

Introduction:

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires organisations employing more than 250 people to undertake Gender Pay Reporting and publish the results on both the Company's and governments (prescribed) website within one calendar year of April 5th each year.

Porthaven is, and always has been, committed to ensuring that all staff are paid equally, irrespective of gender, when undertaking the same roles within each of its homes. Porthaven is, and always has been, committed to ensuring all staff are paid above the National Living Wage.

Porthaven Care Homes Limited report covers the "snapshot" date of 5 April 2021 and comprises of calculations that show the difference between the average earnings of men and women in our organisation, on that date.

Porthaven Care Homes Limited workforce by gender:

Porthaven Care Homes Limited is a diverse organisation with a predominantly female workforce. As at 5 April 2021 the workforce comprised 36 males & 219 females (14% males and 86% females).

Porthaven Care Homes Limited reaffirms its commitment to treating all employees equally regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

Mean Gender Pay Gap:

Porthaven Care Homes Limited's mean gender pay gap as at 5 April 2021 was 12.91%.

Porthaven Care Homes Limited is part of a Group and the Group's mean gender pay gap is 7.06%. Both the mean gender pay gap of Porthaven Care Homes Ltd and the Group are well below the UK's mean gender pay gap of 14.9% (according to the November 2021 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures).

Median Gender Pay Gap:

Porthaven Care Homes Limited's median gender pay gap as at 5 April 2021 was 9.09%.

Porthaven Care Homes Limited is part of a Group and the Group's median gender pay gap is 4.40%. Both the median gender pay gap of Porthaven Care Homes Limited and the Group are well below the UK's median gender pay gap of 15.4% (according to the November 2021 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures).

Bonus Pay Gap

During the reporting period preceding April 2021 the proportion of males in the workforce receiving a bonus was 0.00% and the proportion of females in the workforce who received a bonus was 0.91%

Due to no males receiving bonus pay during the period, Porthaven Care Homes Limited are unable to calculate the mean bonus pay gap or the median bonus pay gap.

Porthaven Care Homes Limited is part of a Group which operates a standard bonus structure for some employees in specific positions. This structure has certain criteria which have to be met by the employee to achieve the bonus pay-out. All employees in those positions have the same criteria to achieve as part of this structure.

Pay across Quartiles as at 5 April 2021

Splitting pay into quartiles (four equal sections ranked by pay amount) gives a distribution of males and females within each quartile as follows:

Quartile	Males	Females
Upper quartile	23.44	76.56
Upper middle quartile	15.63	84.38
Lower middle quartile	1.56	98.44
Lower quartile	17.19	82.81

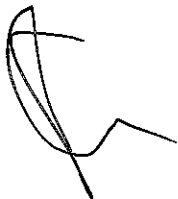
This shows a relatively proportionate split between male and female employees at each level within the pay scale when compared to the overall split of 14% males and 86% females.

Conclusions and Resultant actions:

Porthaven Care Homes Limited does have a gender pay gap. The gender pay gap is largely driven by the fact that the proportion of men in higher-paid roles is higher than the proportion of men in lower paid roles, a pattern common to most of the UK. This is particularly due to the nature of the business and the higher number of care workers in the Company, the majority of whom are women. However, the Company mitigates this by having roles graded with a standard pay rate, with men and women being paid equal rates for a particular role within each of the Homes.

I, John Storey, Chief Executive, confirm that the information in this statement is accurate.

Signed



Date

17/01/22