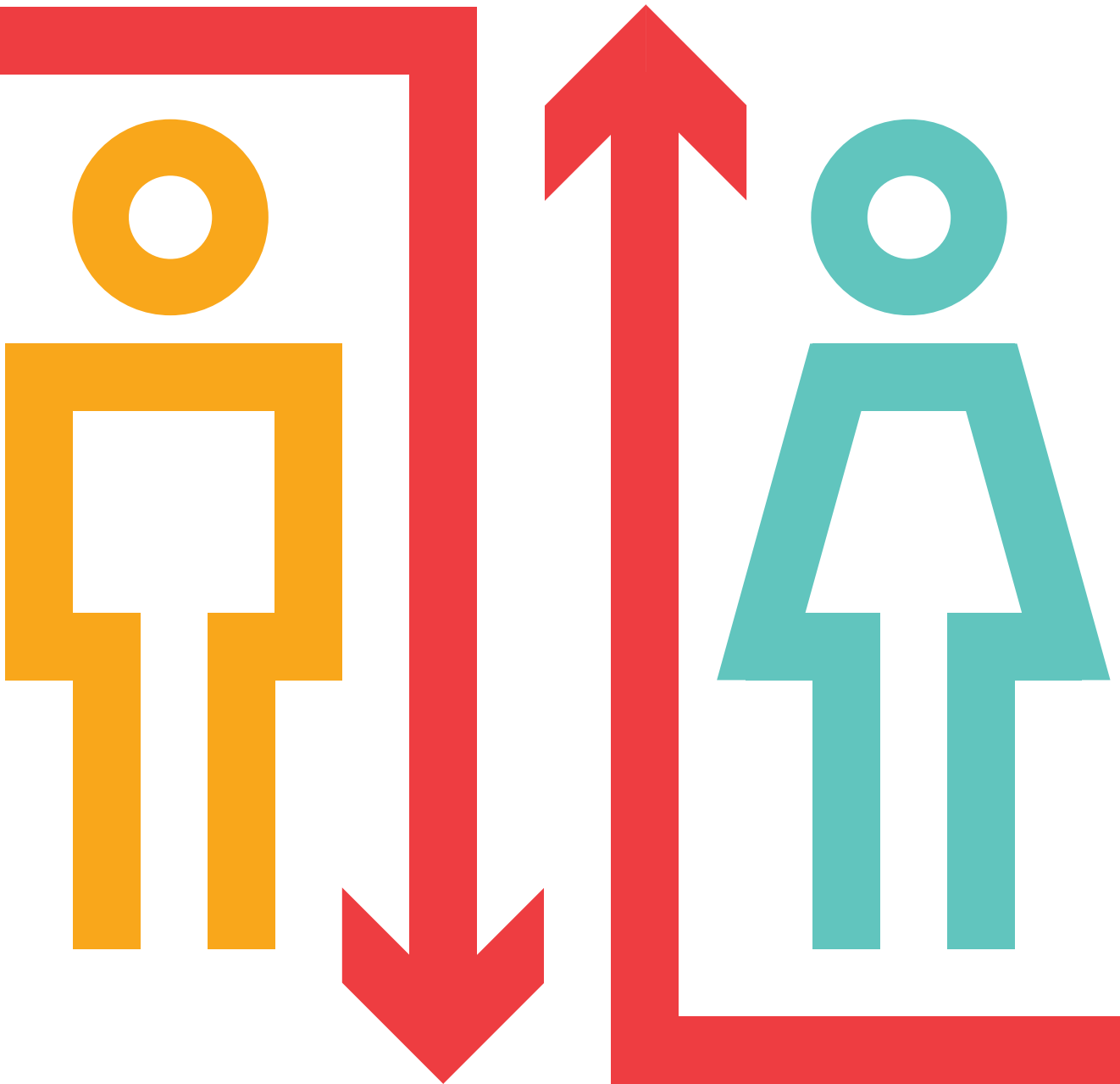


PLATFFORM

# GENDER PAY GAP

REPORT



PLATFFORM

For mental health and social change  
Dros iechyd meddwl a newid cymdeithasol

# PLATFFORM GENDER PAY GAP REPORT

## OVERVIEW

All organisations with over 250 employees are required to publish and report specific figures about their gender pay gap, specifically looking at the average (or mean) hourly pay received by both genders, the median (middle) hourly pay received by both genders, the bonus pay gap between genders (if applicable) and the pay per quartile.

