

## Gender Pay Gap Reporting 2023/24

Llamau employ over 250 staff and are required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010. The data used for this report is a snapshot of data as at 5<sup>th</sup> April 2023

### **Gender Pay Gap Reporting**

Gender Pay Reporting compares hourly rates of pay and any bonuses staff may receive by gender, seeking to expose any imbalance. These report results help us to assess;

- Levels of gender equality in our workforce
- Balance of male and female employees at different levels

Steps will be taken, where possible, to minimise or readdress any identified inequalities going forward.

### **Pay Gap Calculation**

We have completed an exercise to identify all staff members classed as full pay relevant employees at the snap shot date and have used this information to complete the six mandatory calculations;

- Salary
  - The mean (average) pay gap
  - The median pay gap
  - The proportion of male and female employees in each salary quartile band
- Bonus
  - The mean bonus pay gap
  - The median bonus pay gap
  - The proportion of male and female employees receiving a bonus payment

The figures found in the following report were calculated using the standard methodologies from the Equality Act 2010.

## Our Gender Pay Gap Report – 05 April 2023

Total Workforce	
Gender	Full Pay Relevant Employees (for gender pay gap reporting)
Male	118
Female	322
<b>Total</b>	<b>440</b>

### Mean and Median Pay Gap

- Mean average pay gap is -2.6%
- Median pay gap is 0.0%

Published average and median				
Published	Male	Female	Gap	Percentage
Ave. Hourly Rate	£13.03	£13.36	-£0.33	-2.6
Median	£12.21	12.21	£0.00	0.0

The mean average hourly rate shows a pay difference of 2.6% with female staff average hourly rate higher than male staff average hourly rate. This is due to the senior roles in the organisation being held by more female than male staff members. There is a 1:2 ratio (male:female) in the Senior Management Team which is reflective of the male:female split within the organisation as a whole.

### Salary Quartile Bands

The number of females and males in each salary quartile band.

Total Employees – salary quartile bands				
Total Employees	Low	Mid-low	Mid-upper	Upper
Male	37	27	31	23
Female	73	83	79	87
Male Proportion	33.6%	24.5%	28.2%	20.9%
Female Proportion	66.4%	75.5%	71.8%	79.1%

### Pay Gap Summary for Salary Quartile Bands

Llamau's workforce is female dominated (73%), significantly affected by a large number of posts that are only available to female applicants – permitted under the Equality Act 2010. In general, the low quartile has a lower number of female

staff than the organisation average with the mid-low, mid-upper and upper quartiles having a higher proportion of females than the organisation average.

## **Bonus payments**

Llamau did not pay any bonuses during the year so the mean and median pay gaps do not exist and there is no difference in the proportion of male/female staff receiving bonuses.

## **Conclusions and Recommendations**

The figures set out above were calculated using standard methodologies under the Equality Act. The report finds that the mean gender pay gap of 2.4 per cent is in favour of women which is against the national trend in favour of men.

Llamau recognises that there is a larger proportion of female colleagues as our Women's Services/Domestic Abuse Team account for 20% of the workforce – many roles available only to female applicants. The remainder of the workforce is represented by 27% male and 73% female colleagues, a slight balancing from 2022 (25% male and 75% female).

Llamau are completing further work to understand why there are more female staff in general, with a view to identifying changes to the recruitment process to attract a more balanced gender workforce. We will also look at why there are more male colleagues in the low quartile, this will not necessarily affect the gender pay gap and male and female staff are paid at the same rates for the work that they do.

The information in this report is confirmed as accurate;



Andrew Chiplen

Director of Finance

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