



ClwydAlyn

Gender, Disability & Ethnicity Pay Gaps Report

2024



Trust



Kindness



Hope

Our 2024 pay gaps report



What are pay gaps?

Pay gaps are a measure used to assess the difference in average earnings between different groups of people in an organisation e.g. men and women.

At ClwydAlyn, we have been publishing our gender pay gap data since 2018. We provide a written statement on our website and report our data via the government pay gap reporting service.

This year, we have also assessed our disability and ethnicity pay gaps following a request from the Board. We also know that the Labour government has outlined its intent to extend mandatory reporting to disability and ethnicity pay gaps.

Gender pay gap

The gender pay gap measures the gap between the hourly rate of women and the hourly rate of men.

Disability pay gap

The disability pay gap measures the gap between the hourly rate of disabled staff and non-disabled staff.

Ethnicity pay gap

The ethnicity pay gap measures the gap between the hourly rate of white British staff and the hourly rate of staff from any other ethnic background.

Our pay gap data

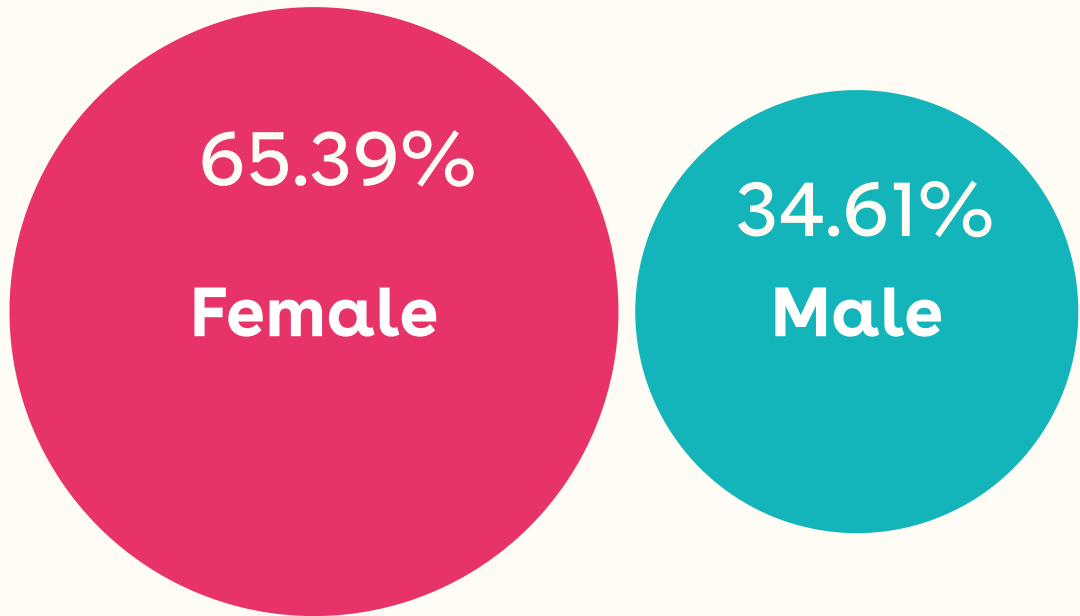
This report sets out our gender, disability and ethnicity pay gap data as at April 2024.

Gender Pay Gap



This page sets out our gender pay gap data as at April 2024.

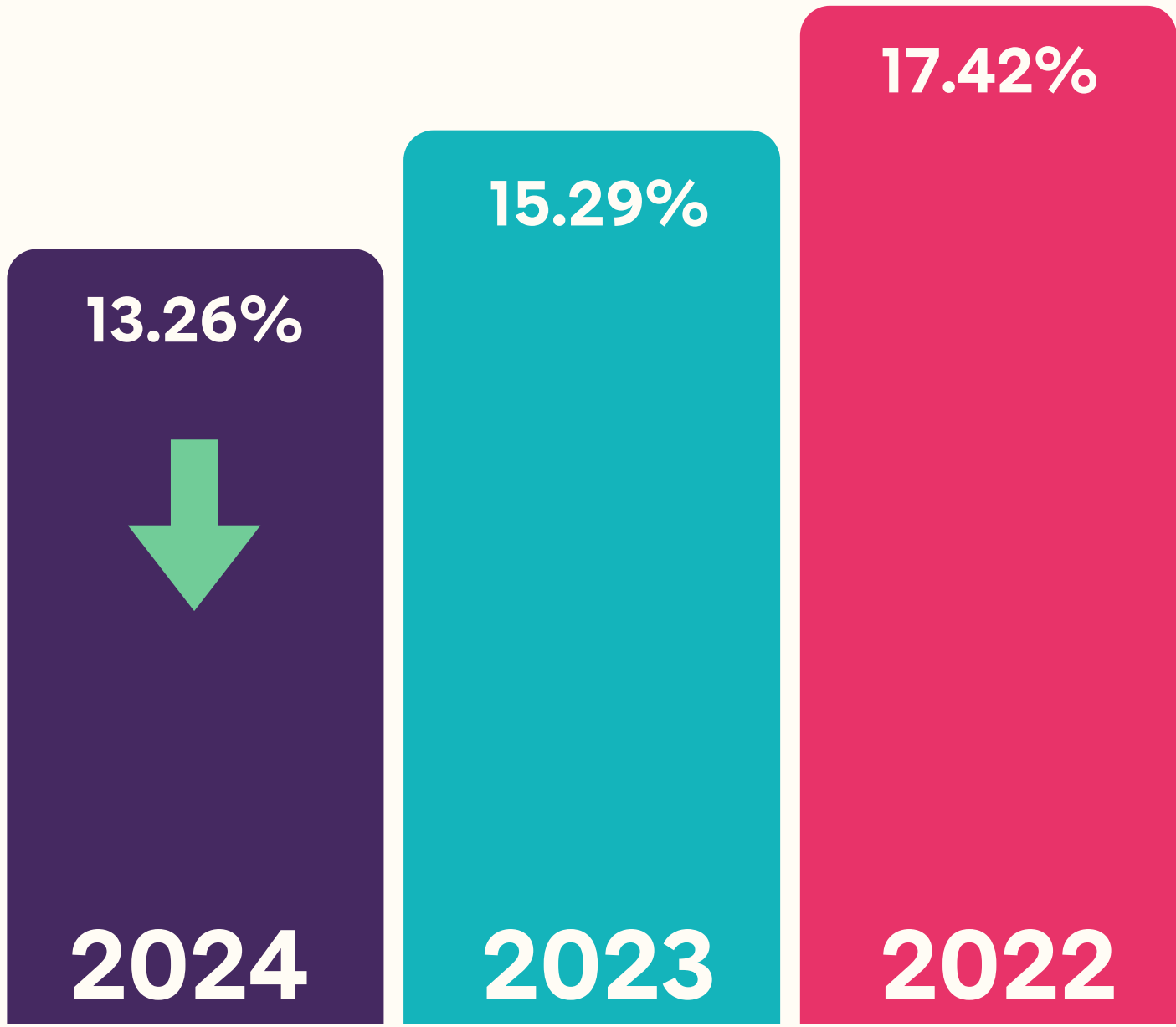
Our workforce profile:



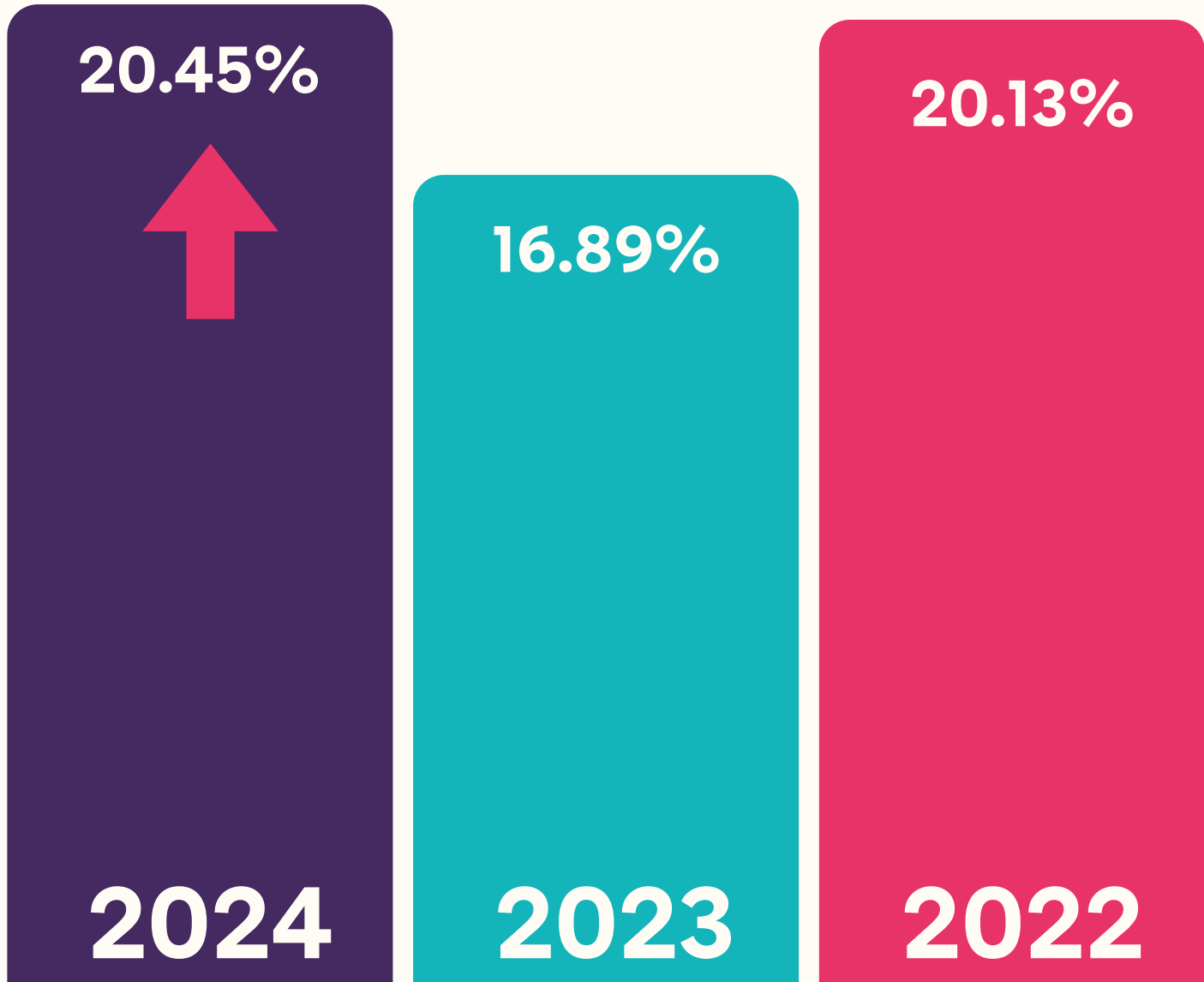
The **mean** gender pay gap is calculated by adding all the men's salaries and dividing that figure by the number of men in the organisation. This formula is repeated for female employees. The mean gender pay gap is the difference between those two figures.

