

# Gender pay analysis report 2022



We want all our colleagues to have access to the best training, development and equal opportunities so they can thrive in their work, now and in their futures.

At Taff we are committed to the fair treatment and reward of all colleagues irrespective of gender.

We will continue to champion and promote initiatives to reduce our pay gap even further including;

- Encourage and promote agile working
- Making all our job adverts gender neutral
- Targeted recruitment for specific roles that are under represented by females
- Encourage female colleagues to engage in networking opportunities with organisations such as Women on Boards and Housing Women Cymru

Mean difference

2.8%

This is down from 7.67% last year.



Mean is the average hourly rate of pay.

Median difference

5.52%

This is down from 12.86% last year.



Median is the middle hourly rate of pay.

# About our workforce

As of April 2022, the Leadership Team consisted of 7 females and 3 males.



We currently have around 103 female, and 71 male colleagues.



Our Chief Executive is female.



## Breakdown of colleague pay

We rank colleagues hourly pay rates, from the highest to lowest and divide into four equal parts to give us quartiles, called upper, upper middle, lower middle and lower.

Quartile	Male	Female	Total
Upper	51%	49%	43
Upper middle	45%	55%	44
Lower middle	19%	81%	43
Lower	48%	52%	44
Total	41%	59%	174

**Helen White**  
Chief Executive