

awen

Ymddiriedolaeth  
Ddiwylliannol  
Cultural Trust



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# GENDER PAY REPORT

Snapshot date: 5th April 2022

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# Introduction

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Gender pay gap reporting legislation requires UK employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

The following six calculations are reported:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment
- Proportion of females receiving a bonus payment
- Proportion of males and females when divided into
- Four groups ordered from lowest to highest pay

The gender pay gap demonstrates the differences in the average hourly rate between males and females in the workplace; it is not an equal pay issue.

Awen Cultural Trust is fully committed to promoting equality in the services we provide to our communities as well as in relation to our people. Our recruitment processes and pay and reward policy support a fair and equitable process to recruit the right candidate without bias towards gender or other characteristics.

To this effect, Awen has voluntarily reported its gender pay gap data since 2017.



## About Us

## Our Pay Structure

Awen Cultural Trust is a registered charity. Our purpose is to 'make people's lives better'. We do this 'by providing opportunity for people and communities to experience, enjoy and be inspired together, by culture'.

Awen currently works across three local authority areas in South Wales – Blaenau Gwent, Bridgend and Rhondda Cynon Taf.

We operate a range of cultural facilities and activities, which include theatres, libraries, community centres, a country house and park and two work-based projects for adults with learning disabilities. Awen attracts over one million visits to its venues and services each year.

Awen Trading Ltd is the wholly owned trading subsidiary of Awen Cultural Trust. Its aim is to develop a group of socially responsible businesses that compete commercially, meet customer expectations, and generate healthy profit which in turn are gifted aided to the parent charity.

A new pay and grading structure was introduced in 2022 following a comprehensive pay and grading review, in consultation with an independent job evaluation expert, trade unions, the senior leadership team and trustees.

The review included:

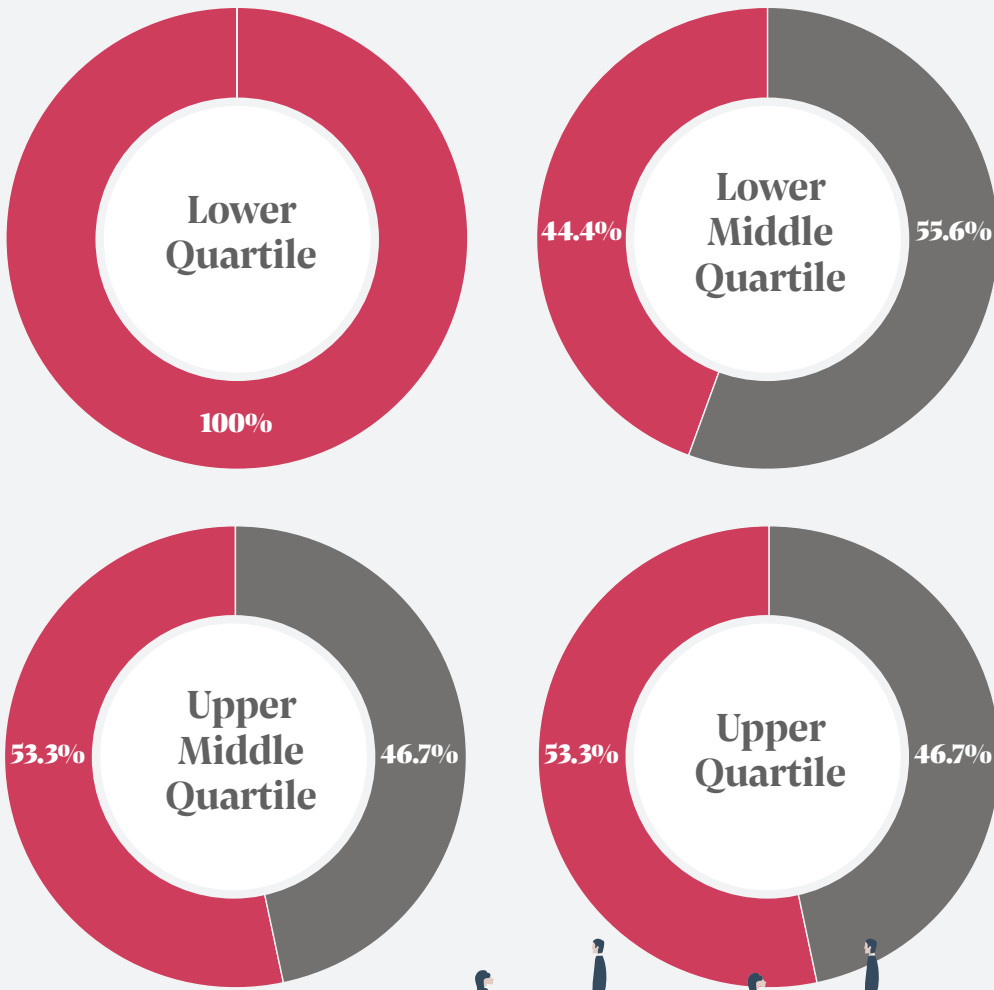
- Evaluation of all posts utilising an analytical job evaluation scheme
- Development of a new pay structure