The **median** gender pay gap is calculated by listing all salaries from highest to lowest and then selecting the number (or two numbers) in the middle of that list. The median gender pay gap is the difference between the middle figure(s) for women and for men.

The Mean Pay Gap



The Median Pay Gap



Gender Pay Gap

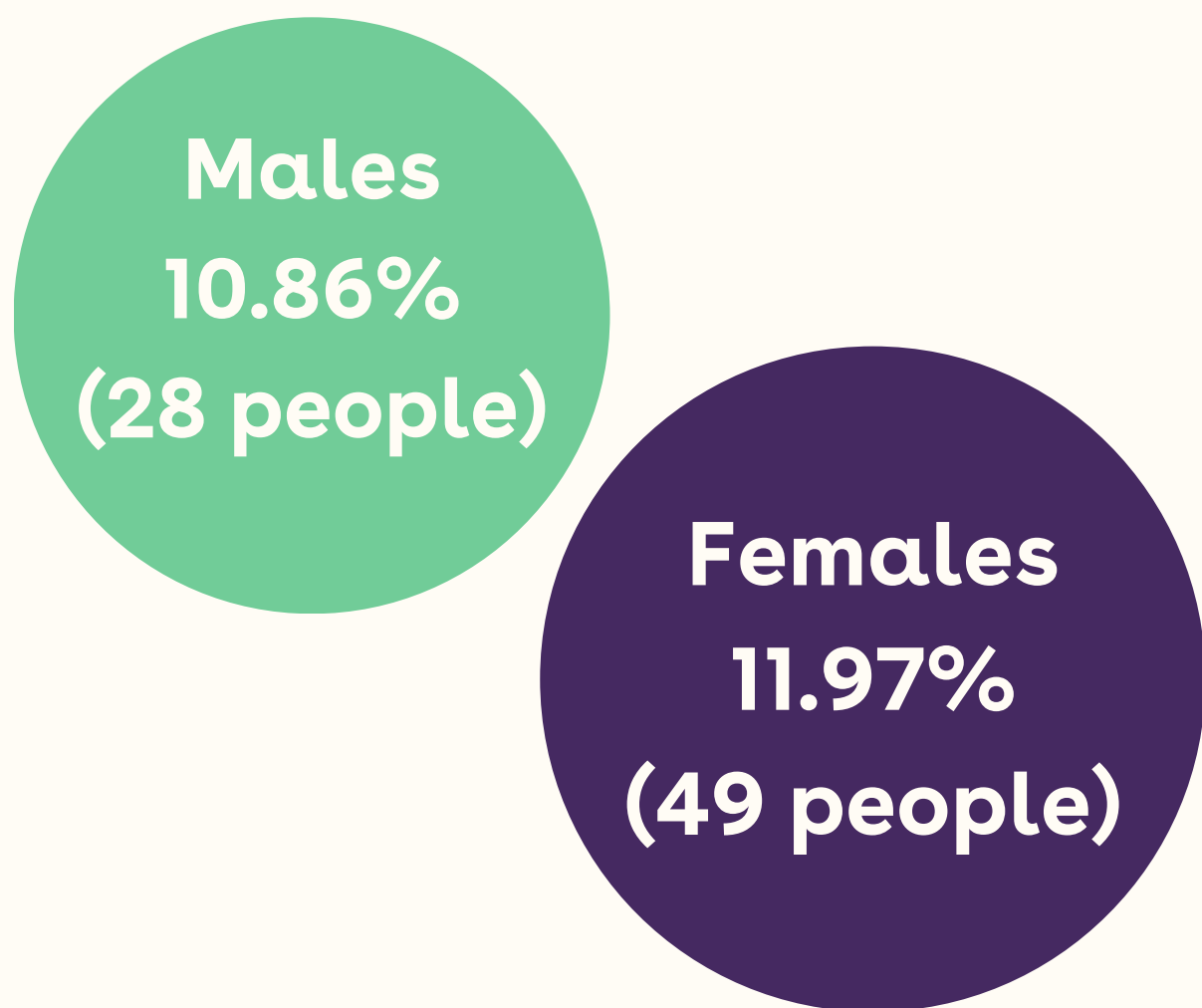


Bonus Gender Pay Gap

We don't pay performance-related bonuses to employees however, in the 12 months up to 5th April 2024, some staff did receive bonus payments in the form of vouchers.

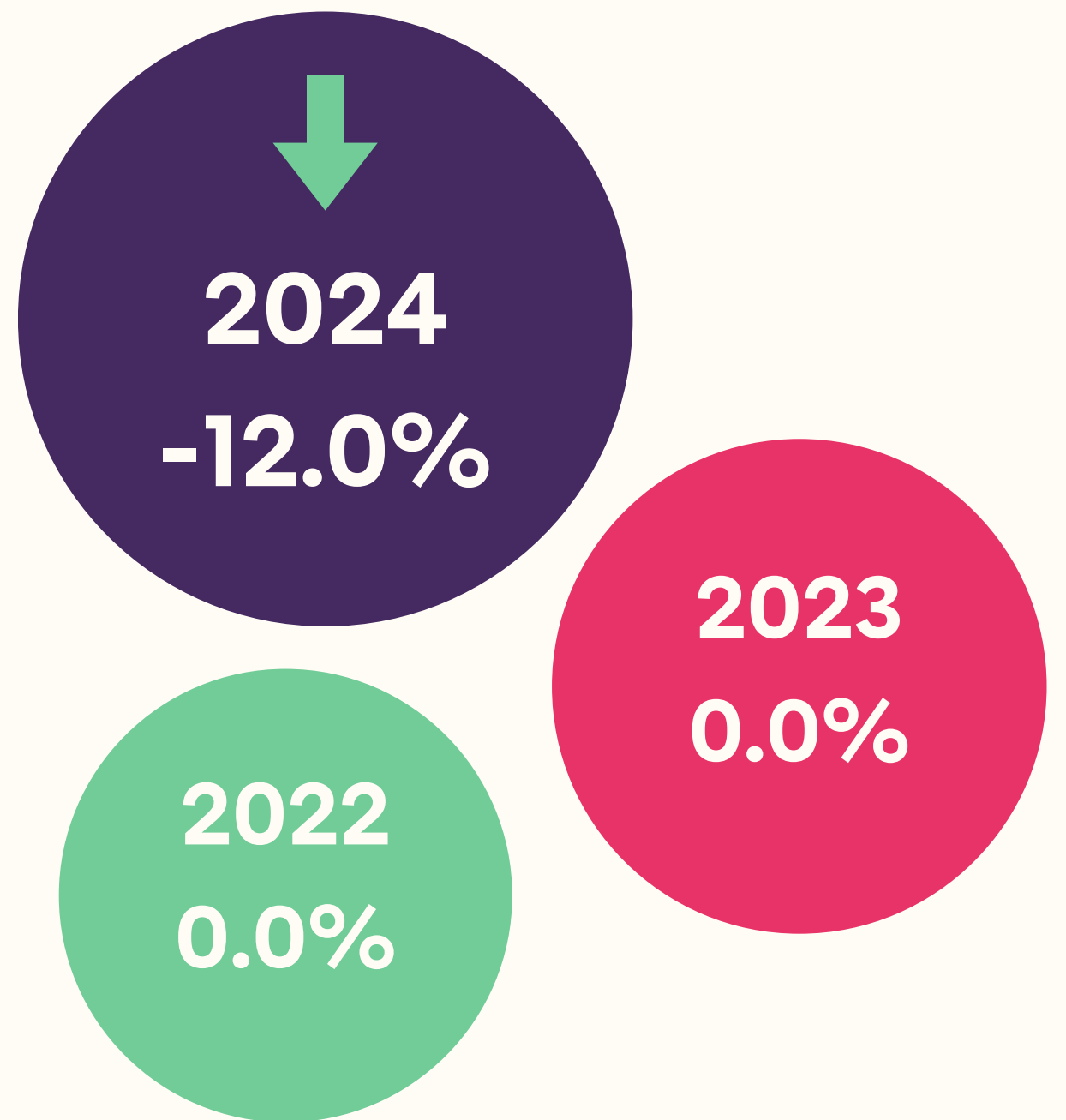
These payments related to recognition, completion of professional qualifications and long-service.

