



Caredig Pay Gap Report 2025



Foreword

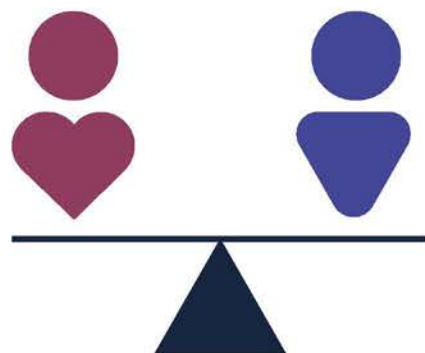
Gender Pay Reporting – What It Means for Us

As a community housing association, we are committed to fairness, transparency, and supporting our people. Caredig was established in 1975 and provides homes and support services across five local authority areas in South and West Wales.

Over a third of our employees work in our Care and Support Services, and 75% of those roles are held by women[CWI] . This mirrors long-standing patterns in the wider social care sector and has an impact on our gender pay gap results.

Over the past year, we have taken various steps to attract, promote, and retain a more diverse workforce. You can find more details in our 'taking action' section.

I confirm that Caredig is committed to the principle of Gender Pay Equality and equal treatment for all employees. We have prepared our 2025 gender pay gap results in line with mandatory requirements.



Understanding the Gender Pay Gap

Gender Pay Gap Reporting Definitions

It's important to note that the **gender pay gap** and **equal pay** are **not the same**:

- The **gender pay gap** shows the difference in average pay between men and women across our organisation, regardless of role or seniority.
- **Equal pay** means paying men and women the same when they do the same job, similar roles, or work of equal value.

How the Figures Are Calculated

Median

- The median is the midpoint when all hourly pay rates are listed from lowest to highest.
- The median gender pay gap is the percentage difference between the median hourly pay of men and women.
- The median bonus gender pay gap is the difference between the middle bonuses received by men and women in the 12 months to April 2025.

Mean

- The mean is the average hourly pay, calculated by adding all pay rates together and dividing by the number of employees.
- The mean gender pay gap is the percentage difference between the average hourly pay of men and women.
- The mean bonus gender pay gap is the difference between the average bonuses paid to men and women in the 12 months to April 2025.

Pay Distribution

- Quartiles are created by sorting all employee hourly pay rates from lowest to highest and then dividing them into four equal-sized groups. We then calculate the percentage of men and women in each group.
- The quartiles (from lowest to highest) are:
 - Q1 – Lower quartile
 - Q2 – Lower middle quartile
 - Q3 – Upper middle quartile
 - Q4 – Upper quartile

Interpreting the Figures

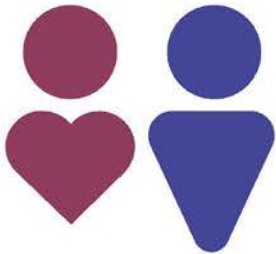
- A positive percentage means men are paid more on average.
- A negative percentage means women are paid more on average.



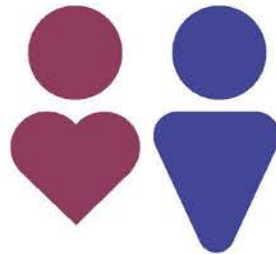
Our Gender Pay Gap

Our 2025 gender pay gap results show a stable position compared with last year, with modest gaps that reflect the distribution of roles across the organisation.

Our 2025 Results



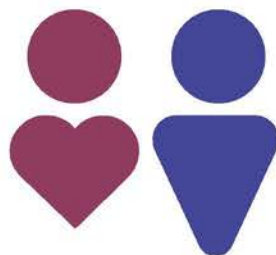
Mean gender pay gap (hourly pay): 6.4% (men higher)



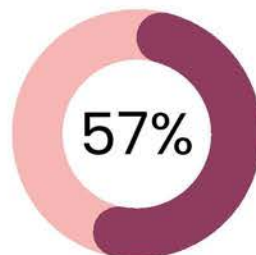
Median gender pay gap (hourly pay): 10.3% (men higher)

Bonus pay. No bonus payments were made during the reporting period.