Awen operates a graded salary structure with four scale points within each grade, which applies to all posts and ensures a transparent and fair approach, whilst ensuring all employees receive equal pay for equal value.



# Gender Pay Gap Figures

The data below is based on the snapshot date of 5th April 2022 when Awen Cultural Trust employed a total of 122 employees (77 females and 45 males).

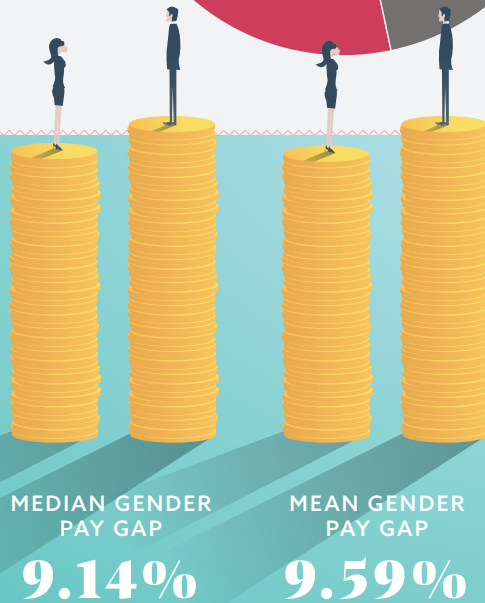


Each quartile represents 25% of the workforce, ranked by hourly pay. The pay quartiles are then broken down by gender.

The lower quartile for the second year is made up of only females, with the middle two quartiles not seeing much change (2021 figures - Lower and Upper Middle in 2021 had 45% female and 55% male). The balance has slightly changed in Upper Quartile, but still remains favourable to females (2021 figures - Upper Quartile 57.1% female and 42.9% male).

■ Female ■ Male

## Average Pay Gap



## Bonus Pay

No bonus payments were made to staff during the reporting period.

# Understanding The Gap

Awen has a predominately female workforce due to the industry and type of roles we offer. An example would be working within our library services which makes up 40% of our workforce. These roles are particularly attractive to females as 85% of the roles within this business area are part time. This therefore impacts the gender balance in quartiles as males are typically attracted to full time posts which on average are higher up the grading structure.

In comparing the gap with pre Covid data (2019) when we reported a mean gender pay gap of 15.97% and a median of 16.49%, the data for 2022 shows a considerable reduction in both the mean and median gender pay gap.

Our mean gender pay gap of 9.59% which

means that on average, males working for Awen are paid 9.59% more than females.

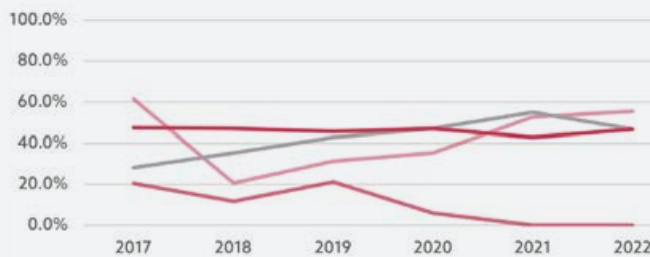
- The mean hourly rate for males is **£14.08**.  
The mean hourly rate for females is **£12.73**.
- The median hourly rate for males is **£11.53**.  
The median hourly rate for females is **£10.48**.