Proportion of males and females who received a bonus:

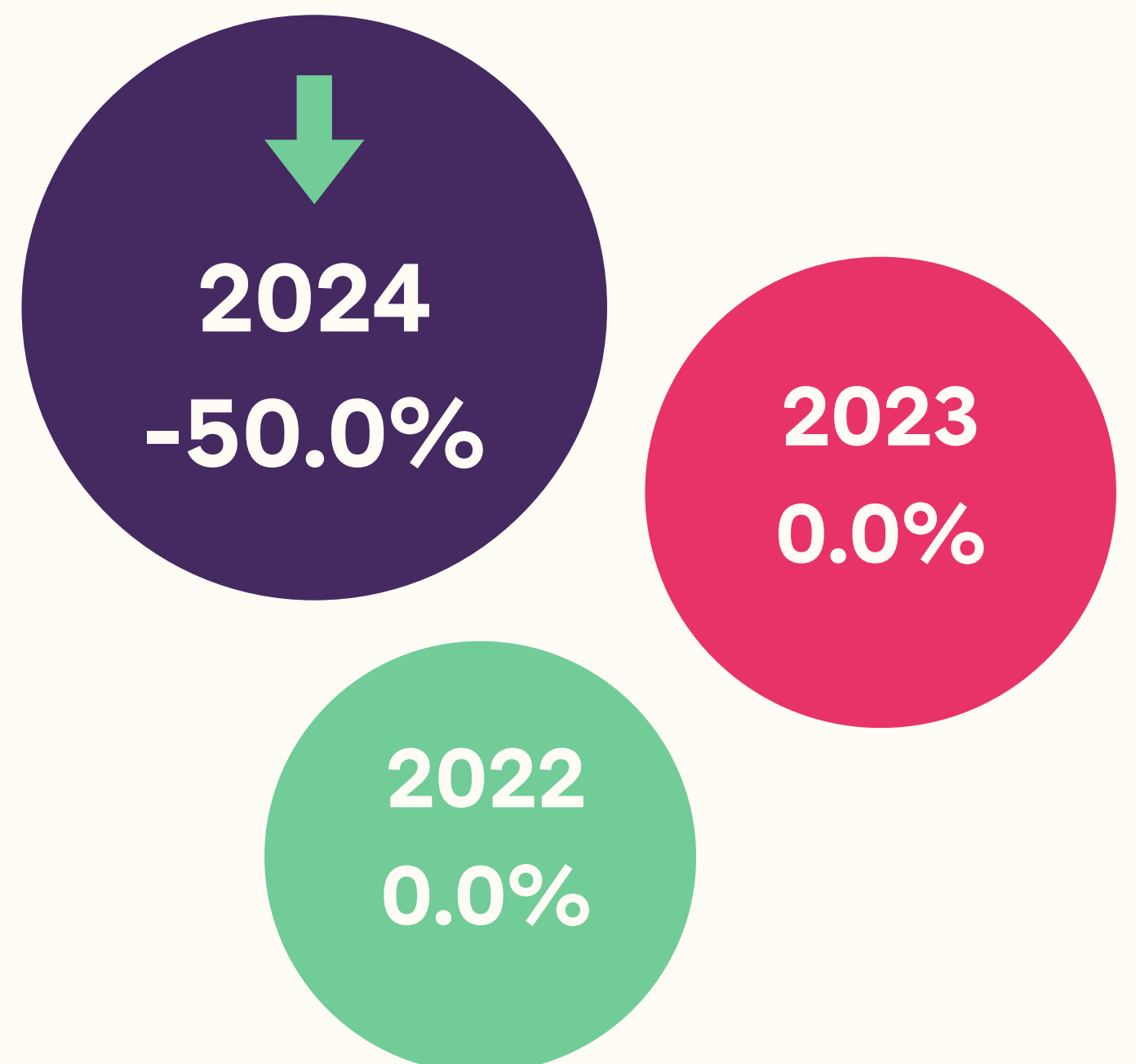


Our data tells us that more women than men received a bonus in the reporting period. The negative bonus gap values indicate that the value of bonuses awarded to women was higher than the bonuses awarded to men.