## WHAT IS GENDER PAY GAP?

The gender pay gap is a measure of the difference in the average pay between men and women, regardless of the nature of their work, across the entire organisation. This is usually expressed as a percentage of male pay, with a positive figure being in favour of males, and a negative figure being in favour of females.

**FOR EXAMPLE, IF A GENDER PAY GAP IS REPORTED AS 3.54% THIS MEANS THAT, ON AVERAGE, MEN EARN 3.54% MORE THAN WOMEN, OR IF A GENDER PAY GAP IS REPORTED AS -3.54% THIS MEANS THAT ON AVERAGE WOMEN EARN 3.54% MORE THAN MEN.**

The gender pay gap has many contributing factors which will differ from organisation to organisation, across sectors and across geographical locations.

It is different from an equal pay comparison, which is the comparison of two people or groups of people carrying out the same, similar or equivalent work.



**THE EXISTENCE OF A GENDER PAY GAP DOES NOT AUTOMATICALLY GIVE RISE TO ANY DISCRIMINATION OR EQUAL PAY MATTERS.**

# PLATFORM'S GENDER PAY GAP

**Platform is a Real Living Wage accredited employer and is committed to fair and equal pay for our people.**

We've been working hard over the last three years to transform our internal culture from 'good enough' to one where we lead by example. Our services work to support human beings, with everything that means. So, our internal culture is based on the same approach – flexible, human, and with access to mental health support.

When you're dealing with something as complex as mental health, everyone's backgrounds and experiences give a different perspective. And that's why our differences genuinely make us stronger – and why it's so important to us that we welcome everyone, and that we can each bring everything we are to our work.

This report sets out the gender pay gap statistics for Platform at a particular point in time (5th April 2024) and is based on 'full pay relevant employees' pay (including relief staff).

It does not include overtime, pay relating to termination of employment or any other non-cash benefits.



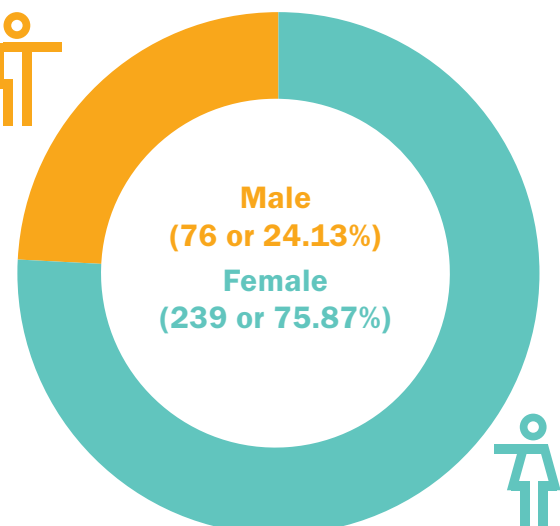
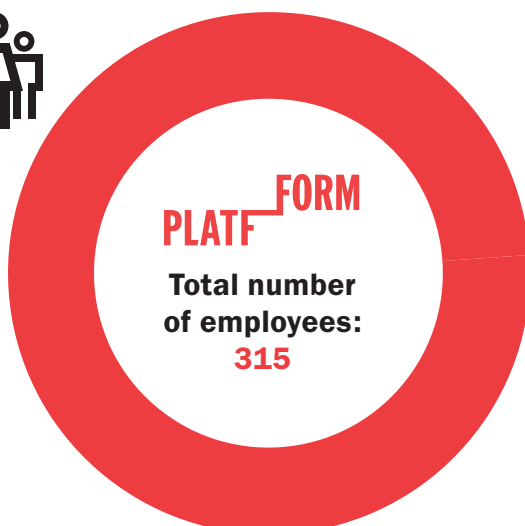
**As at 5<sup>th</sup> April 2024, Platform had 315 members of staff including relief staff.**



**75.87% 239 of which were female**



**24.13% 76 of which were male**



# PLATFORM'S GENDER PAY GAP

## WHAT IS GENDER PAY GAP?

**The mean (or average) figure is calculated by comparing the average hourly rate pay of men and women within an organisation.**

The mean hourly rate for male members of staff is £14.24, the mean hourly rate for female members of staff is £13.69.

