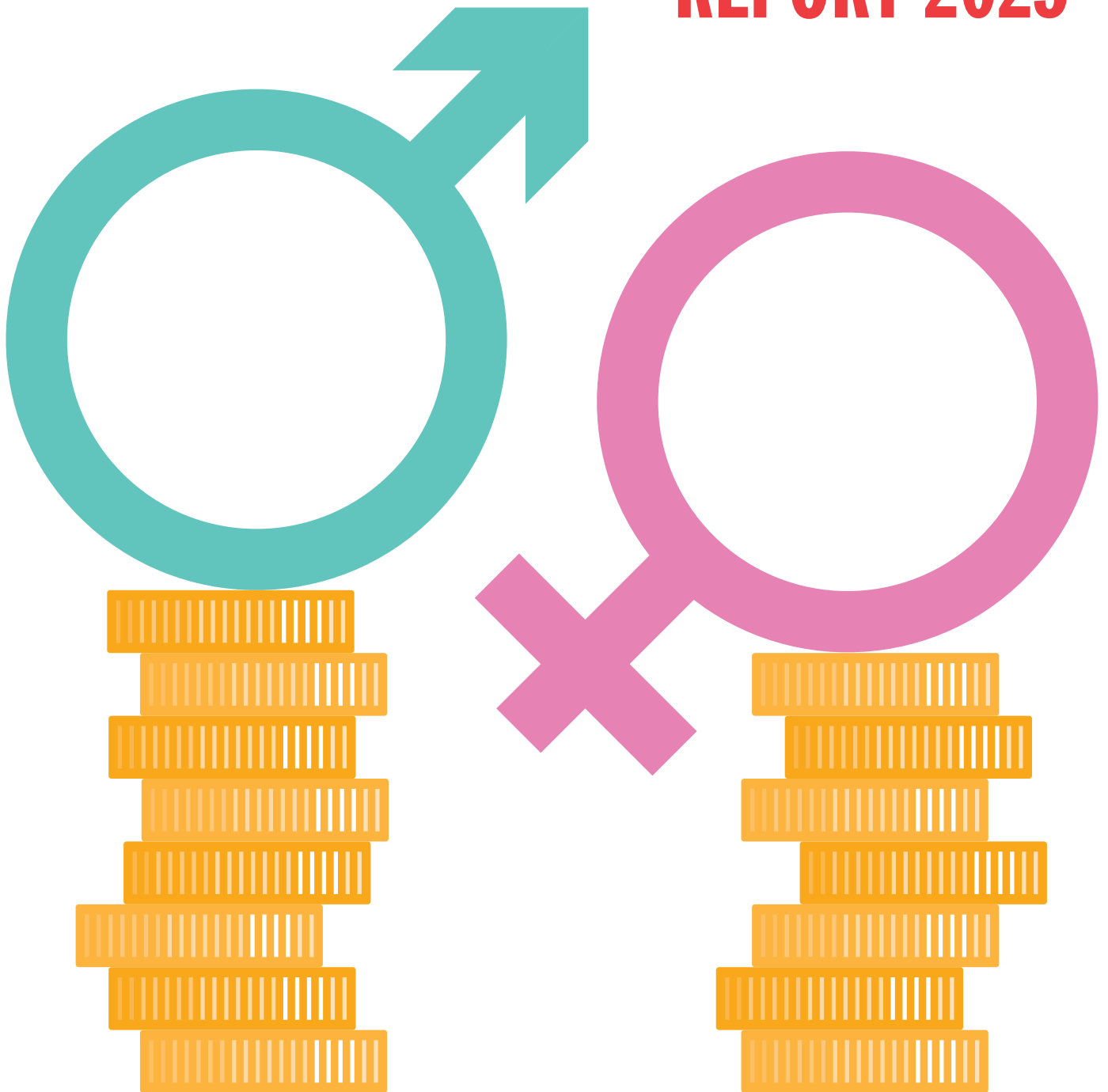


PLATFORM

GENDER PAY GAP

REPORT 2025



PLATFORM 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 equitable pay for everyone who works with us.

We've been working hard focussing on our internal culture – moving beyond what is simply “good enough” to one where we actively lead by example. Our work is rooted in supporting human beings in all their complexity, and our approach to our own people reflects this. We aim to create a working environment that is flexible, compassionate and supportive, with access to mental health support embedded throughout our organisation.