Mean Gender Bonus Gap



Median Gender Bonus Gap



Gender Pay Gap

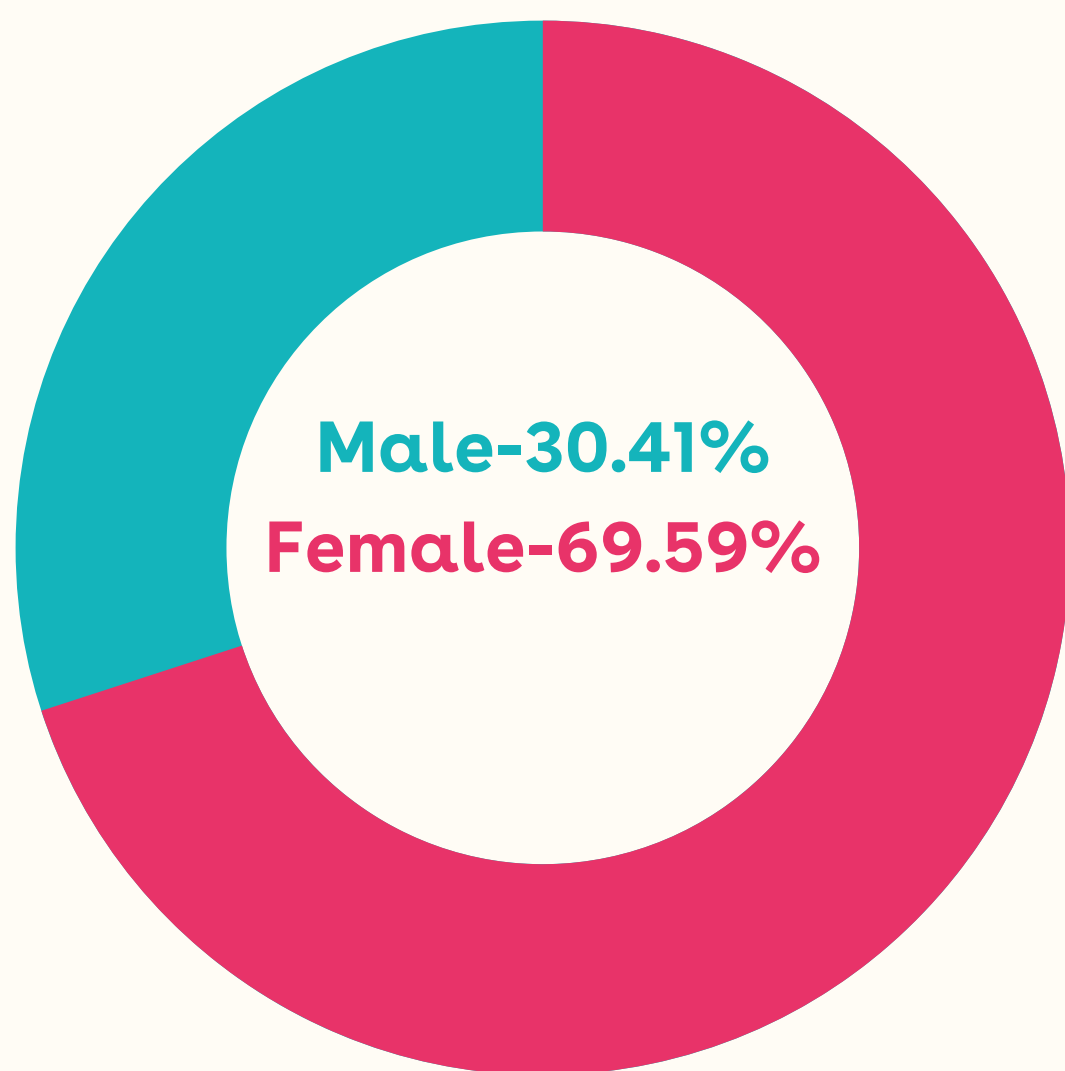


Gender Quartile Pay Bands

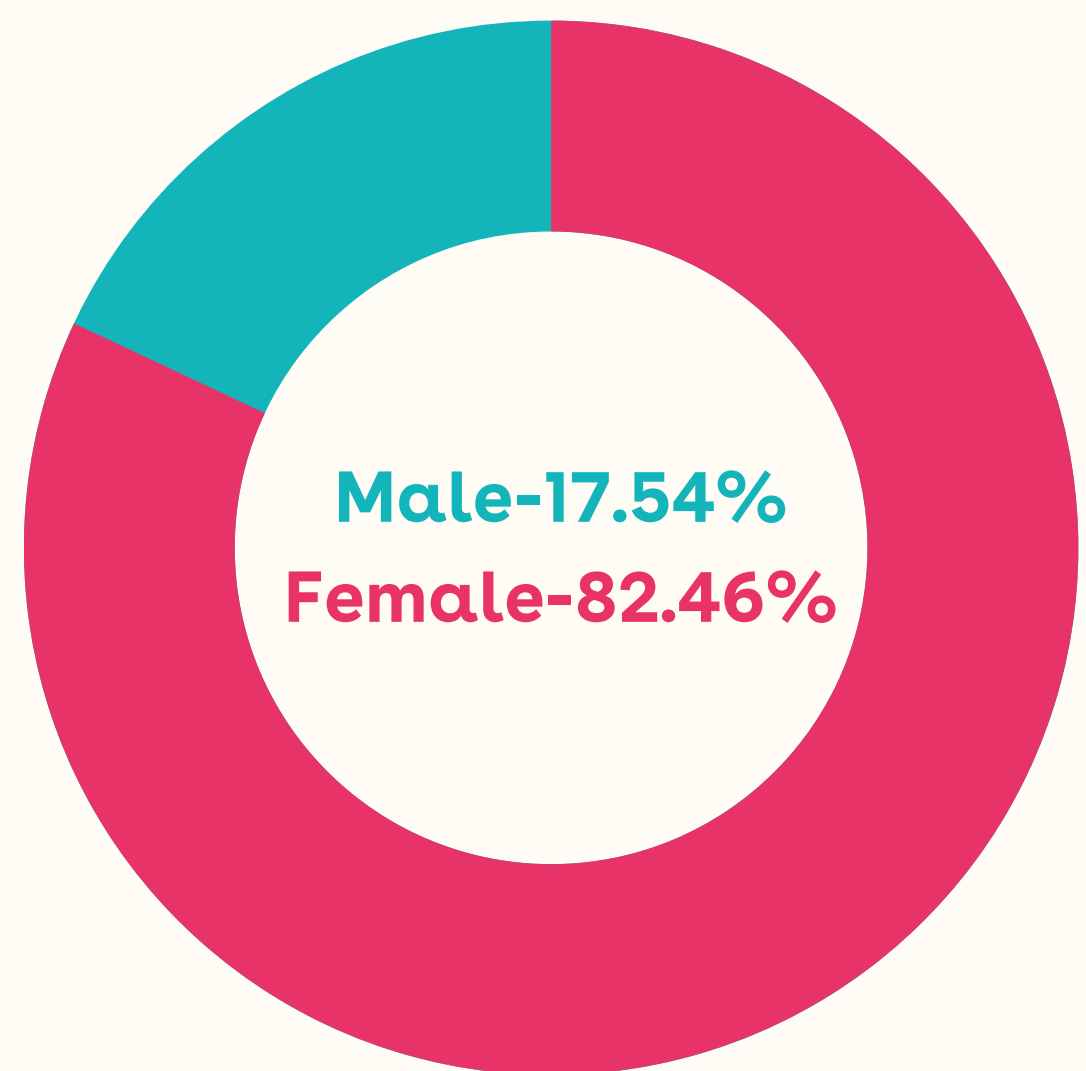
These quartiles are calculated by listing salaries of men and women from lowest to highest and splitting the list into four equal segments, known as quartiles.

The proportion of male and female employees in the lower, lower-middle, upper-middle and upper quartile pay bands is as follows:

