

Working together to beat poverty



ClwydAlyn Gender Pay Data

April 2023

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1. Introduction

ClwydAlyn have been publishing our Gender Pay Report data since 2018. This report sets out our gender pay information for 2023.

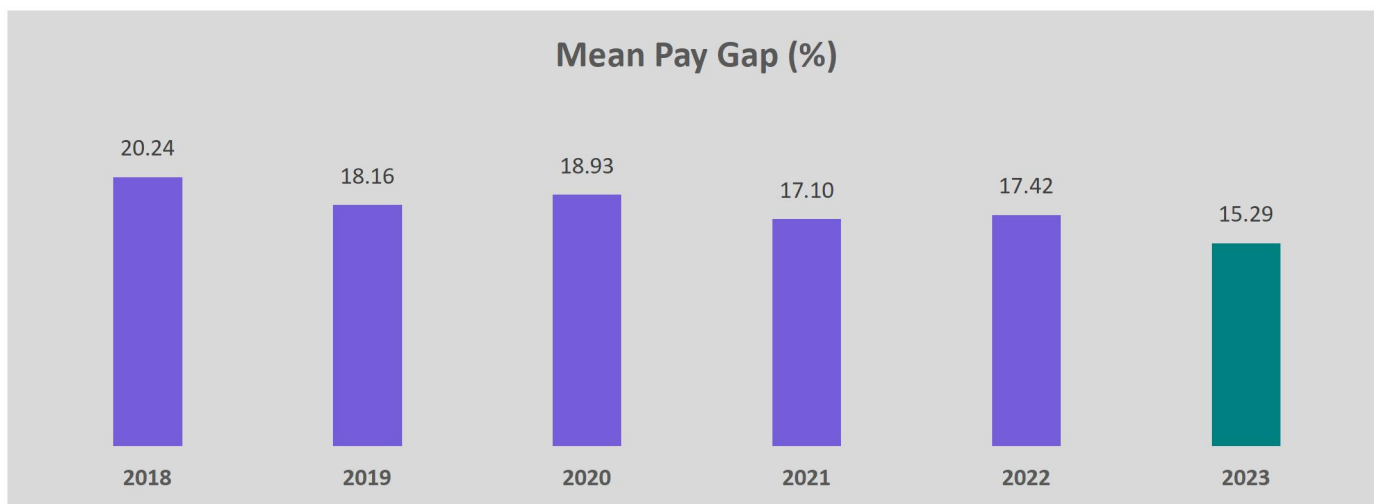
2. Pay Arrangements with ClwydAlyn

2.1 The Mean Gender Pay Gap

Our mean gender pay gap is **15.29%**. This has reduced when compared with our 2022 data – **17.42%**.

The mean 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.

Year	Female Mean Hourly Rate	Male Mean Hourly Rate	Mean Pay Gap
2023	£14.18	£16.74	15.29%
2022	£13.13	£15.90	17.42%
2021	£12.56	£15.15	17.10%
2020	£12.29	£15.16	18.93%
2019	£11.58	£14.15	18.16%
2018	£10.84	£13.59	20.24%



