



# Gender Pay Gap Report



2024

# About us

Cartrefi Cymru Cooperative is a not-for-profit organisation established in 1989 by a group of parents and activists. We're dedicated to supporting older people and people with learning disabilities to live an independent and fulfilled life. We are an innovative organisation that encourages the people we support, our colleagues and people within the communities we work in, to be in control of Wales's largest support providers for people with learning disabilities. We put people at the heart of our decision making and support.

## Our Vision

We believe in a future where people who are in need of support and their families, lead fulfilling lives, thriving as valued members and contributors to their communities.

## Our Mission

To build a brighter future for people with learning disabilities and their families across Wales. To be an exceptional support provider, caring deeply for the people and families that we support we want dedicated colleagues, partners, funders, and the communities where we work.



# Gender Pay Gap Reporting

Since 2017, private organisations with more than 250 employees are legally required to report every year on six different measures of gender pay. The pay information contained in this report is from 31 March 2024.

Gender pay gap is the difference between the average hourly rate received by men and women and is not a comparison of pay rates for men and women doing work of equal value.

## Definitions

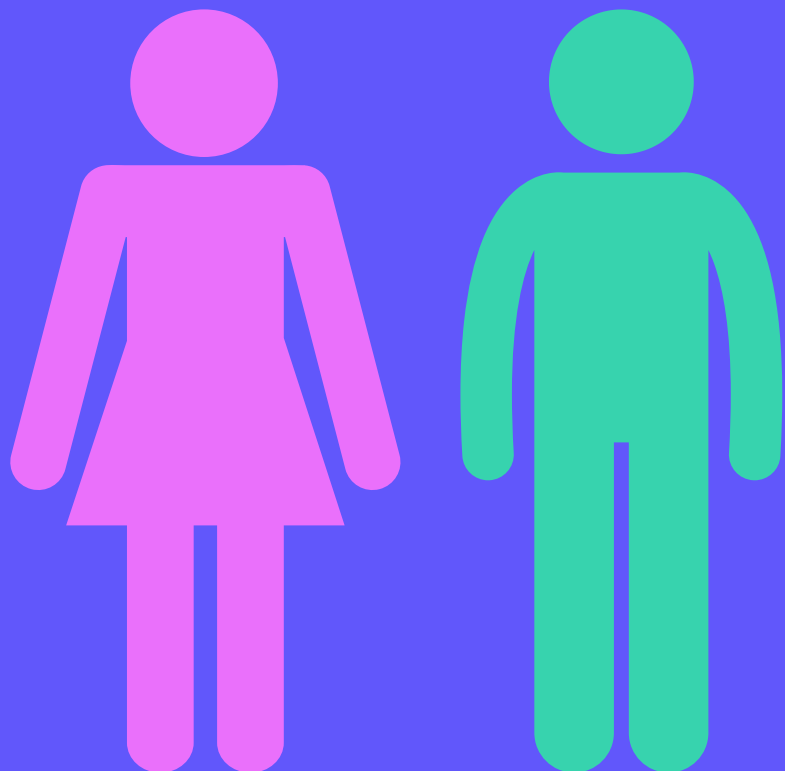
Median pay gap is the difference between the middle hourly salary of men and women, when all salaries are lined up from lowest to highest.

Mean pay gap is the difference between the average hourly earnings of men and women.

## Declaration

The data contained in this report is accurate and has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Alison Woodward**  
**Director of People**



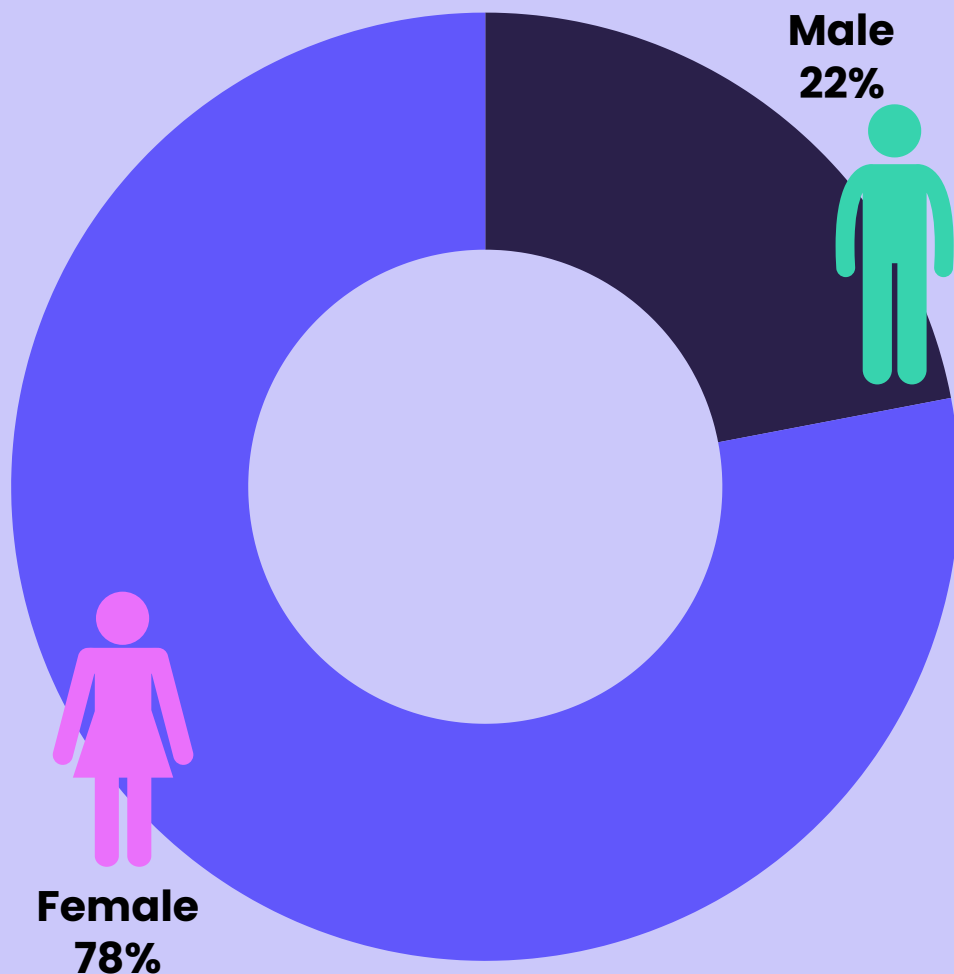
# Our Gender Pay Gap

As an organisation, we believe that equality, diversity and inclusion are central to Cartrefi's success. We believe that everyone is unique and should be respected for their differences. Our people practices ensure that we recruit, retain and develop the best colleagues for the role regardless of sex, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief or sexual orientation.

Our **median** gender pay gap for 2024 is 0% which means that women earned £1 for every £1 that men earn when comparing median hourly pay. This is an improvement on 2023 results when women earned 98p for every £1 a man earns.

Our pay gap has remained consistent since gender pay gap reporting was introduced in 2017.

Our **mean** gender pay gap for 2024 is -0.17%. This means that on average, women earn 2p more for every £1 men earn.



<b>Median Gender pay gap</b>	<b>Mean Gender pay gap</b>
<b>0%</b>	<b>-0.17%</b>

<b>Pay Quartiles</b>	<b>Women</b>	<b>Men</b>
<b>Upper</b>	<b>232</b>	<b>66</b>
<b>Upper middle</b>	<b>231</b>	<b>65</b>
<b>Lower middle</b>	<b>247</b>	<b>49</b>
<b>Lower</b>	<b>220</b>	<b>75</b>