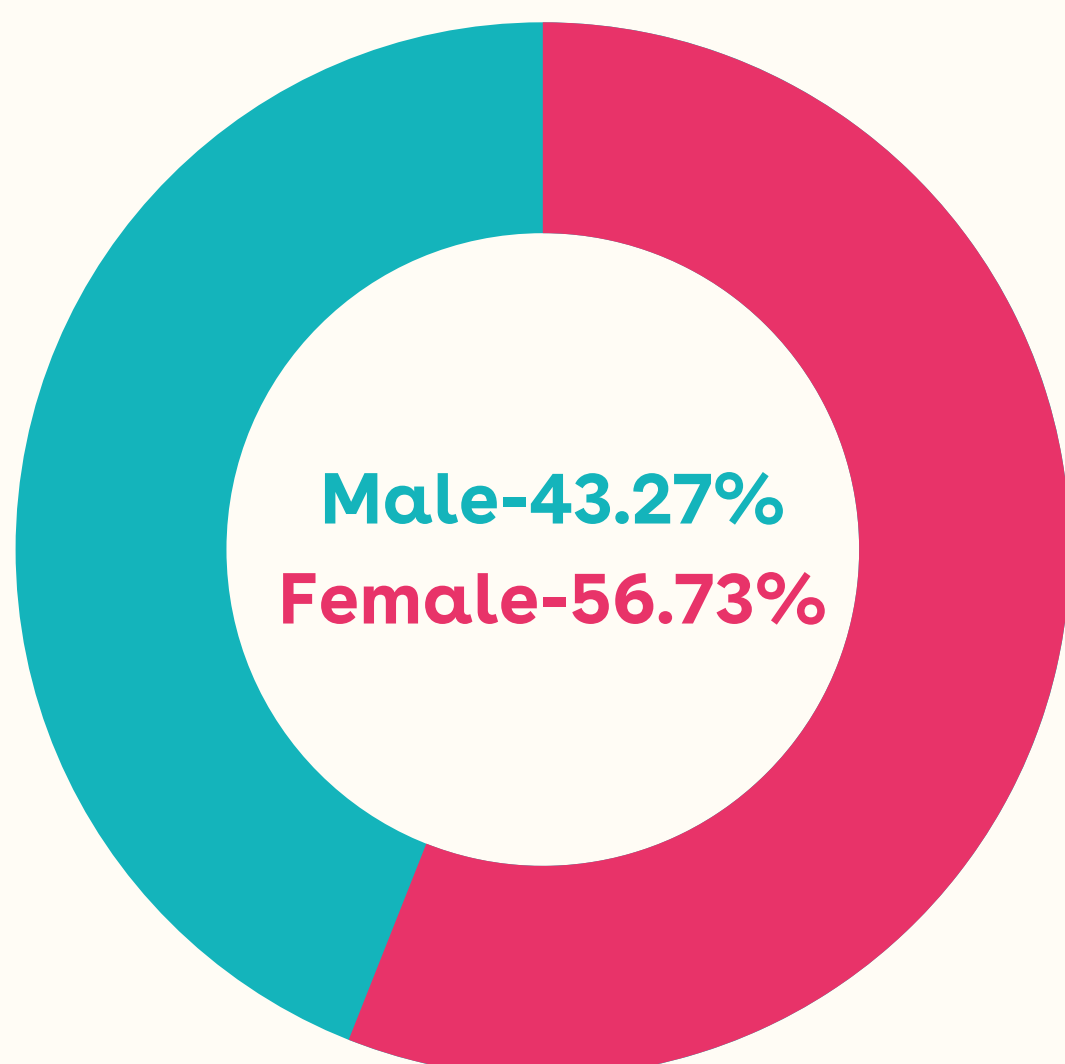
Lower Quartile



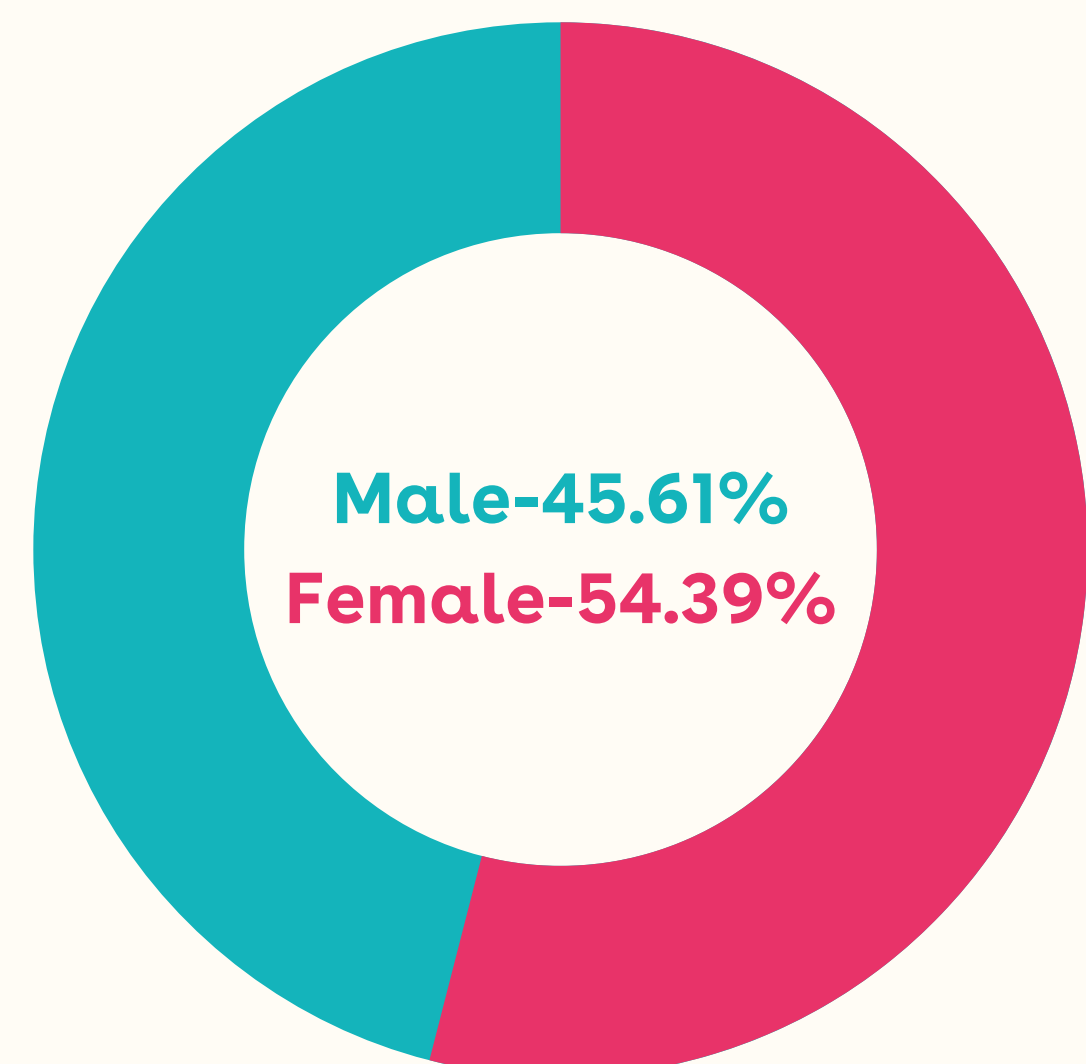
Lower-Middle Quartile



Upper-Middle Quartile



Upper Quartile



Disability Pay Gap



This page sets out our disability pay gap data as at April 2024.

Overall, our workforce is made up of 18.21% staff who have a disability and 47.36% non-disabled staff. 34.43% of staff have either not declared or preferred not to disclose this information.

The **mean** disability pay gap is calculated by adding all non-disabled staff's hourly rates and dividing that figure by the number of non-disabled staff in the organisation. This formula is repeated for disabled employees. The mean disability pay gap is the difference between those two figures.

The **median** disability pay gap is calculated by listing all salaries from highest to lowest and then selecting the number (or two numbers) in the middle of that list. The median disability pay gap is the difference between the middle figure(s) for disabled and non-disabled staff.

Mean & Median Disability Pay Gap 2024

Mean
3.81%

Median
0.84%

As this is the first year we have calculated and published our disability pay gap data, there is no data from previous years to compare against.

Disability Pay Gap

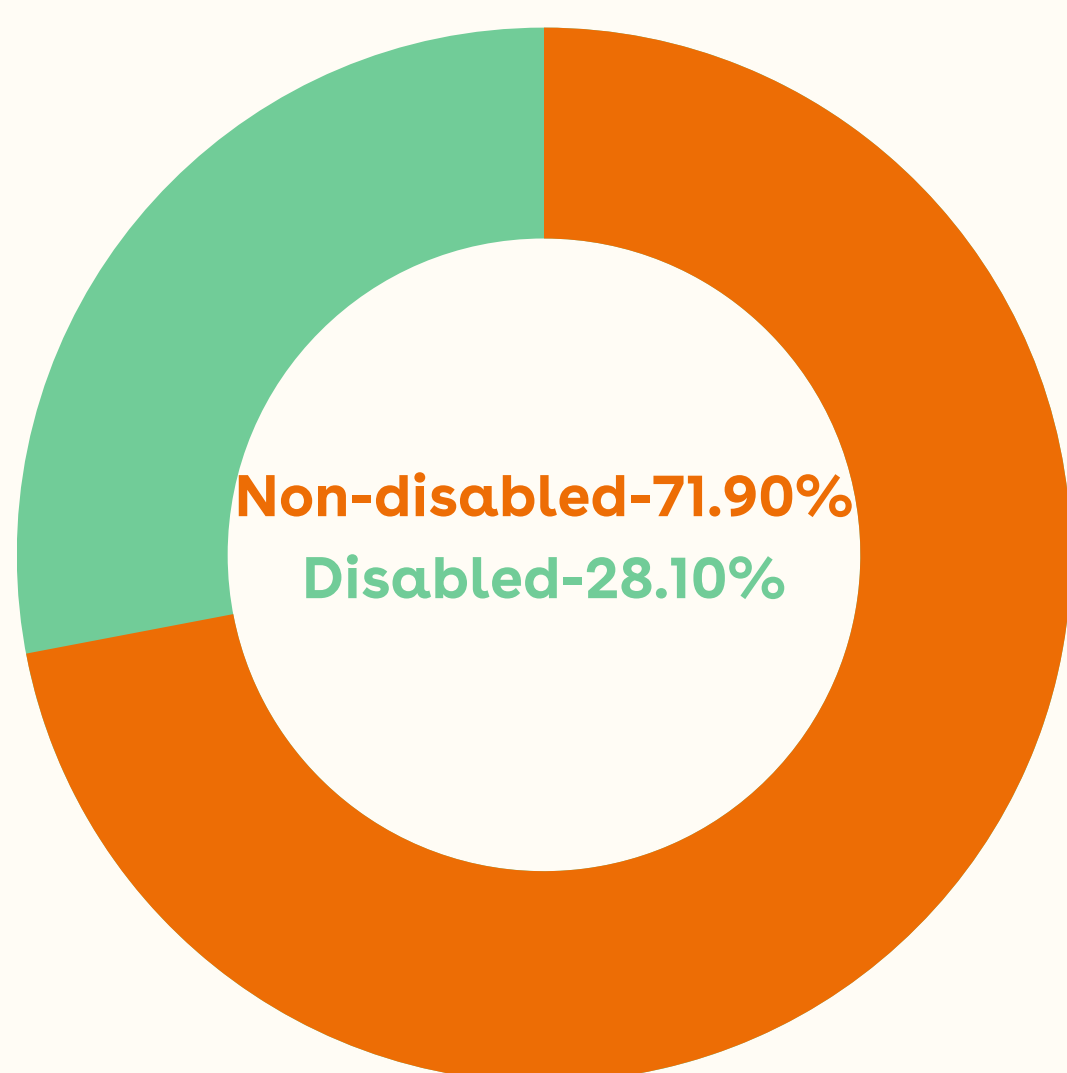


Disability Quartile Pay Bands

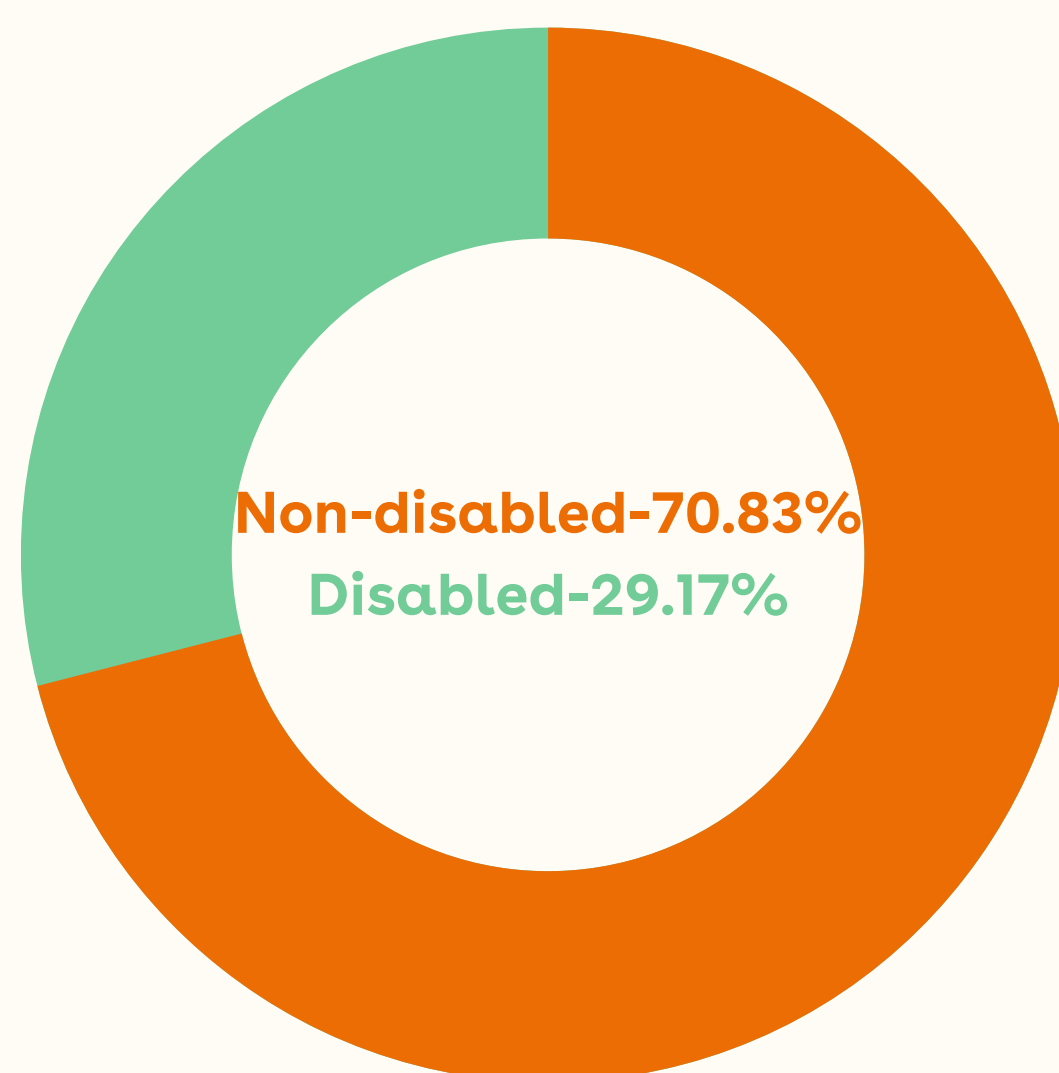
These quartiles are calculated by listing salaries of disabled and non-disabled staff from lowest to highest and splitting the list into four equal segments, known as quartiles.