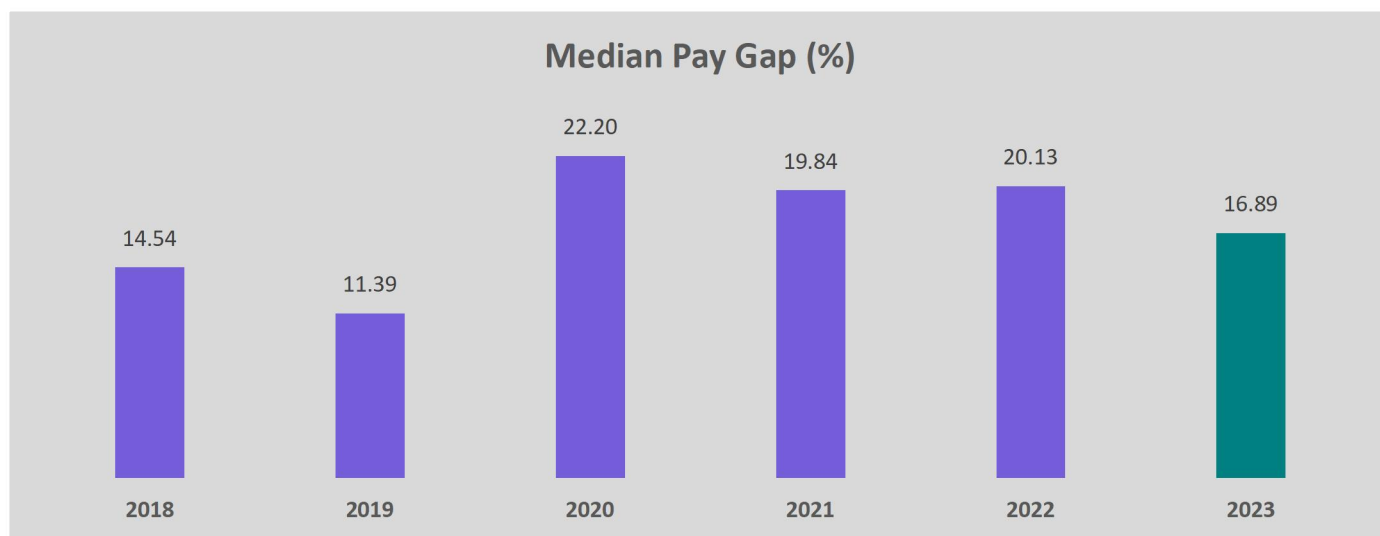
2.2 The Median Gender Pay Gap

Our median gender pay gap is **16.89%**. This has reduced when compared with our 2022 data – **20.13%**.

This is calculated for each gender 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.

Year	Female Median Hourly Rate	Male Median Hourly Rate	Median Pay Gap
2023	£12.25	£14.74	16.89%
2022	£11.50	£14.40	20.13%
2021	£10.75	£13.41	19.84%
2020	£10.69	£13.74	22.20%

Year	Female Median Hourly Rate	Male Median Hourly Rate	Median Pay Gap
2019	£10.35	£11.68	11.39%
2018	£9.64	£11.28	14.54%



2.3 Bonus Gender Pay Gap

We don't pay performance-related bonuses to employees however, in the 12 months up to 5th April 2023, a small number of staff did receive recognition payments in the form of vouchers.

Payments made during previous years have included Welsh Government Social Care bonus payments, recognition payments for completion of qualifications and long-service awards; none of which were applicable during the last 12 months to 5th April 2023.

