



For the first time, all UK employers with more than 250 employees are required, under new legislation that came into force in April 2017, to publish their gender pay gap in order to show the discrepancy of pay between their male and female employees. The gender pay gap is defined as the difference in the average earnings of men and women over a fixed period regardless of role or seniority.

The information below shows the mean and median gender pay gap and bonus pay differential based on hourly rates of pay as at the snapshot date of 5 April 2017, and bonuses paid in the year to 5th April. The figures reached use the mechanisms set out in the gender pay gap reporting legislation.

Mean (average) pay gap	2.2%
Median (mid-point) pay gap	2.1%
Mean Bonus pay gap	69.1%
Median Bonus pay gap	67%

Proportion of males receiving bonus pay	4.7%
Proportion of females receiving bonus pay	9.2%

Quartile	Male	Female
1	43%	57%
2	49%	51%
3	44%	56%
4	41%	59%



Statement

Bryn Melyn Care's workforce has a female bias, a profile that reflects industry trends for care practitioners and administrative support staff within the care sector. We are pleased to report that our mean (average) gender pay gap falls well below the national average of 18%, however; we acknowledge that the gap in bonus payments is larger, due to the higher number of male staff in the most senior positions and therefore receiving greater bonus payments compared to women.

We are proud of the work we have already done to address our gender pay gap but we are not complacent, and will continue to monitor our performance in this area under ongoing review seeking to improve the experience of all of our employees in respect of equality, diversity and inclusion.

I confirm that Bryn Melyn Care Limited is committed to the principle of gender pay equality and has prepared its 2017 gender pay gap results in line with mandatory requirements.

Bob Yetzes

A handwritten signature in black ink, appearing to read 'Bob Yetzes', is written over a light grey rectangular background.

Chief Executive Officer