The proportion of disabled and non-disabled employees in the lower, lower-middle, upper-middle and upper quartile pay bands is as follows:

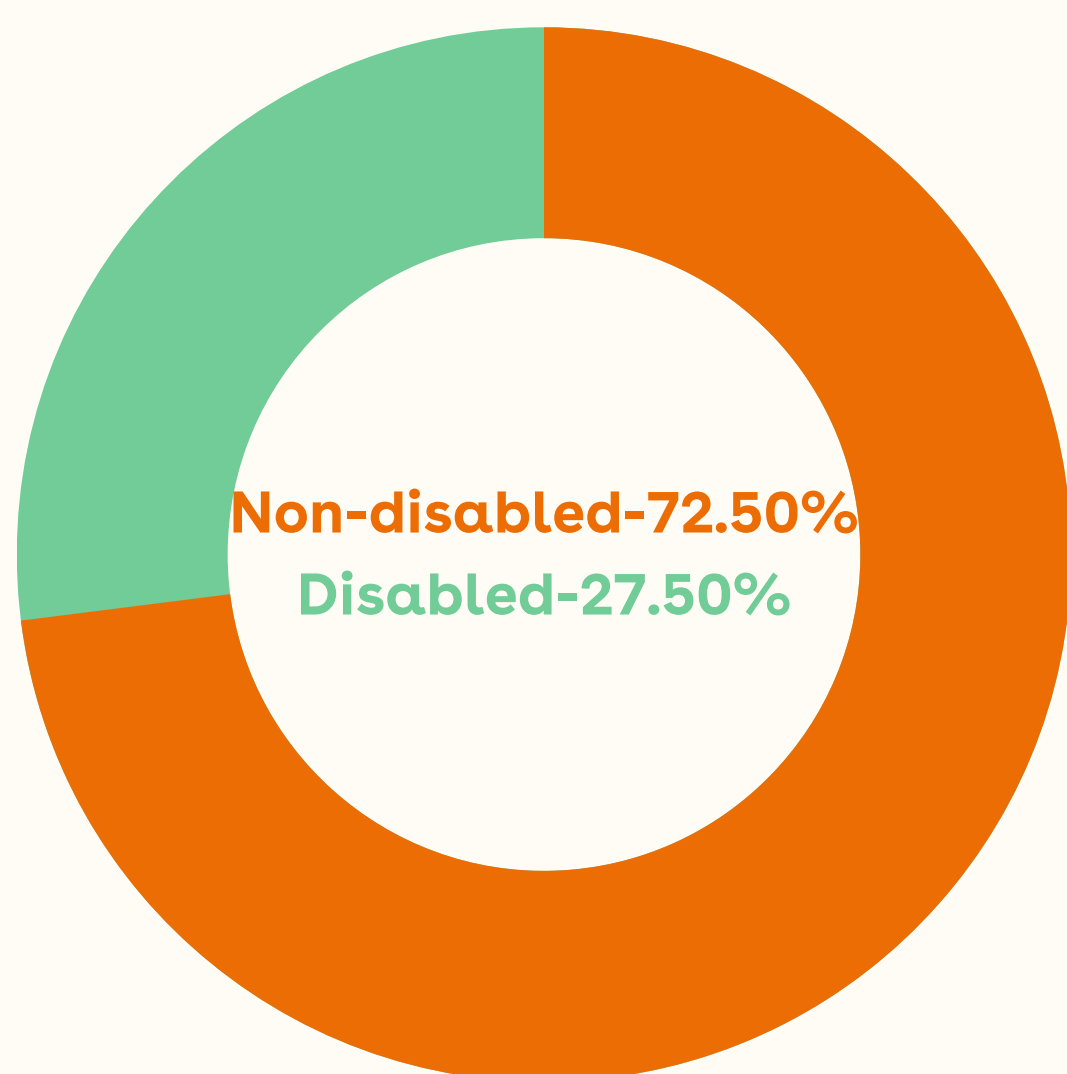
Lower Quartile



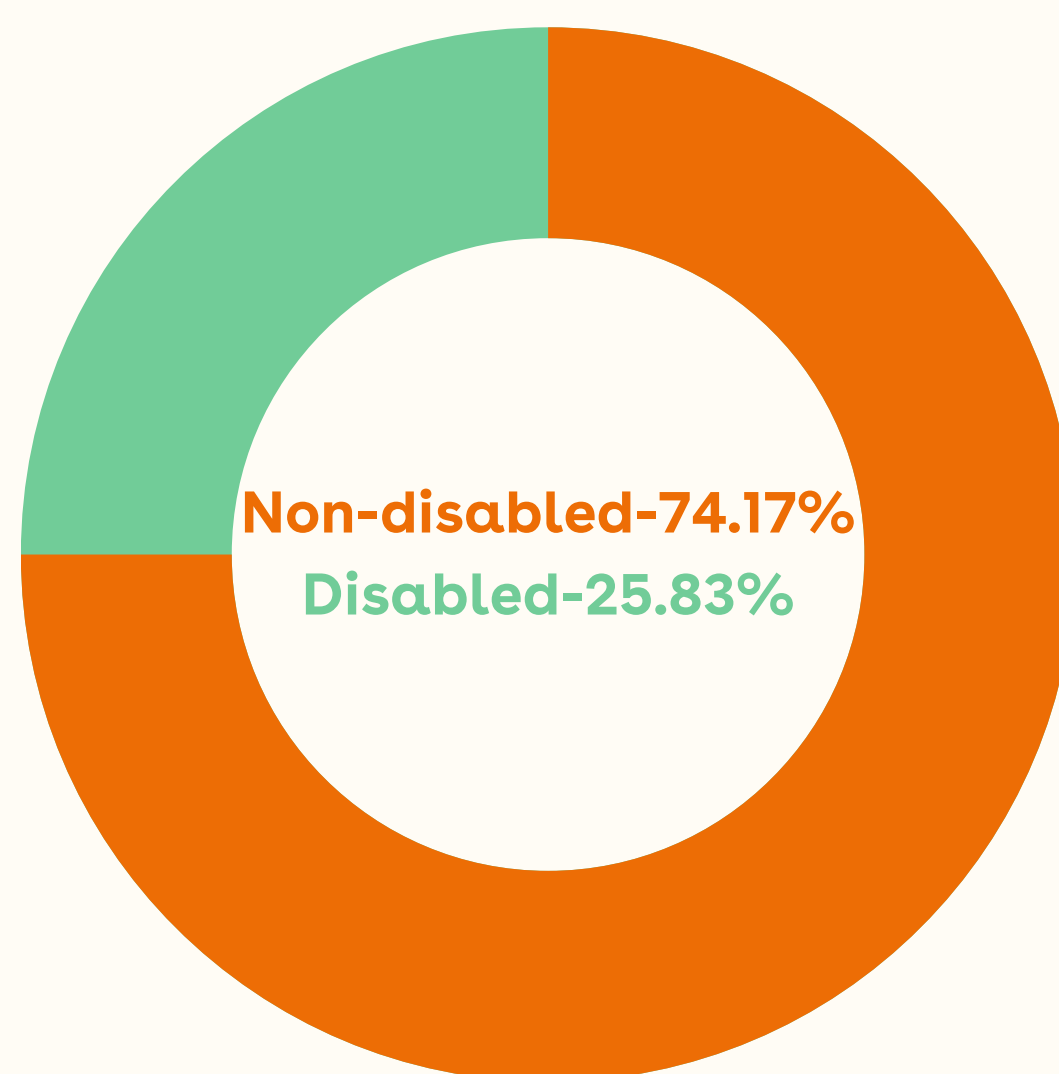
Lower-Middle Quartile



Upper-Middle Quartile



Upper Quartile



Ethnicity Pay Gap



This page sets out our ethnicity pay gap data as at April 2024.

