



LLAIS GENDER PAY STATEMENT 2023-2024

ACCESSIBLE FORMATS

This document is available in Welsh.

If you would like this publication in an alternative format or language, please contact us at enquiries@llaiscymru.org.

You can download it from our website or ask for a copy by contacting our office.

WHO WE ARE

We are a Welsh Government sponsored public body.

We get our funding from Welsh Government, but we are operationally independent. This means we get to choose what we work on, how we work, and who we work with. We have seven regional teams who, with the support of our national team, work together to represent your views, making sure that we listen, work with NHS bodies, Welsh Local Authorities, and others to shape and improve services for everyone. We are here to help and provide advice for anyone that has feedback on health and social care in Wales and we are here to support you to make complains if things go wrong.

OUR BACKGROUND

This is our first gender pay gap statement since we were established in April 2023. Prior to this, we were reporting as the former Board and Community Health Councils (CHCs).

We may reference some of the data we hold from our former reports in this document and refer to this as legacy data.

WHY DO WE REPORT ON OUR GENDER PAY GAP?

As a public sector body in Wales, we are required to produce our gender pay statement each year.

The report provides data about gender and pay that helps us to identify any differences or gaps that need to be addressed.

This gender pay statement includes all employees.

Our aim is to use the findings in this report to shape and improve our organisation for our people in line with our Strategic Plan 2024–2027 and our Strategic Equality Plan 2024–2028.

We have reported our findings based on employee information as of 31st March 2024. For consistency, we will make sure the same date is used each year.

In this pay statement, gender has been reported in a binary way, that only recognises males and females. This follows UK Government Guidance on gender pay reporting.

We know that there are many people who do not identify in a way that fits into a binary category and that this reporting does not take them into account.

In this report, we have used the terms 'gender', 'men' and 'women', 'males' and 'females'. We understand that for some people this will be referring only to their biological sex, for some people this may be referring to their gender identity and for some people both.

OUR INITIAL FINDINGS

Our staff

There are 102 staff in our organisation, some of them work full time and others work part time.

Of the 102 staff, there are 89 females and 13 males.

This means that for every male member of staff working at Llais, there are 7 females.

Number of males vs females employed as staff by Llais



Our pay bands

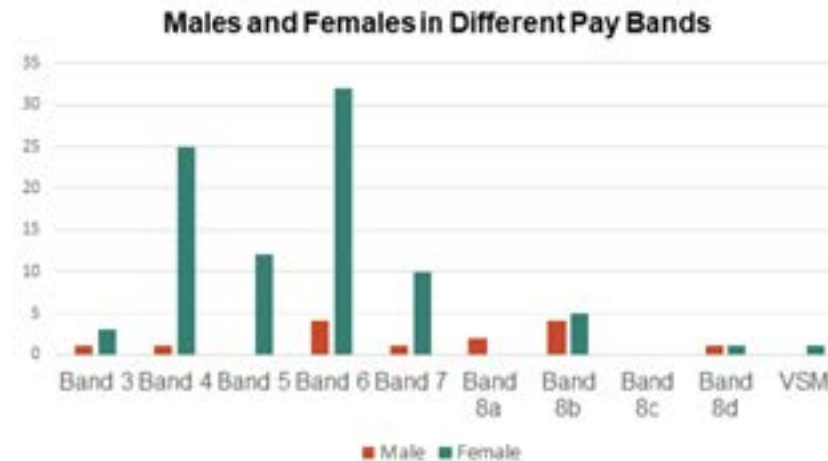
The table below shows the different pay bands that we use in our organisation along with the number of males and females working at those pay bands.

	Male	Female
Band 3	1	3
Band 4	1	25
Band 5	0	12
Band 6	4	32
Band 7	1	10
Band 8a	1	0
Band 8b	4	5
Band 8c	0	0
Band 8d	1	1
VSM	0	1

This is the first year that we have captured this data since we were established so have no comparison to previous years' data. As we continue reporting we will start to build a better understanding of how our organisation might be changing.

Percentages of males and females in pay bands

We know that females make up the biggest percentage of our workforce, out of the 102 staff working for Llais, 87% (89 staff) are female and 13% (13 staff) are male. Males working within Llais are mostly at a more senior level (Band 6 and above). The graph below shows the number of males and females in each pay band, as a percentage of the total number of staff.



At the senior manager level (8a and above), 46% of these positions are held by males and 54% of these positions are held by females.

At first, the number of males and females who hold higher positions in our organisation looks quite equal.

However, we know that most of our workforce are female.

Females make up 89% of our staff, only 19% of them are working at a more senior level within the organisation.

Males make up 13% of our staff and 54% of them are employed at a Band 7 or above.

Most of our staff work between Bands 4 and 6. There are 78 roles available in these bands, 6 of them (nearly 8%) are held by males.



Our Recruitment

Between 1st April 2023 and 31st March 2024, we advertised **47 positions**, both internally and externally.