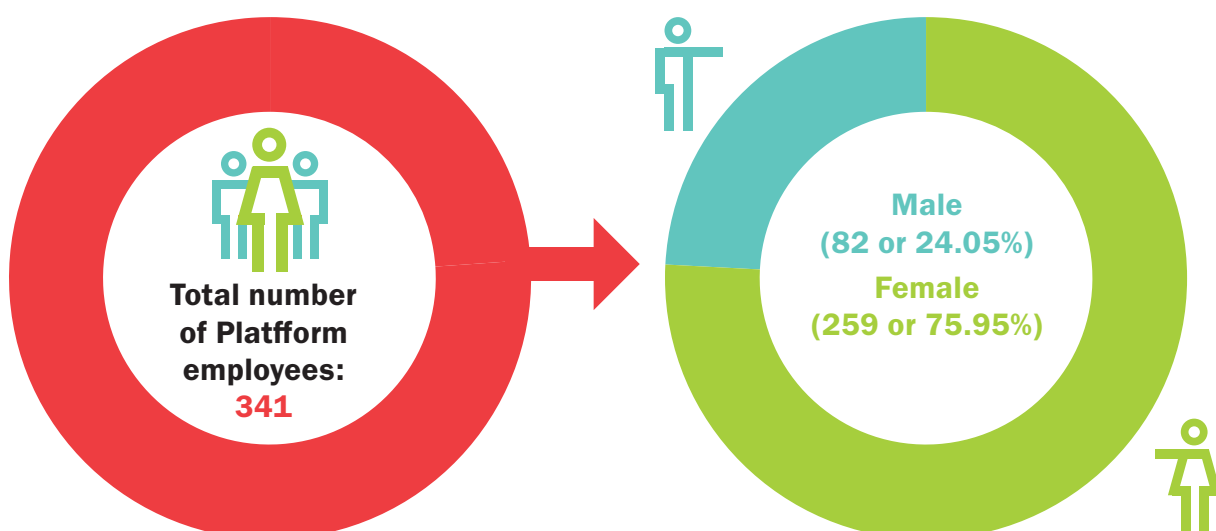
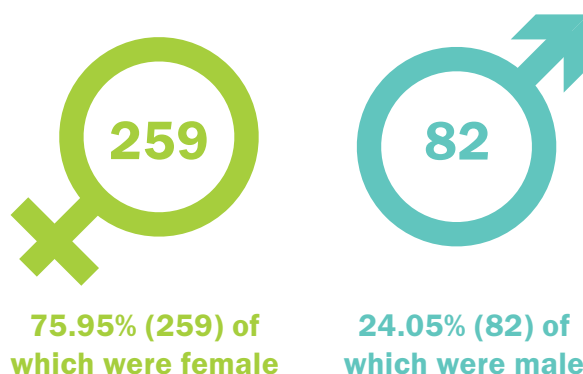
We recognise that when working in an area as complex as mental health, the diverse backgrounds, experiences and perspectives of our people are a real strength. These differences enrich our work and enable us to better support the communities we serve. Creating a workplace where everyone feels welcomed, valued and able to bring their whole selves to work is therefore fundamental to who we are.

This report sets out the gender pay gap statistics for Platform at a particular point in time (5th April 2025) 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 5th April 2025, Platform had 341 members of staff including relief staff.



PLATFORM'S GENDER PAY GAP

THE MEAN 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 £15.12, the mean hourly rate for female members of staff is £14.43.

Platform's mean gender pay gap is: 4.56%.



Mean gender pay gap is: 4.56%

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 £12.60, the median hourly rate for female members of staff is £12.86.

Platform's median gender pay gap is: -2.06%.



Median gender pay gap is: -2.06%

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 median or middle hourly rate, on average 2.06% of females are paid more than men at Platform.

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.



PAY QUANTILES:

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.

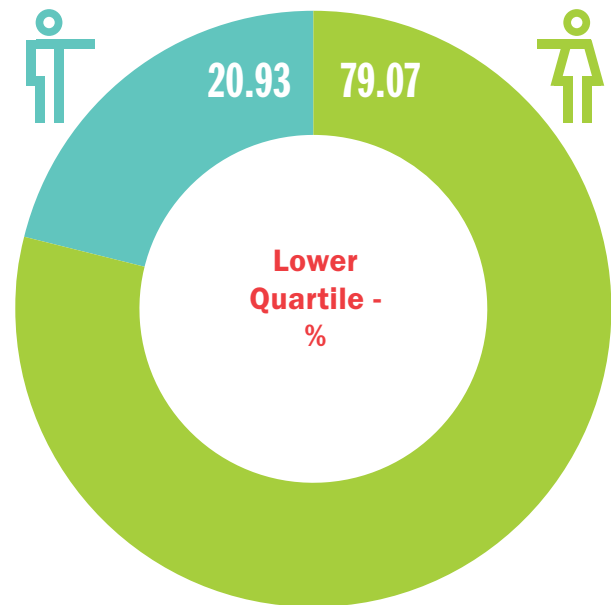
LOWER QUANTILE

Lower Quartile - No. of staff

Female 68



Male 18



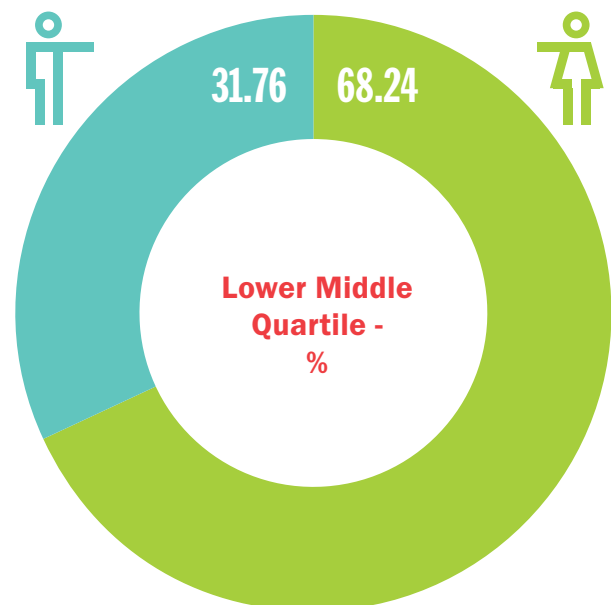
LOWER MIDDLE QUANTILE

Lower Middle Quartile - No. of staff

Female 58



Male 27



PAY QUANTILES:

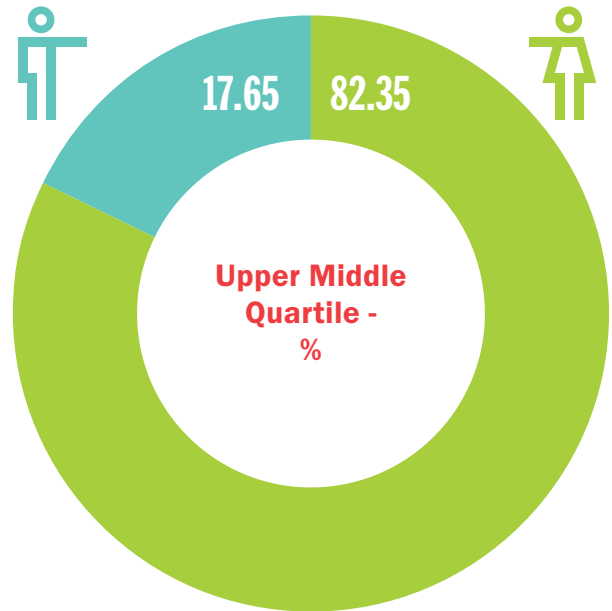
UPPER MIDDLE QUANTILE

Upper Middle Quartile - No. of staff

Female 70



Male 15



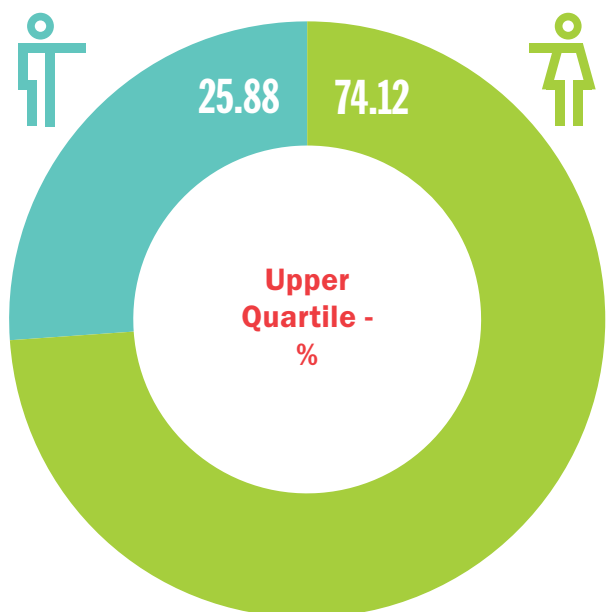
UPPER QUANTILE

Upper Quartile - No. of staff

Female 63



Male 22



GENDER PAY GAP

WHAT CAUSES OUR GENDER PAY GAP

Across all pay quartiles, our workforce is predominantly female. This reflects the nature of the work we do and the way we support our people. There are a number of factors contributing to this, including:

- The nature of our services, particularly within support, young people's services and counselling, which traditionally attract a higher proportion of female applicants
- Our strong commitment to flexible working and supporting a healthy work-life balance
- Our family friendly approach, including enhanced maternity pay and paid emergency and carers' leave
- Our higher than average annual leave entitlement

Our data also shows that there are equal opportunities for all genders in terms of progression and appointment into senior roles. Female representation remains high across all quartiles, including the upper quartile, indicating that women are progressing into, and being recruited into, higher paid roles within Platform.



TACKLING OUR GENDER PAY GAP

We are very pleased to see that Platform continues to have a gender pay gap of under 4%.

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

We continually strive to be a fair and responsible employer, regularly reviewing and improving our working practices and culture. This is reflected in our achievement of Gold accreditation from Investors in People and Silver accreditation under the Diverse Cymru framework in 2024.

That said, we recognise that maintaining progress requires ongoing focus. We will continue to develop our processes, policies and practices to strengthen equality, celebrate diversity and foster a genuine sense of belonging at Platform. Our ongoing actions include:

- Continuing to review recruitment and selection practices to ensure there are no barriers to people of any gender applying for roles across all pay quartiles within Platform.
- Further developing family friendly and flexible working policies that support colleagues of all genders to balance work with personal and family commitments.
- Continuing our efforts to build a workforce that better 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 2026

Corrina Fiddler, Head of People
April 2026

PLATFFORM

GENDER PAY GAP

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