Overall, our workforce is made up of 67.94% White British staff and 5.54% staff from any other ethnic background. 26.52% of staff have either not declared or preferred not to disclose this information.

The **mean** ethnicity pay gap is calculated by adding white British staff's hourly rates and dividing that figure by the number of white British staff in the organisation. This formula is repeated for staff from any other ethnic background. The mean ethnicity pay gap is the difference between those two figures.

The **median** ethnicity pay gap is calculated listing all hourly rates for both white British and staff from any other ethnic background from highest to lowest and then selecting the number (or two numbers) in the middle of that list. The median ethnicity pay gap is the difference between the middle figure(s) for white British and staff from any other ethnic background.

Mean & Median Ethnicity Pay Gap 2024

Mean
4.75%

Median
5.13%

As this is the first year we have calculated and published our ethnicity pay gap data, there is no data from previous years to compare against.

Ethnicity Pay Gap

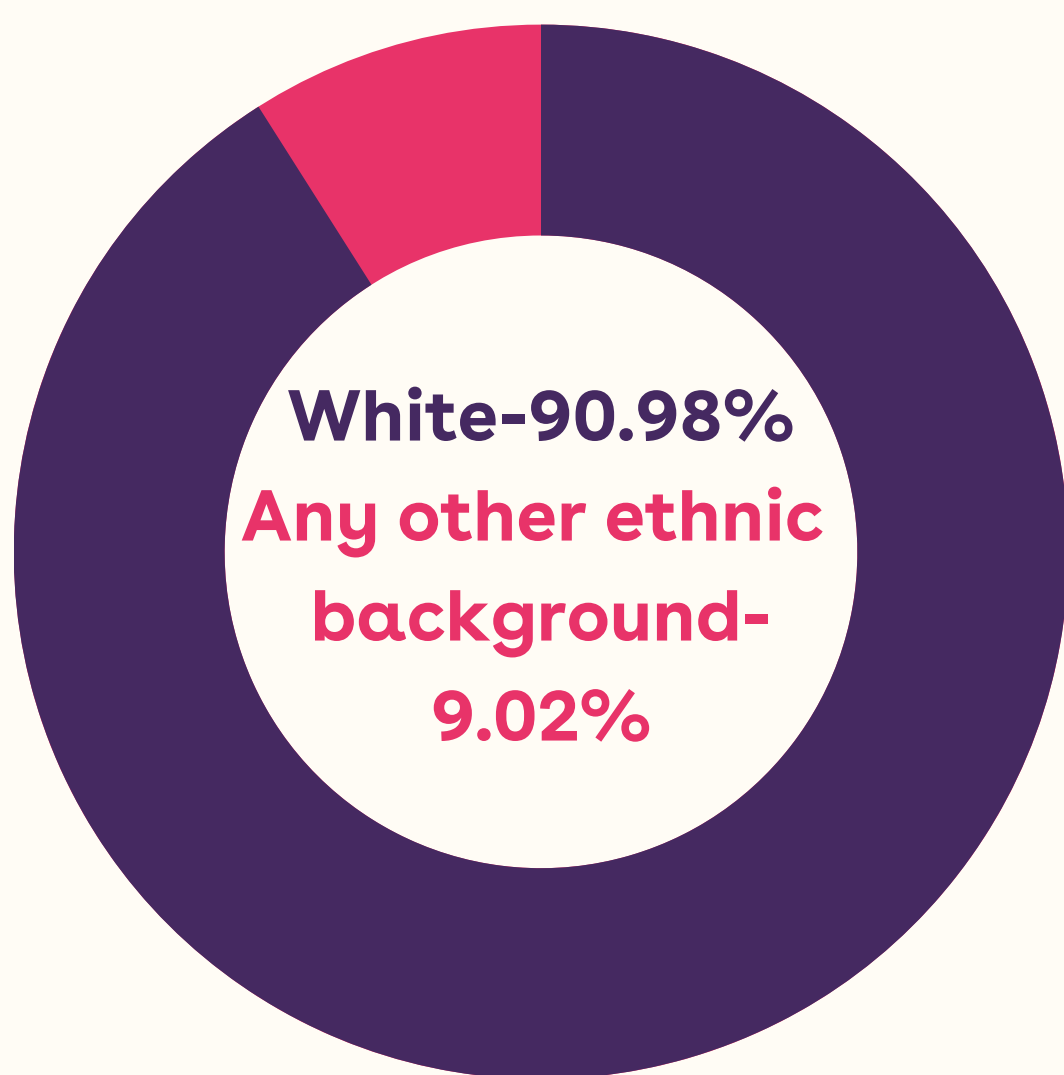


Ethnicity Quartile Pay Bands

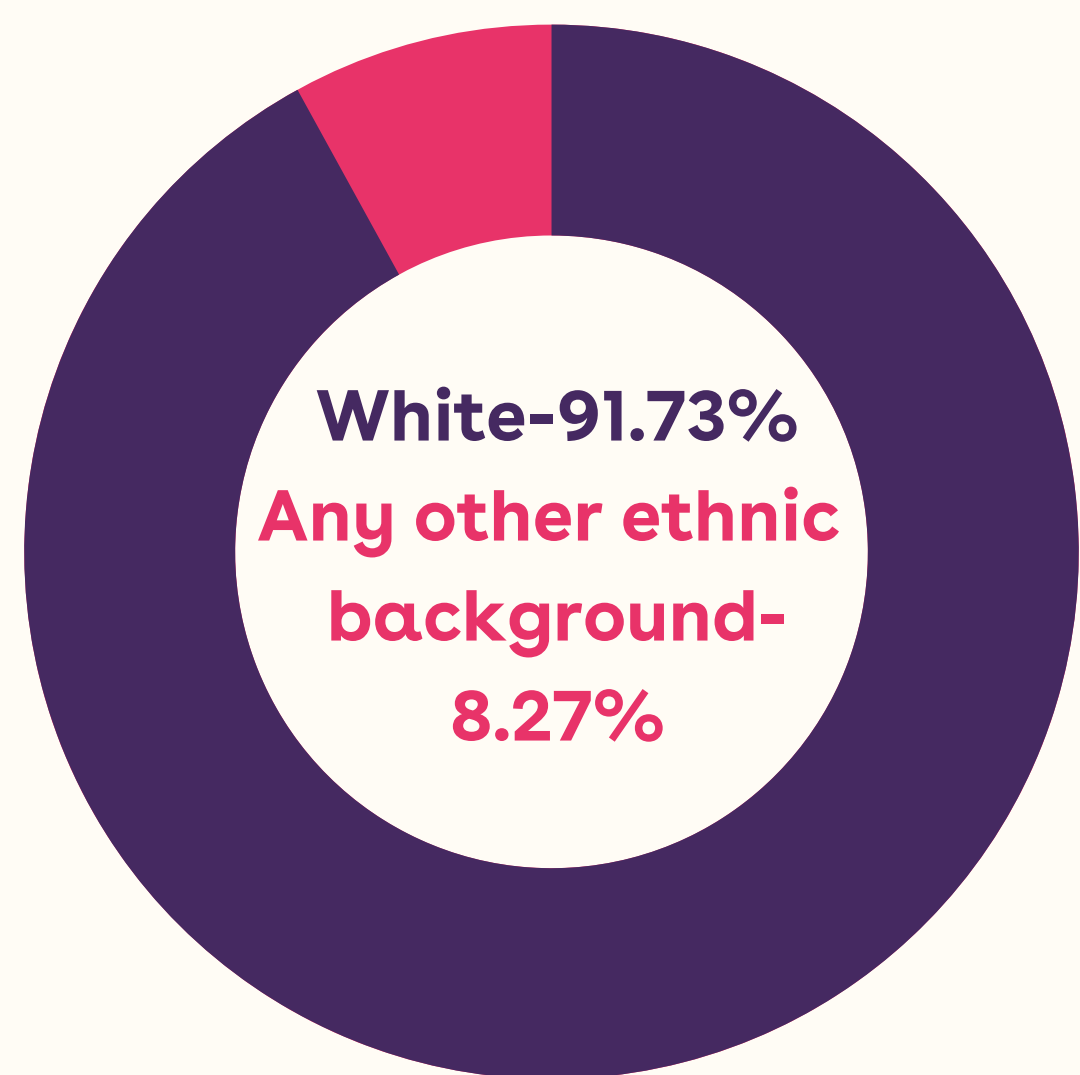
These quartiles are calculated by listing salaries of white British and staff from any other ethnic background from lowest to highest and splitting the list into four equal segments, known as quartiles.