Some of the **47 positions** were roles that we readvertised as we were unable to successfully appoint anyone to them the first time that we advertised them.

A total of **30 positions** were filled during this period. Of those, **5 males** and **25 females** were successfully appointed to those roles.

The total number of applicants was **835 (596+239)**.

Of all applicants that applied **4.7%** of males were shortlisted and **21.9%** of females were shortlisted.

239 male applicants applied for roles during this time, of which **16.7%** were shortlisted.

596 female applicants applied for role during this time, of which **30.7%** were shortlisted.

It is important to note that the shortlisting process only includes applicant numbers and does not include any identifiable gender data.

Full gender pay analysis

Our staff are appointed to pay scales set within the NHS pay framework called '**Agenda for Change**'.

This is something that we used when we operated as CHCs and have carried across with us in establishing Llais as a new organisation.

This framework means there is no pay discrepancy between men and women who are undertaking the same role. This is called equal pay and is not addressed in this report.

Gender pay reporting looks at whether males are more likely to be in higher-earning or more senior positions within an organisation.

This information helps us to understand, identify and, where possible, address the issues in gender pay.



Understanding the average

To work out the gender pay gap, we will be taking the average hourly salaries for both men and women within Llais.

This will be done in 2 ways (based on the requirements on gender pay reporting); the mean and the median.

The method for these calculations follows **UK government guidance:**

The mean pay gap is the difference between average hourly earnings of men and women. The hourly rate for each female member of staff is calculated, added together, and divided by the total number of females in the organisation.

This is divided by the mean result for men and multiplied by 100 to show the percentage pay gap.

The median pay gap is the difference between the midpoints, in the range of hourly earnings of men and women. It takes all salaries within the organisation, sorts them highest to lowest, and picks the middle most salary for both males and females.

The median salary for women is subtracted from the median salary for men. The difference between the two is then divided by the median result for men and multiplied by 100 to show the percentage pay gap.

Median & mean hourly rates and pay gaps

The table below shows our median and mean hourly rates and the percentage pay gap for both.

Gender	Median Hourly Rate (£ per hour)	Mean Hourly Rate (£ per hour)
Male	26.05	25.83
Female	18.42	19.22
Difference	7.63	6.06
Pay Gap	29.28%	23.46%

Moving forward we will consider benchmarking ourselves against other public sector organisations.

We know that our figures may look different to other organisations in the sector as our workforce is much smaller in comparison to other bodies like Welsh Government and the different NHS boards and bodies.

However, this does not mean that we will not seek guidance on best practice and meaningful changes we can implement to help reduce the pay gap.



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OUR NEXT STEPS

As a new organisation, we want to take every opportunity we can to look at our work through different lenses.


The information in this report will be used to inform and influence our broader actions and activities.

We value what our staff are telling us about the kind of organisation that they would like to work in.

At our staff conference, staff asked us to:

- look at ways that we can diversify our workforce.
- consider how we might address the level of male staff who are in jobs with a lower banding or pay scale.

Action: We will look at how we currently recruit our more junior level positions and what we can do to encourage more men to apply for them.



Our data tells us that we have a high number of females in our organisation but as a proportion of the organisation as a whole, there are fewer of them in more senior positions.

We want to make sure that this does not mean that there are fewer opportunities for women to progress within our organisation.

Research also suggests that women are 16% less likely to apply for a job because they are worried they do not meet 100% of the criteria.

Action: We will look at our current recruitment practices, including job descriptions and person specifications to ensure that we are not placing any barriers (real or perceived) to females applying for more senior roles.

We are a small organisation and recognise that there is a limit on what we may be able to change through our recruitment activity alone. We know that recruitment is not the only way that we can make changes to improve outcomes for our staff.

Action: We will look at developing a more formalised coaching and mentoring programme with the aim of empowering more females within our organisation to apply for more senior roles.

We understand that there may be barriers for other groups of people affecting pay and progression too. For example, data has shown there are wide variations in gross earning between ethnic groups in the UK.

We also identified at the beginning of our report that the language used in gender pay reporting excludes people who do not identify as male or female. We want our thinking and our reporting to be more inclusive.

Action: We will look to expand what we think about through our pay gap analysis and reporting so that we identify, understand and tackle any other barriers affecting pay and progression for different groups of people.

Conclusion

We continue to work to ensure that equity, inclusion, and human rights are at the centre of everything that we do.

We are committed to challenging ourselves and we know that we want to do better.

We are working with our people and experts to help us achieve an inclusive workplace that empowers everyone and reflects the diversity of Wales.

Future Reporting

We will continue to publish our Gender Pay Gap Statement each year.

The actions identified in this report will be incorporated into the work schedule of our **Strategic Equality Plan 2024–2028** and details of our progress against these actions will be published in our **Annual Equality Monitoring Report**.



If you would like to give us feedback on this plan or wish to receive this information in an alternative format or language, please contact us at:

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**We welcome telephone calls in Welsh.
If you write to us in Welsh, we will answer in
Welsh. This will not lead to a delay in**