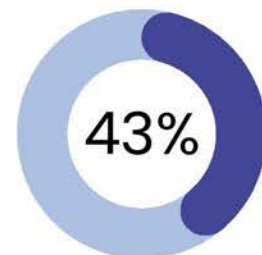
Workforce Profile



**270 total number
of workforce**

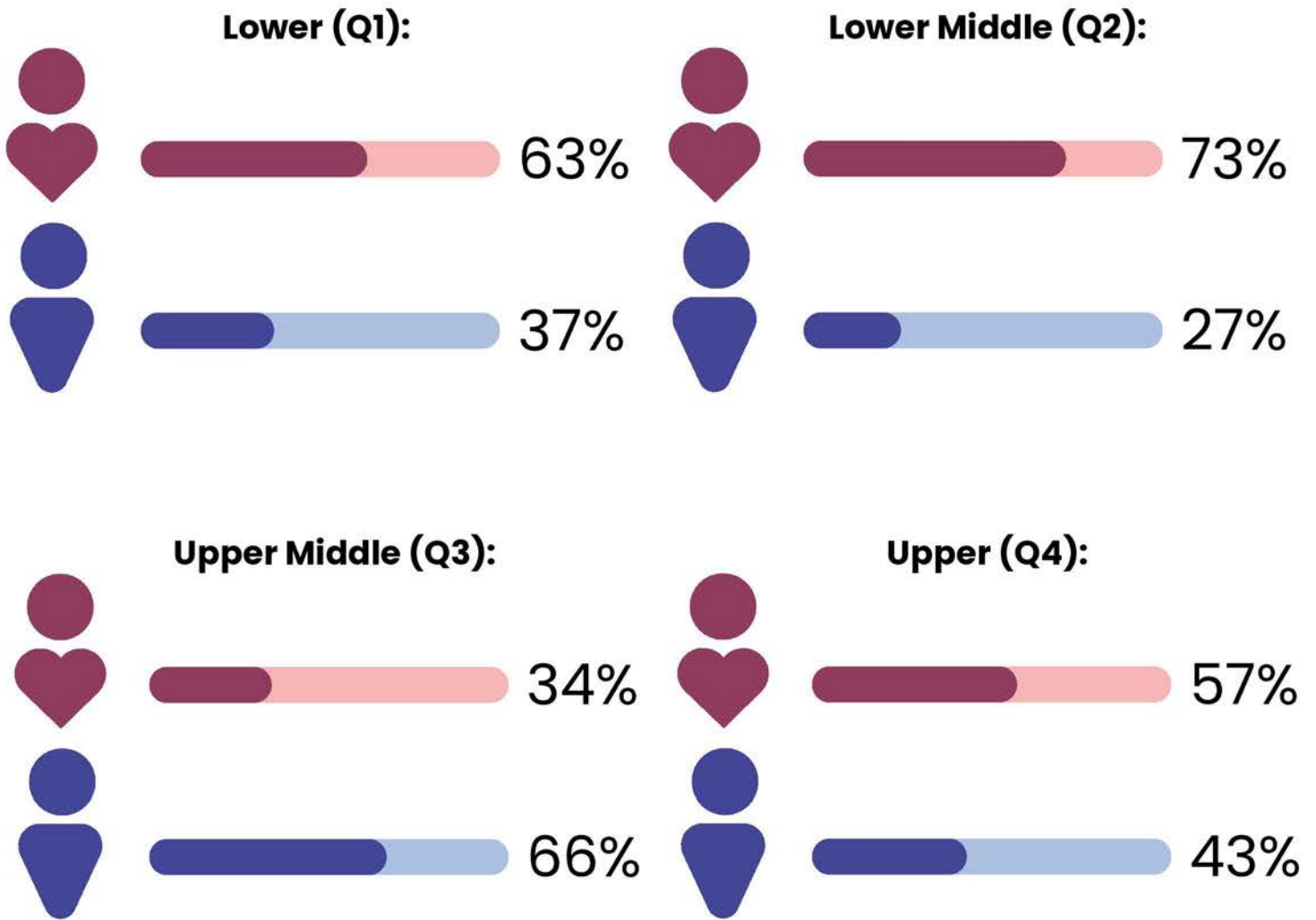


**154 of our
workforce is female**



**116 of our
workforce are male**

Pay Quartiles



Understanding What Drives Our Gender Pay Gap

Our results are shaped by gender distribution across roles, working patterns, and leadership balance.

Year-on-Year Position

Our mean and median pay gaps remain unchanged from last year, indicating stability.

Understanding the gender pay gap and taking action to close it.

Our Commitment to Fairness and Equality

Process & People Data

We are committed to reducing our gender pay gap by ensuring that all our people-related processes are fair, transparent, and consistently applied. We continue to review and analyse our workforce data to identify any barriers to gender equality and to guide our priorities for improvement.

Job Evaluation

Our job evaluation framework underpins our entire pay structure. It provides a robust, consistent, and gender-neutral way of assessing the relative value of roles across the organisation. This approach has been fundamental in supporting equal pay, ensuring that employees are paid fairly for work of equal value.

Pay Structure

As a Real Living Wage employer, we align our minimum salary with annual Real Living Wage increases.

We use spot salary points rather than incremental pay scales, a system widely recognised as promoting fairness, transparency, and reduced risk of pay inequality.

We regularly carry out external salary benchmarking to ensure our pay remains fair, competitive, and aligned with industry standards. The most recent review, completed in 2025, has informed positive pay adjustments that will take effect from April 2026.

Fair and Inclusive Recruitment

We strive to ensure equality of opportunity throughout our recruitment processes. Wherever possible, we use gender-balanced interview panels, particularly for roles where one gender is underrepresented. We also proactively encourage applications from underrepresented genders in specific areas of our organisation.

Policies Supporting Equality in the Workplace

Our wider commitment to equality is reflected in the policies and frameworks we actively uphold:

- We are a Disability Confident employer.
- We are signatories to Tai Pawb's Deeds Not Words pledge 2.0.
- We promote flexible and inclusive working practices, including hybrid working, to support work-life balance for all staff.



Caredig



Phone Number
01792 460192



Email Address
info@caredig.co.uk



Office Address
43 Walter Road, Swansea SA1 5PN

People • Homes • Communities