Platform's mean gender pay gap is: 3.86%



Mean gender pay gap is: 3.86%

## THE MEDIAN GENDER PAY GAP

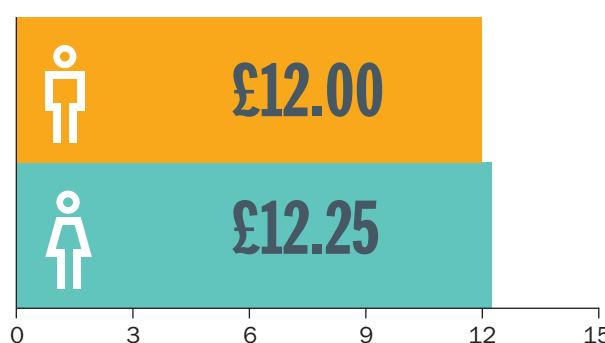
**The median figure is calculated by comparing the median or middle hourly rate of pay for women and men within an organisation.**

The median hourly rate for male members of staff is £12, the median hourly rate for female members of staff is £12.25.

Platform's median gender pay gap is: -2.08%

On both calculations, a positive figure demonstrates men receive higher pay than women, a minus figure demonstrates that women receive higher pay than men based on the hourly rate of pay.

Our comparison shows that in terms of the mean or middle hourly rate, on average 2.08% of females are paid more than men at Platform.



Median gender pay gap is: -2.08%

## BONUS PAY GAP

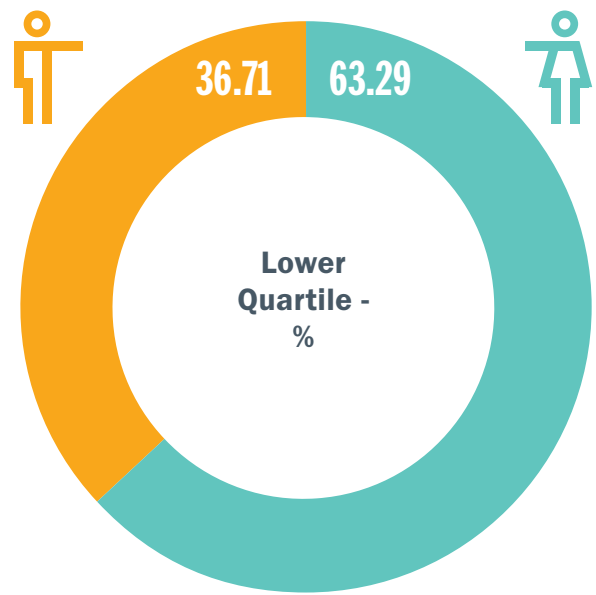
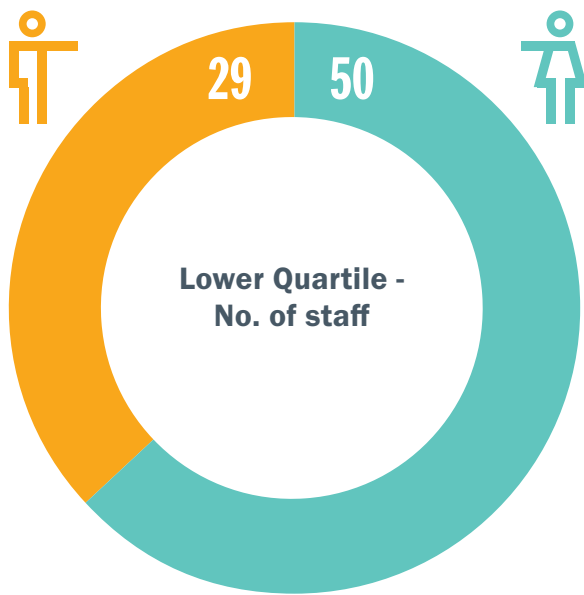
**There is no bonus pay gap as due to the funding nature of the work at Platform, bonuses are not offered to our staff.**

However, we are currently reviewing our offering of reward and recognition for staff at Platform, with a view to rolling out an updated reward and recognition strategy in the new financial year (2025/26).

