

Introduction



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

In this report 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 2024. We are pleased to have seen a reduction in both the mean and median pay gap, also that there has been 10.3% reduction in female employees in the lower pay quartile compared to last year.

About Caredig

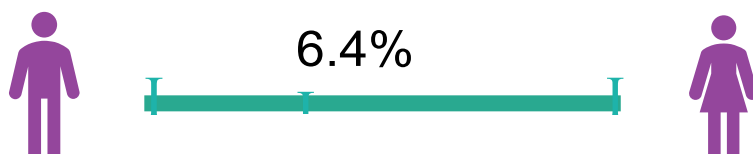
Caredig (previously Family Housing Association) was established in 1975 and provides a wide range of housing solutions for single people, families, older people, and people who need care and/or support to maintain their tenancy. Caredig operate over five local authority areas in South and West Wales.

Over a third of our employees work in our Care and Support Services, of those 77% are 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, however we are a Real Living Wage employer.

Mean Gender Pay Gap

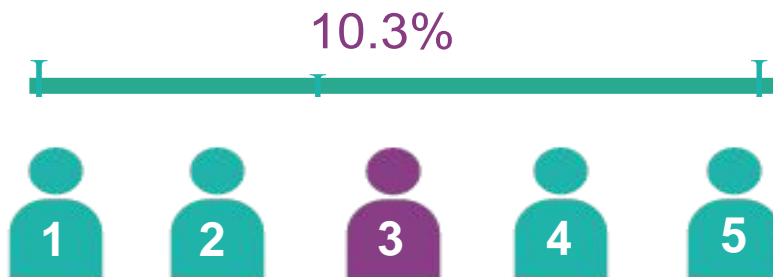


The mean average is calculated by adding up all the hourly pay rates and dividing the result by the number of employees. The mean average for both men's and women's hourly pay are calculated, and the difference is reported.

The mean gender pay gap of 6.4% represents a **decrease of 1.2%** compared to last years' figure, reported at 7.6%.

Note – if we do not include employees employed in our Care & Support roles, who are predominantly female, the pay gap reduces to **1.92%**.

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 **10.3%** is a **decrease of 0.3%** compared to the previous year at 10.6%.

Bonuses

No employees are paid bonuses.

Pay Distribution

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

|  | Pay Quartiles |  |
|---|---------------|---|
| 45.3% | Upper | 54.7% |
| 47.7% | Upper Middle | 52.3% |
| 32.8% | Lower Middle | 67.2% |
| 32.3% | Lower | 67.7% |

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. There has been a 4% increase in male employees in our workforce. The split of our workforce are 60.5% female and 39.5% male. A large proportion of our female workforce are employed in front line care and support roles, which are predominantly in the lower quartiles.

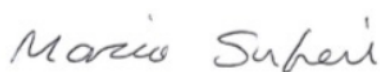
There has been **10.3% reduction of females in the lower quartile** since last year.

What we do to support Gender Pay Equity

- ✓ **Process & People Data** - we will endeavor to eliminate the pay gap through our commitment to ensuring that processes are fair and transparent, and that staff are recruited and rewarded fairly, regardless of gender. People data will continue to be analysed to help the organisation identify any barriers to gender equality and inform priorities for action
- ✓ **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.
 - Our pay structure has **spot salaries** as opposed to pay scales, this is widely considered a fairer and less discriminatory system, it is also simple to understand and provides greater transparency.
- ✓ **Targeted Pay Strategy** – in the last three years we have provided a higher salary increase to the lower end of our pay scales. This will approach will again be implemented on 1st April 2025 and we again expect to see the positive impact of this reflected in next year's report.
- ✓ **Ensured fairness and equality of recruitment practices** –where practicable we have gender balanced recruitment panels, particularly for roles where there is an imbalance. We actively encourage applications from specific genders if they are unrepresented in roles or business areas.
- ✓ **Policies focused on supporting equality in the workplace:**
 - We are a Disability Confident employer.
 - We have committed to the 'Deeds not Words Pledge' through Tai Pawb and apply the 'Rooney Rule' to our recruitment procedures.
 - We have consistent and inclusive working models supported by flexible working policies, which include hybrid working.

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 2024 gender pay gap results in line with mandatory requirements.



Marcia Sinfield