Adferiad Reports on its Gender Pay Gap for Year April 2023-24 at April 2023

Reporting on the Gender Pay Gap involves carrying out calculations that show the difference between average female earnings compared to average male earnings.  This calculation is not based on like for like salaries when comparing roles.  The data for Adferiad Recovery is as follows:

*Mean Gender Pay Gap was -1.3%*

*Median Gender Pay Gap was 3.7%*

Proportion of females and males in each quartile bracket:

*Lower quartile – 77% female and 23% male*

*Lower middle quartile – 68% female and 32% male*

*Upper middle quartile – 71% female and 29% male*

*Upper quartile – 75% female and 24% male*

Adferiad Recovery does not discriminate on grounds of gender and complies in full with the Equality Act 2010.  We are fully committed to the principle of gender pay equality.  To help us do this we use a job evaluation system to assess the relative value of each role across the organisation.  Jobs are then placed on pre-set pay scales.  This ensures all of our people are paid the same for comparable roles, regardless of their gender.

We appoint people to roles based on merit regardless of age, race, gender, marital status, sexual orientation, disability or religion or belief.  However, we recognise that some groups are under-represented in our workforce and we are committed to ensuring that our employees reflect the make-up of the communities we work in.

We will be open and transparent with our staff regarding our gender pay gap and continue to improve our practice.

*Alun Thomas, Chief Executive*