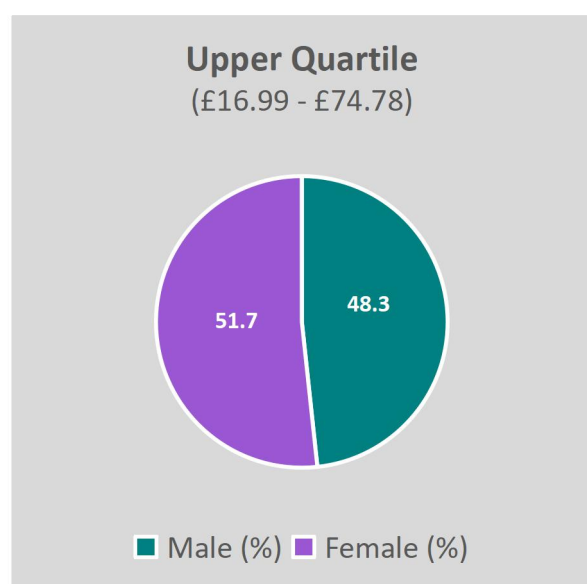
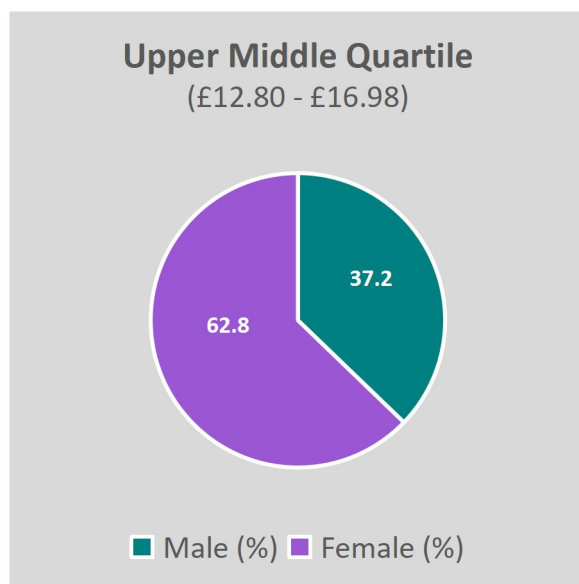
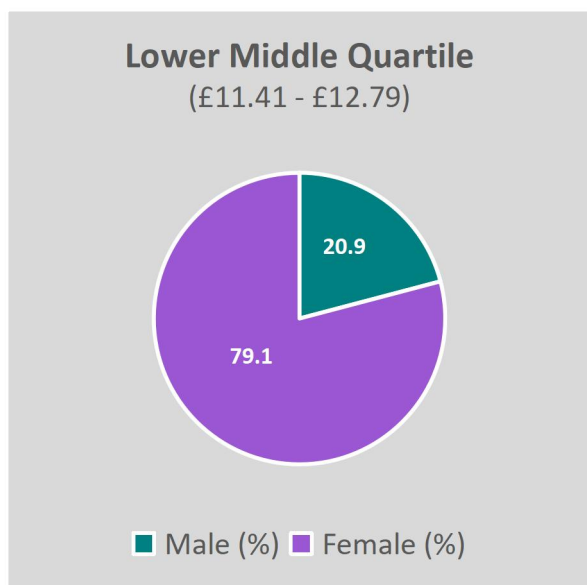
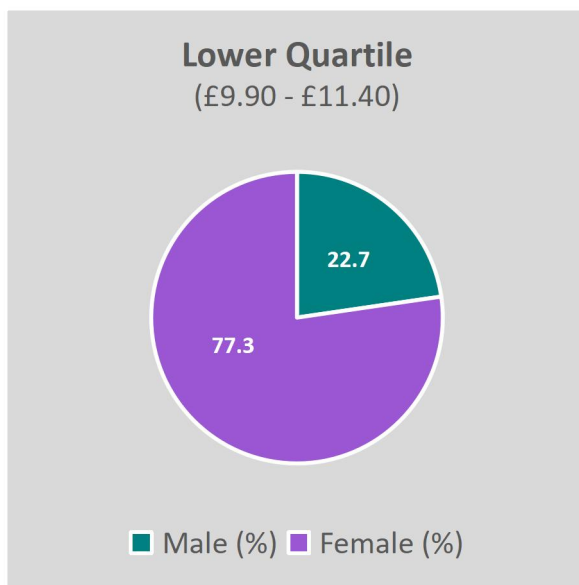
Year	Total Headcount (Male)	Total headcount (Female)	Proportion of Males who Received a Bonus	Proportion of Females who Received a Bonus	Total Bonus Value (Male)	Total Bonus Value (Female)
2023	221	465	0.91% (2)	0.65% (3)	£40	£60
2022	212	478	21.23% (45)	51.88% (248)	£33,075	£182,280
2021	217	537	56.22% (122)	67.41% (362)	£38,680	£193,770
2020	210	530	9.52% (20)	9.06% (48)	£1,732	£2,887
2019	215	538	28.84% (62)	59.67% (321)	£2,502	£11,529

Year	Female Mean Bonus	Male Mean Bonus	Mean Bonus Gap
2023	£20.00	£20.00	0.00%
2022	£735.00	£735.00	0.00%
2021	£535.28	£317.05	-68.83%
2020	£60.15	£86.60	30.55%
2019	£35.92	£40.35	11.00%

Year	Female Median Bonus	Male Median Bonus	Median Bonus Gap
2023	£20.00	£20.00	0.00%
2022	£735.00	£735.00	0.00%
2021	£650.00	£300.00	-116.67%
2020	£30.00	£50.00	40.00%
2019	£30.00	£30.00	0.00%

2.4 Quartile Pay Bands

This is calculated by listing the hourly rate of men and women from lowest to highest paid and splitting the list into four equal segments, known as quartiles. The proportions of male and female relevant employees in the lower, lower middle, upper middle and upper quartile pay bands are as follows:



2.5 Our Progress and Future Priorities

Our longer serving Board Members will be stepping down at our AGM in September having completed their tenure; we have recruited four female Board members including a new Chair. Once appointed, our Board composition will be 69% female 31% male; our Senior Management Composition is 56% female and 44% male. Our workforce profile for reporting purposes is 68% female and 32% male.

Other the past 12 months, 14 external appointments into professional, technical, or managerial positions were made, 6 of which were female. As planned, we have increased the use of Pathway, Trainee and Apprenticeship roles across the business which includes our Trades, Project Management and Procurement Teams. We have 15 development roles, 6 women and 9 men. This, coupled with our work to develop our 32 Catering Assistants (82% female) through a training pathway to become a Cook builds on the positive foundation we have created for our succession planning. 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.