

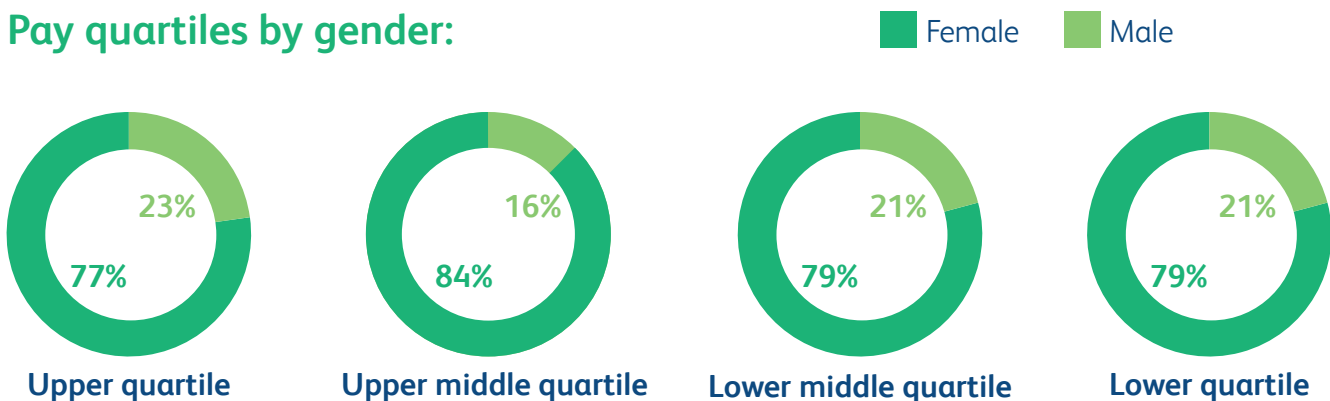
Dimensions Somerset Sev Limited

Dimensions Somerset Sev Limited (Discovery) was set up as a Social Enterprise organisation as part of the TUPE transfer out for the Learning Disabilities Service from Somerset County Council on 1 April 2017. We form part of Dimensions (UK) Ltd which is one of the largest not for profit providers of social care for people with a learning disability or autism in Britain and Discovery are pleased to publish our annual gender pay gap report.

As required, the report provides a snapshot of the situation on 5th April 2018:

Mean gender pay gap	4 % (women lower)
Median gender pay gap	0.3 % (women lower)
Mean bonus gender pay gap	-100 % (men lower)
Median bonus gender pay gap	-100 % (men lower)
Proportion of male employees who receive a bonus*	0 %
Proportion of female employees who receive a bonus*	0.3 %

Pay quartiles by gender:



*These figures have been reached using mechanisms that are set out in the gender pay gap reporting legislation.

Our Statement:

We are pleased that the data shows a very small gender pay gap at Discovery. We believe that these results are due, in no small part, to our genuine commitment to equality, diversity and inclusion.

A core principle of our remuneration strategy is that it is open and transparent. We fix pay at the appropriate level of relevant salary market for the County to recruit and retain the calibre of people needed to carry out the roles in an increasingly complex sector, where this is affordable.

We have a high proportion of women in senior roles (in the upper or upper middle quartiles) which is equal to or higher than the overall gender distribution, and this is one key reason why we have a very low overall gender pay gap.

The gender pay gap at Discovery compares favourably with the national average of 8.6 % across all sectors and with typical levels within our sector.

This is due to a number of factors, and some tangible examples of our commitment to being an employer genuinely committed to equality of opportunity and inclusion include:-

A competency and values based approach to recruitment, ensuring that all appointments and internal promotions are made solely on the basis of merit.

- An open and transparent approach regarding pay.
- Discovery's colleagues having access to the Dimensions Group award-winning career development programme (Aspire) which supports all individuals to achieve their potential, regardless of gender and other demographic variables.
- A wide range of flexible working options available to all colleagues.
- Mandatory training in equality and diversity, for all managers and colleagues.
- A strong link in to the Group's Equality, Diversity and Inclusion Manager.

It should also be emphasised that, although we are pleased with these positive results, we will not become complacent and will continually review our performance to ensure that Discovery is a truly inclusive employer with equal opportunities for all. I confirm that the information in this statement is accurate.



Chris Best
HR Director
April 2019



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