



Gender Pay Gap Report



2025

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 multi-stakeholder cooperative 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 provider 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 2025.

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

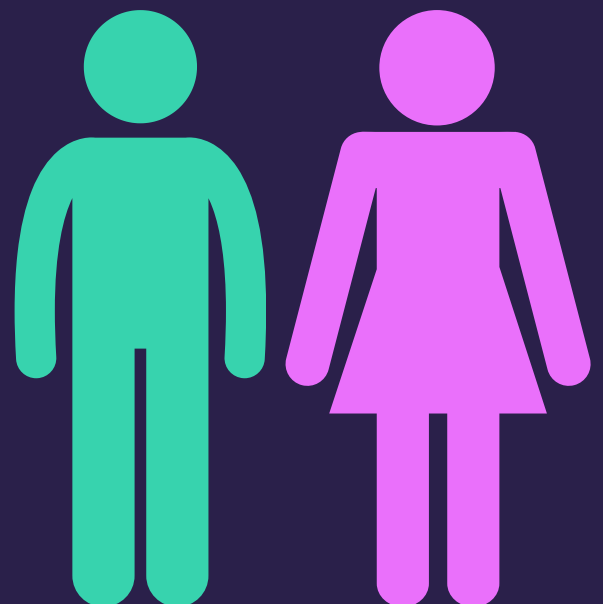
Our Gender Pay Gap

Our gender pay gap results for 2025 reflect the continued impact of our commitment to fairness, equality and inclusive people practices. As an organisation with a predominantly female workforce, our data this year again shows no median gender pay gap, meaning that the middle point of men's and women's hourly earnings remain the same. This is consistent with our 2024 position and demonstrates the stability of our pay structures.

We also report a mean gender pay gap of -2% indicating that, on average, women earn slightly more than men. This small negative gap reflects the profile of our workforce, where women make up the majority across all pay quartiles. This is a minor change to last year's GPG which was -1.7%. It also highlights our ongoing efforts to ensure that access to role, development opportunities and progression pathways are fair and equitable for all colleagues.

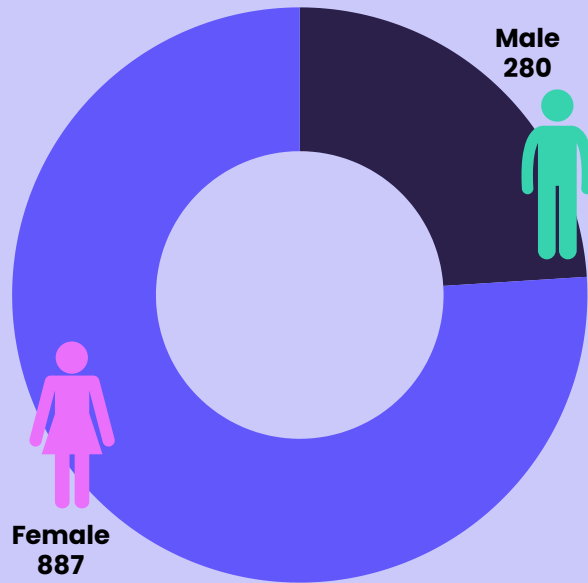
Across each pay quartile – upper, upper middle, lower middle and lower – women continue to be strongly represented. This distribution shows that women are not concentrated in lower paid roles but participate widely across all levels of the organisation. Our consistent results year-on-year demonstrate that our approach to recruitment, retention and reward supports gender balance at every level.

We recognise that maintaining equality requires continual focus. We are committed to reviewing our practices, listening to colleagues, and ensuring our policies and culture continue to promote fairness, inclusion and opportunity for everyone.



Overall

Gender Split



Median Gender Pay Gap	Mean Gender Pay Gap
0%	-2%

Our Pay Quartiles

Pay Quartiles	Women	Men
Upper	219	75
Upper middle	253	38
Lower middle	218	73
Lower	197	94

Our Future Plans

Looking ahead, we remain committed to strengthening our approach to equality, diversity and inclusion and ensuring the stability we see in our gender pay gap is sustained and continually improved. Although our data shows no median gender pay gap and a small negative mean gap, we recognise that maintaining equity requires ongoing focus, transparency and action.

Over the next year, we will:

- **Enhance our recruitment and promotion practices** by continuing to review how roles are advertised, ensuring inclusive language, widening outreach, and supporting gender balance at every level of the organisation. We will ensure our recruitment messaging challenges stereotypes and appeals to candidates of all genders.
- **Actively promote social care as a rewarding career for men**, highlighting male role models across the organisation and sharing real stories that showcase the impact and career progression available.
- **Strengthen development and progression pathways** so that colleagues of all genders have equal access to training, leadership opportunities and career advancement.
- **Expand our data insights** to better understand workforce trends, identify any emerging risks of imbalance, and ensure that actions remain evidence-based and targeted.
- **Support flexible and family-friendly working practices**, recognising the importance of work-life balance in attracting and retaining diverse talent.



- **Amplify colleague voice** by creating more opportunities to listen, learn and collaborate on initiatives that promote fairness and inclusion throughout the organisation.
- **Review our policies regularly** to ensure they continue to meet the needs of colleagues, reflect best practice and promote an equitable culture.

Our focus remains on building a workplace where colleagues of all genders feel valued, supported and able to thrive and where everyone can contribute to the high-quality support we deliver. We believe that maintaining gender balance and fairness across all levels of the organisation is essential to achieving our mission and delivering excellent support to the communities we serve.