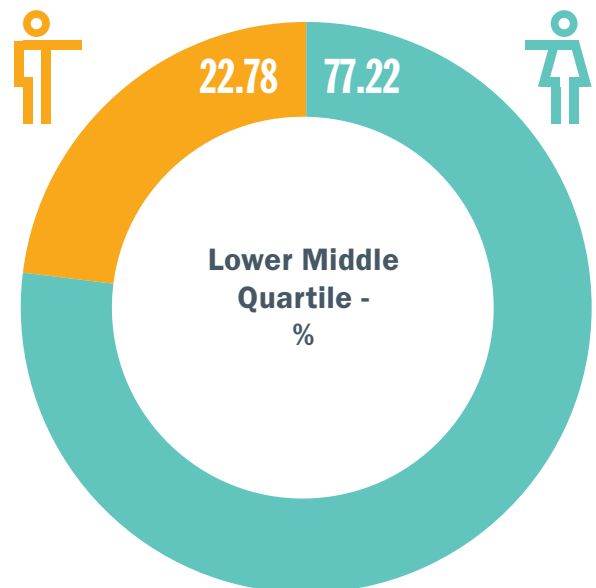
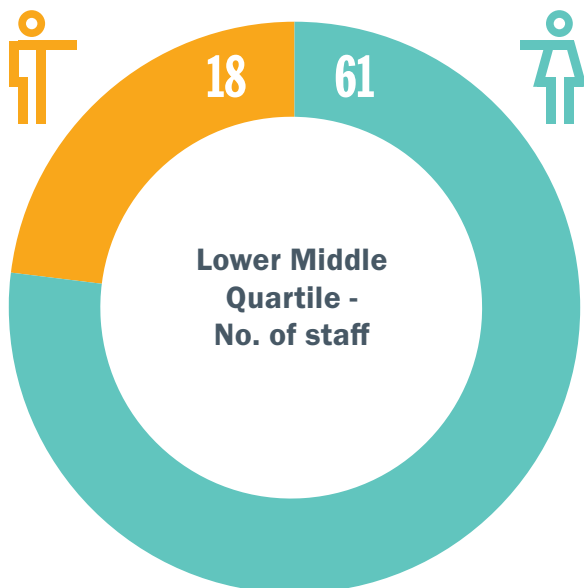


# PAY QUARTILES:

In the context of gender pay gap reporting, the following four quartiles divide Platform's workforce into four equal parts based on hourly pay, from the lowest earners to the highest. This helps to show how pay is distributed across different levels of the organisation.



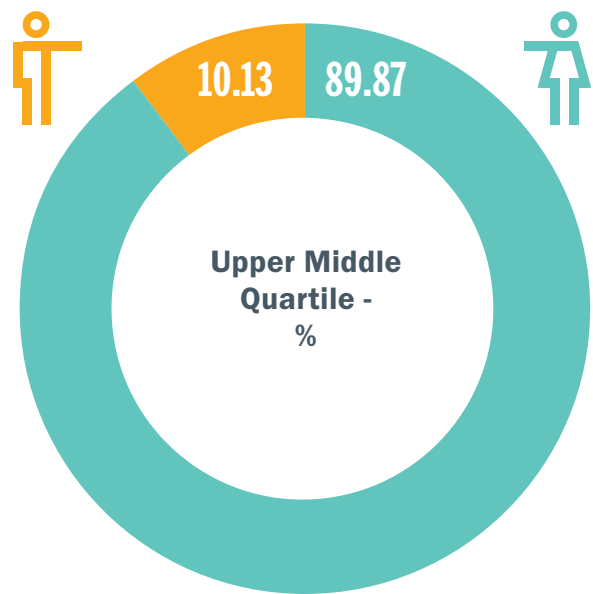
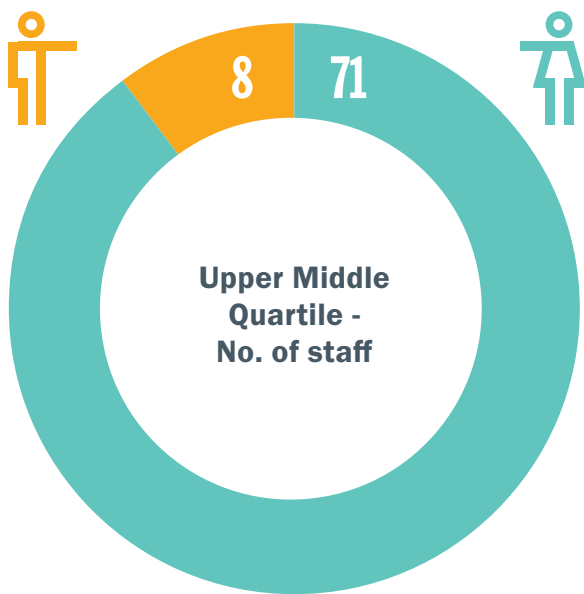
Lower Quartile



