



Gender Pay Gap Report

5th April 2018

As one of Shropshire's top 50 fastest growing organisations, Bryn Melyn Care is a leading provider of therapeutic child care across Shropshire and North Wales and whilst we are proud of our growth, our focus on transforming the lives of looked after young people with complex needs has not waived.

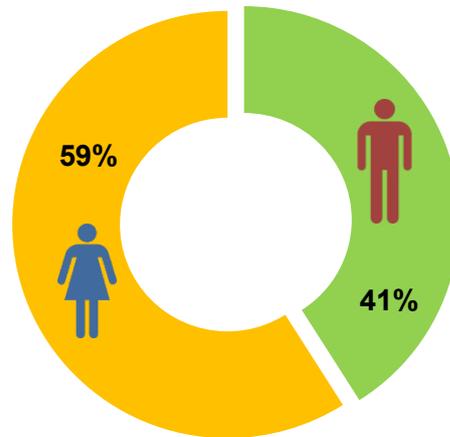
Our commitment to the young people in our care is unrivalled. Our confidence in our approaches and outcomes is based on:

- Feedback from Local Authorities
- Feedback from Inspections
- Feedback from young people
- Feedback from staff

We believe that in order to transform lives through the delivery of therapeutic care, it is essential that we nurture and develop a gender balanced, diverse and resilient workforce.

As we employ more than 250 staff, we are required by law to publish an annual gender pay gap report showing the differences in average male and female earnings. We've calculated our figures following the guidance set out in the gender pay gap legislation and welcome the opportunity to share them.

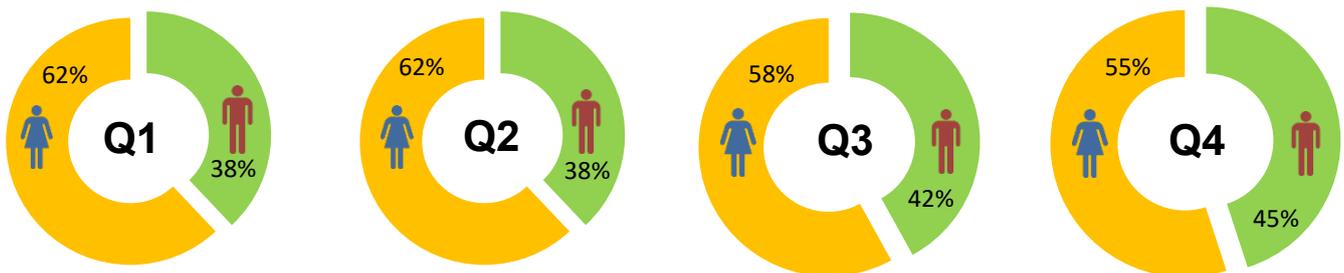
In a sector that is heavily dominated by females we are delighted to be in a position to report that our gender balance is far closer than industry averages



Pay Quartiles by Gender

← Lowest paid roles

Highest paid roles →



If you listed all our staff from the lowest paid to the highest paid and split this into four equal sections, this shows the % of male and female staff in each section. The number of male and female staff in each quartile is broadly in line with our overall gender balance.

8.58%

Mean Gender Pay Gap

→ This is the difference in pay for our male staff against the average pay for female staff.

3.49%

Median Gender Pay Gap

→ If you listed all our male and female employees from highest paid to the lowest, the 'median' is the mid-point on each list

% of employees who received a bonus



Mean Bonus Gender Pay Gap

-30.98%

Median Bonus Gender Pay Gap

-97.17%

In early 2018 Bryn Melyn Care commenced a period of planned growth and diversification, developing a number of services designed to support children and young people with complex learning difficulties – Apricity. Similarly to many organisations we have embarked on an intensive recruitment drive, initially restructuring our senior management team and appointing to a number of newly created management positions. As an employer underpinned by non-exclusion, we are transparent with regards to pay within our advertising and ensure that our working conditions do not unintentionally exclude either gender. We appoint based on the skills, attributes and ethics presented throughout all stages of the recruitment process and in this case, it saw the appointment of additional male managers. On the snap shot date of 5th April 2018 these appointments increased our reportable pay gap and whilst our analysis has evidenced this, we are committed to making continued efforts to balance our workforce during the coming years.

Going forward we will continue to review our gender pay gap; ensuring we maintain a good balance and where concerns are identified we will take positive action to address them.

I confirm that Bryn Melyn Care Limited has prepared its 2018 gender pay gap results in line with mandatory requirements and that the information in this statement is correct.



Bob Yetzes
Chief Executive Officer