The proportion of white British staff and staff from any other ethnic background in the lower, lower-middle, upper-middle and upper quartile pay bands is as follows:

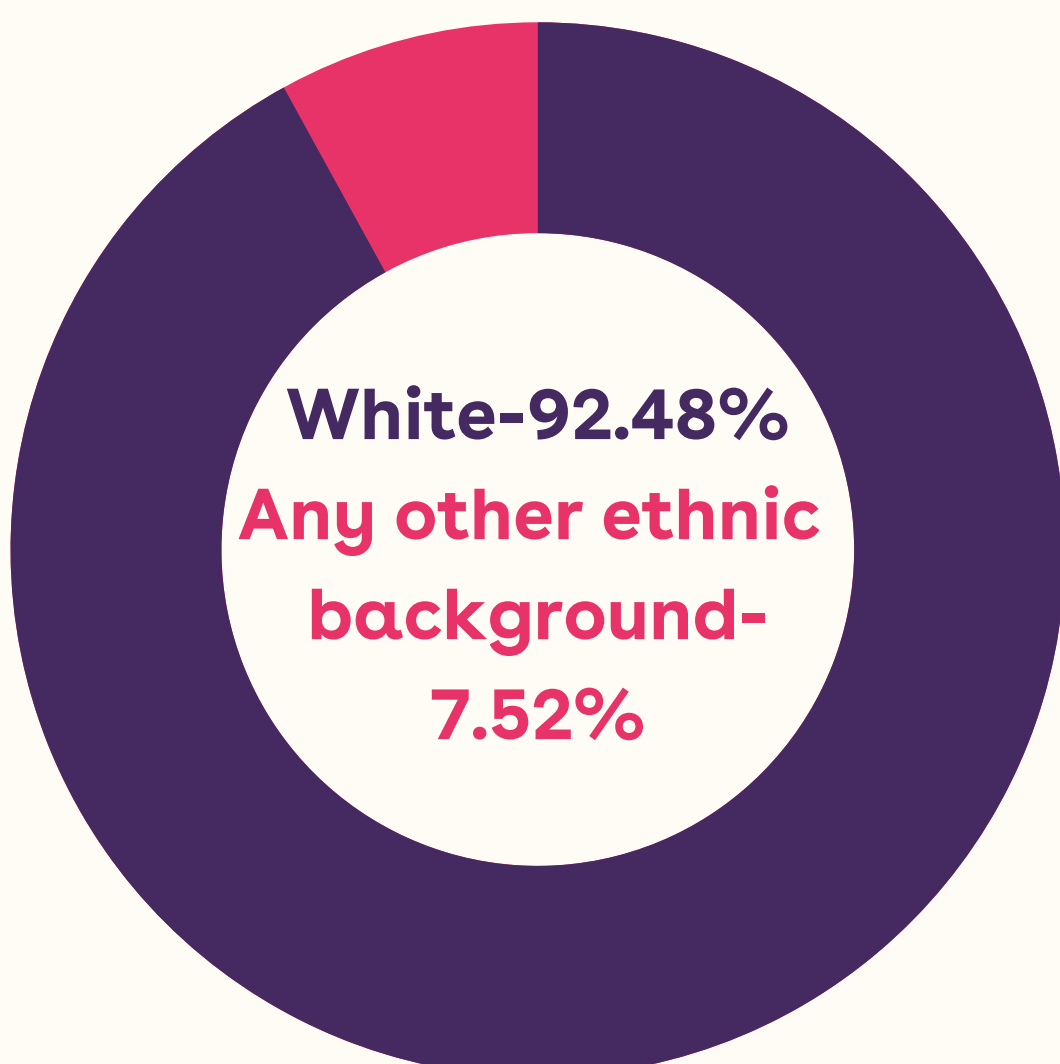
Lower Quartile



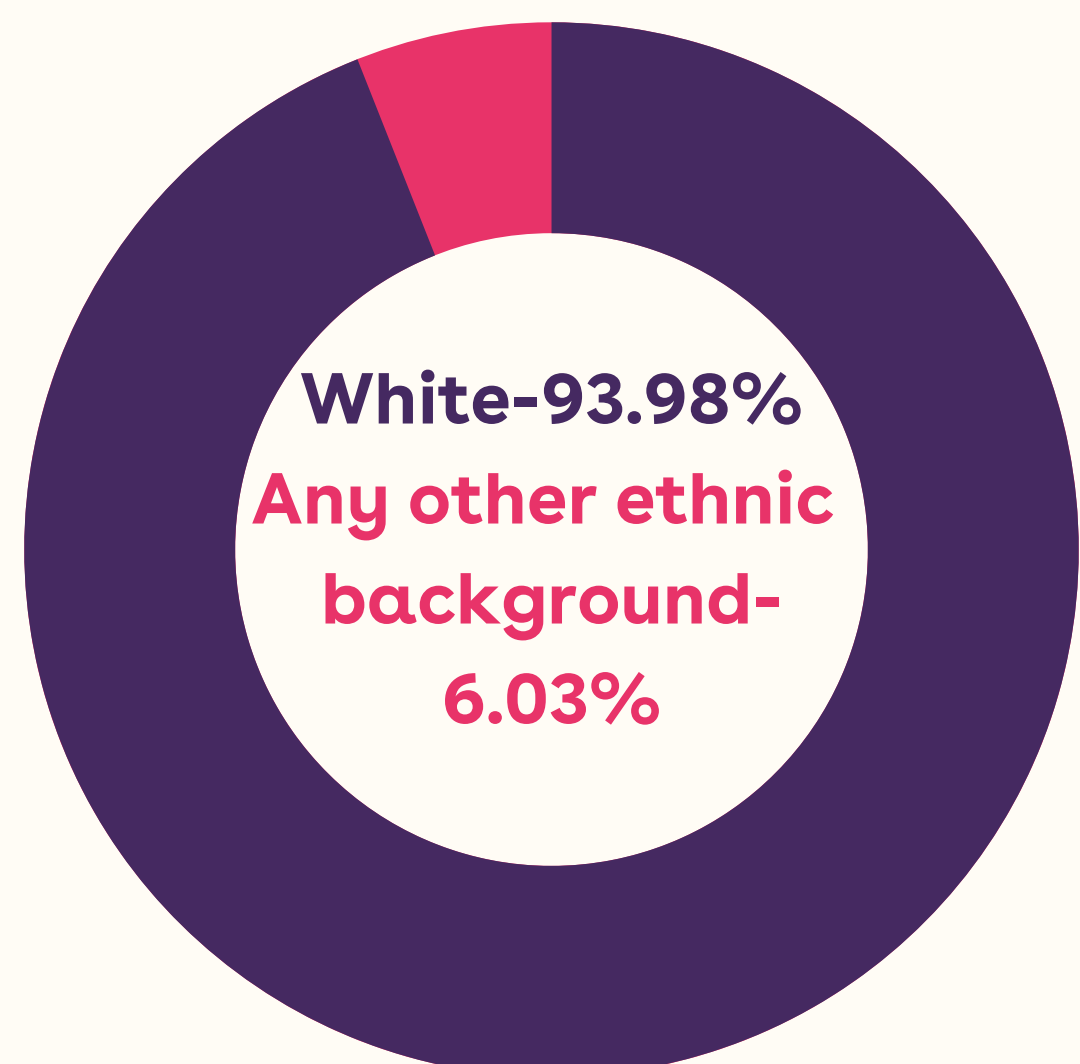
Lower-Middle Quartile



Upper-Middle Quartile



Upper Quartile



Our Progress & Future Priorities



Over the last 12 months, we recruited 90 new staff of which 47 were female and 43 were male. 13 of these appointments were into professional, technical, or managerial positions, five of which were female. We continue to use Pathway, Trainee and Apprenticeship roles across the business which includes our Trades and Catering staff. We recruited 13 trainees during 2023/24; five women and eight men. During the year, we had 40 internal promotions; 25 of which were female and 15 male.

Supported by our Career Wheel, our career development tool, we plan to create more pathway roles within each service area. By redesigning service models, we aim to create greater opportunities for career progression whilst addressing pay compression in our lower paid roles.

During the next few years, we plan to increase the number of trainee opportunities and apprenticeships. We will continue to monitor our progress through our Social Value Reporting. Our aim is that the foundations set through our competitive Pay, Terms and Conditions and flexible working coupled with a higher number of female role models will continue to attract more women into professional, managerial, or technical roles.

We will also be working closely with local schools, colleges and universities to promote Social Housing as a career choice, and aiming to break down stereotypes relating to traditional male and female dominated roles.

As we have previously mentioned, this is our first year reporting on our disability and ethnicity pay gaps. We have a comprehensive Inclusion Plan and its aim is to increase the diversity of our workforce.

Our Progress & Future Priorities



Whilst we have recently undertaken a comprehensive data collection exercise to update our staff data, we know that we still have gaps which we will continue to proactively work to fill. Whilst we appreciate that not all individuals will want to share their personal details with us, we want to try and understand the reasons why. This will give us the opportunity to continue to explain why their information is important to us and how it will enable us to develop future plans to address any imbalances the data may identify.

During the year, we will be rolling out unconscious bias training to all our staff. We will continue to work closely with Tai Pawb and will be asking them to undertake a review of our data to determine whether they can identify any other important themes we should be addressing.

We are undertaking a comparison of our workforce EDI data with that reported in the 2021 Census to understand how our staffing profile compares to the communities we work within. This will enable us to develop plans to address any areas our data tells us are not reflective of our local communities. We will also strengthen our commitment to our Disability Confident status.

We are committed to reviewing all our recruitment policies, processes and practices to ensure they are inclusive, and will be undertaking checks on the wording within all of our adverts to make sure that they aren't overly masculine or feminine in their wording. Our onboarding processes will be reviewed and strengthened to provide a more comprehensive and inclusive welcome into our business.