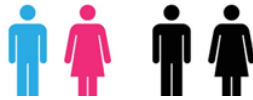


Introduction



From April 2017 the UK government introduced gender pay gap reporting for all companies employing more than 260 people.

The gender pay gap shows the difference between the average hourly pay received by men and women in Caredig across all ages, roles, and levels on the reference snapshot date of 5th April 2023.

About Caredig

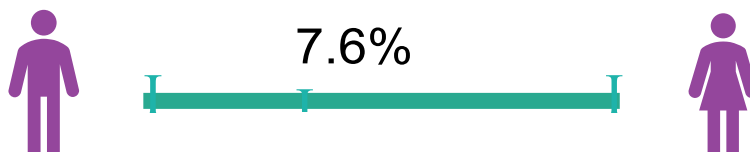
Caredig (previously Family Housing Association) was established in 1975 and provides a wide range of housing solutions for single people, families, older people, and people who need care and/or support to maintain their tenancy. Caredig operate over five local authority areas in South and West Wales.

Over half of our employees work in our Care and Support Services, who are predominantly female. Conventionally, women have undertaken many more caregiving roles than men, both inside and outside work, this gender-based perception is hard to change.

Caredig Gender Pay Gap

In the main we believe that our Gender Pay Gap is caused not by inequity in our approach to pay, but by the impact of low pay in front line care and support roles across the health and social care sector. Females predominantly occupy such roles. As employers we have little scope to improve pay for these roles as they are part of contracts commissioned by local authorities.

Mean Gender Pay Gap

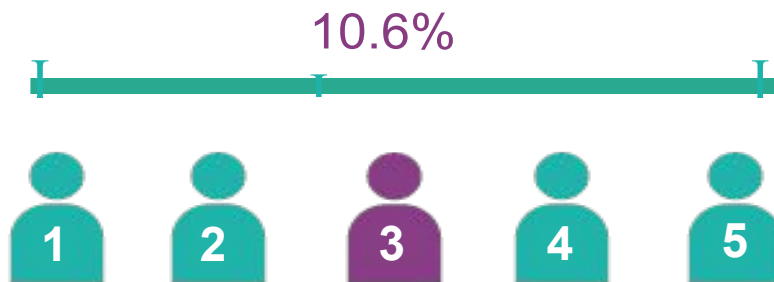


The mean average is calculated by adding up all the hourly pay rates and dividing the result by the number of employees. The mean average for both men's and women's hourly pay are calculated, and the difference is reported.

The mean gender pay gap of 7.6% represents a continued decrease of 0.2% compared to last years' figure, reported at 7.8%.

Note – if we do not include employees employed in our Care & Support roles, who are predominantly female, the pay gap reduces to 1.27%.

Median Gender Pay Gap.





The median is calculated by listing all the hourly pay rates in numerical order. The median is the middle amount. The median for both men's and women's hourly pay is calculated, and the percentage difference is reported. The Median gender pay gap of 10.6% is a decrease of 0.8% compared to the previous year, which had slightly increased to 11.4%.

Bonuses

No employees are paid bonuses.

Pay Distribution

The percentage of men and women is calculated for each quartile as shown below:

	Pay Quartiles	
41%	Upper	59%
44%	Upper Middle	56%
31%	Lower Middle	69%
22%	Lower	78%


The distribution of men and women is shown in pay quartiles, this is simply splitting employees into four equal sized bands based on hourly pay, from highest to lowest. The percentage of men and women is calculated for each quartile. 65.5% of our workforce are female and 34.5% male. A large proportion of our female workforce are employed in front line care and support roles, which are predominantly in the lower quartiles. There has been a positive increase in the females in the upper quarter by 3% since last year.

What have we done to tackle Gender Pay?

- ✓ **Job Evaluation** - Job Evaluation underpins our pay structure, which provides a robust, consistent, gender-neutral method for assessing and comparing the value of different jobs across the organisation. This has been a key action in achieving equal pay where everyone is paid the same rate for roles of equal value.
- ✓ **Pay Structure**
 - We are a **Real Living Wage** employer and continue to align our minimum salary rate in line with Real Living Wage increases, most staff in our lowest pay band are cleaners and female.
 - We have also moved away from pay scales to **spot salaries** in the last few years, this is widely considered a fairer and less discriminatory system, it is also simple to understand and transparent.
- ✓ **Targeted Pay Strategy** – in the last two years we have paid a higher increase to the lower end of our pay scales, you will see that 74% of staff in our lower quartile, a large proportion of which are employed in Care & Support roles. This will again be implemented on 1st April 2024 and we expect to see the positive impact of this to be again reflected in next year's report.
- ✓ **Ensured fairness and equality of recruitment practices** – this year we have continued to implement strategies worked on with Chwarae Teg with regards our recruitment and selection procedures, helping to develop a fairer Wales where women can achieve and prosper.
- ✓ **Policies focused on supporting equality in the workplace:**
 - working on providing the best offer possible by being a Disability Confident employer
 - fair, consistent and inclusive working models supported by flexible working policies, including the development of new hybrid working models and shared parental leave.

Supporting Statement from Chief Executive – Marcia Sinfield

I confirm that Caredig is committed to the principle of Gender Pay Equality and equal treatment for all employees. We have prepared our 2023 gender pay gap results in line with mandatory requirements.



Marcia Sinfield