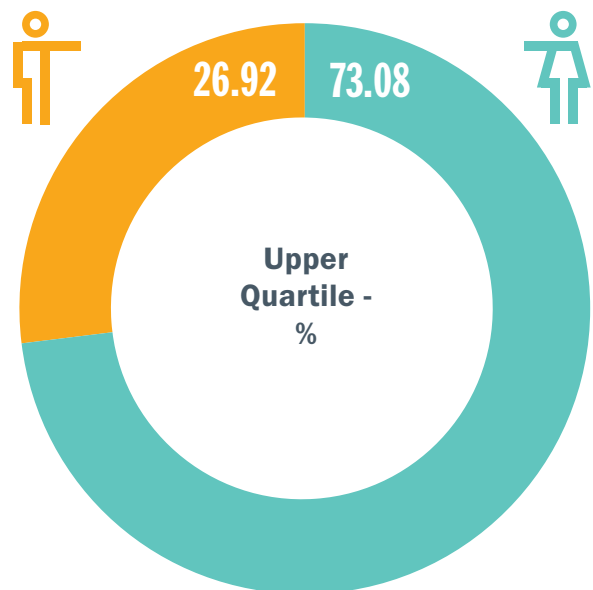
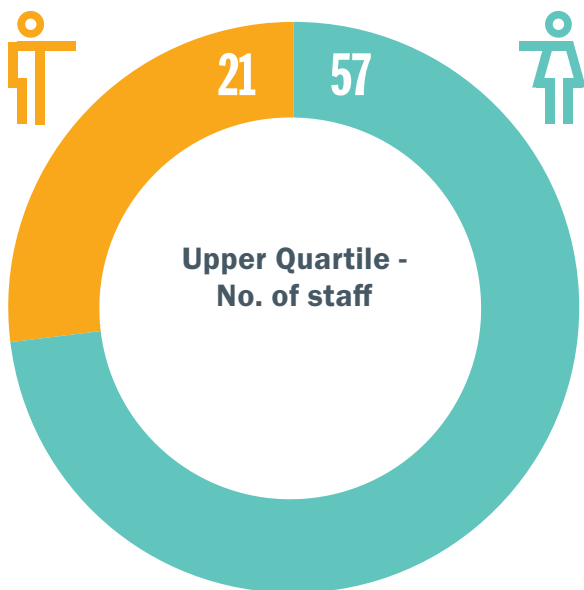
Lower Middle Quartile

# PAY QUANTILES:

In the context of gender pay gap reporting, the following four quantiles divide Platform's workforce into four equal parts based on hourly pay, from the lowest earners to the highest. This helps to show how pay is distributed across different levels of the organisation.



Upper Middle Quartile



Upper Quartile

# GENDER PAY GAP

## WHAT CAUSES OUR GENDER PAY GAP

Across all quartiles, it's clear that our workforce is heavily dominant with females, with a number of contributing factors being:

- The nature of our work (support, young people and counselling)
- Our flexible working approach and appreciation of work/life balance
- Our family supporting leave policies (i.e. enhanced maternity pay, paid emergency/carers leave)
- Our higher-than-average holiday allowance.

This also concludes that there are equal opportunities for both genders in terms of progression into higher level roles and being recruited into higher level roles as even within the upper quartile female employee numbers are high.



## TACKLING OUR GENDER PAY GAP

**We are very pleased to see that Platform is one of few employers to have a gender pay gap under 4%.**

Since April 2021 we have paid our staff in line with the Real Living Wage and have maintained this approach for this reporting period.

We do our best to be a fair employer, continuously striving to shape and enhance our working practices, as evidenced by our recent achievement of Investors in People Gold accreditation as well as Silver in the Diverse Cymru framework.

However, we will not become complacent (or rest on our laurels) and will continue to develop and improve processes, policies and practices to enhance and champion equality, celebrate diversity and encourage a sense of belonging at Platform. These will include:

- Continue to review our approach to recruitment and selection ensuring there are no barriers to men and women applying for roles across all quartiles within Platform.
- Continue to develop our family-friendly policies that give both men and women the opportunity to work flexibly in order to maintain a healthy work/life balance and manage family/ personal commitments
- Continue our efforts to create a workforce that reflects the diversity of the communities we work in.

## SUPPORTING STATEMENT

Having followed the guidelines issued by the Government Equalities Office and supporting guidance published by ACAS and the CIPD, we can confirm that the gender pay gap information published by Platform is accurate.

**Ewan Hilton**, Chief Executive Officer  
April 2025

**Corrina Fiddler**, Head of People  
April 2025

**PLATFFORM**  
**GENDER**  
**PAY GAP**  
**REPORT**

**PLATF** **FORM**

For mental health and social change  
Dros iechyd meddwl a newid cymdeithasol