

## **Our Gender Pay Gap Report 2021**

As at 5 April 2021 Peninsula Care Homes Limited employed over 250 staff. Because we employ more than 250 people, we are required to publish a Gender Pay Gap Report in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender pay gap is a measure of the difference between men's and women's earnings across an organisation and the report provides context and data on this across several measures.

At Peninsula Care Homes we are committed to equality of opportunity, and we value the diversity, expertise, and passionate commitment of every member of staff.

The data collected on 5 April 2021 shows that our Median Gender Pay Gap is 3.1% and our Mean Gender Pay Gap is 11.3%.

At Peninsula Care Homes, even though our gender pay gap is smaller than the national average, we remain focussed on this important issue of rewarding individuals regardless of their gender.

We confirm that the Peninsula Care Homes Ltd Gender Pay Gap calculations have been completed in accordance with guidance and requirements prescribed by the Equality Act 2010, Gender Pay Gap Information.

Louise C. Arnold  
Managing Director