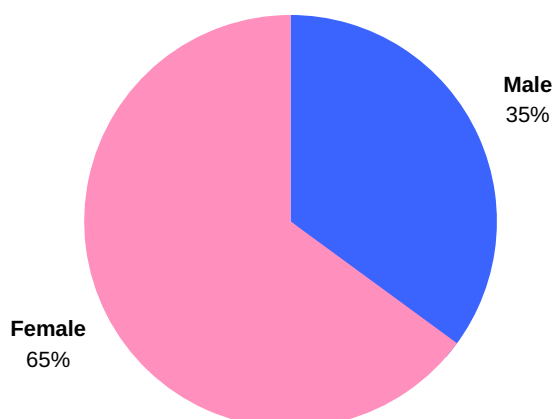
Lower quartile



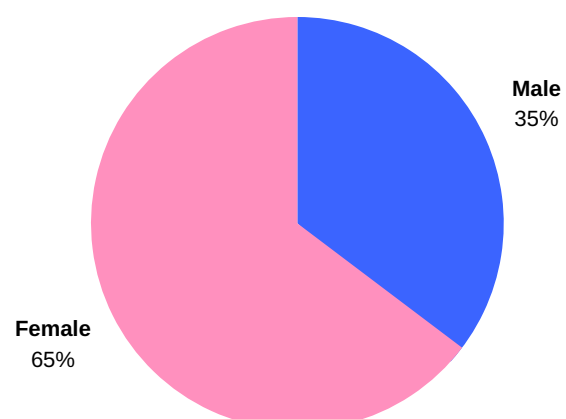
Lower middle quartile



Upper middle quartile



Upper quartile



Our Statement

We are very pleased that the data shows that there is a small gender pay gap at Perthyn, which we believe is due to our genuine commitment to equality, diversity and inclusion.

The gender pay gap at Perthyn compares favourably with the national average across all sectors and with typical levels within our sector. The national (ONS) gender pay gap for all employees is 18.1% and is far higher than at Perthyn.

Within our sector, figures published on the government's reporting website indicate that there is an 8% median gender pay on average for care sector organisations which have published their figures to date. It is seen, therefore, that Perthyn is doing better than the sector generally.

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 March 2018