Although the executive leadership team overall is female dominant, the three highest paid roles of Chief Executive (CEO) and two Directors is made up of a male CEO and one male and one female Director. With two of the top three earners being male this affects the overall mean and median figure in favour of males.

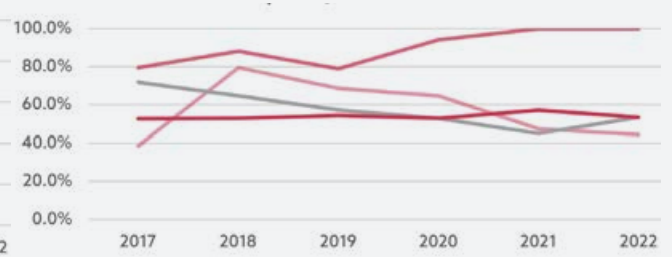
Awen's mean gender pay gap has reduced from 15.97% in 2019 to 9.59% in 2022.

## Gender Distribution

MALES PER QUARTILE 2017-2022

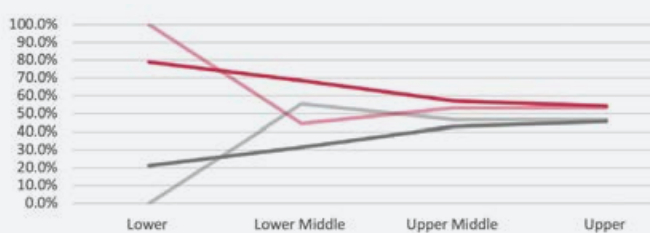


FEMALES PER QUARTILE 2017-2022



■ Lower ■ Lower Middle ■ Upper Middle ■ Upper

MALE AND FEMALE COMPARISON PER QUARTILE 2019 V 2022



■ 2019 (M) ■ 2019 (F) ■ 2022 (M) ■ 2022 (F)

100% of employees in the lower quartile are female, with females also dominating the upper middle and upper quartiles.

The disproportionate distribution of males across the organisation (with males over-represented at more senior and more highly paid grades) is one of the factors driving the gender pay gap.

# Quartiles

When comparing the differences in hourly rate per quartile against pre Covid 2019 figures, Awen's male v female hourly rate differences are significantly improved.

In particular the difference in hourly rate in the upper quartile has reduced from £1.40 to £0.28.

COMPARISON OF DIFFERENCE IN HOURLY RATES

■ 2019 ■ 2022

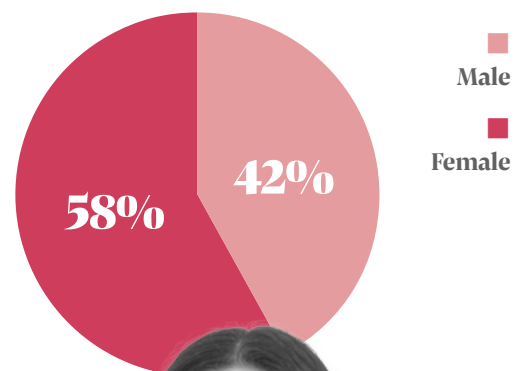


# Gender Breakdown: Board of Trustees

Awen's Trustee Gender breakdown has favoured males since incorporation in 2015. To help us address the imbalance Awen has been part of the Chwarae Teg Step to Non-Exec programme for three years, which has helped us achieve an increased number of female trustees, from 27% in 2017 to 42% in 2022.

It is positive to be able to report that after successfully completing the Step to Non-Exec Programme and becoming an Awen Trustee, Ava Plowright has been appointed as our first female Chair to the Board of Trustees.

We are continually striving to improve the diversity of our board and recent recruitment campaigns were channelled through a diverse range of advertising boards. Further considerations are being given to targeted campaigns to fill our two vacancies or whether an advisory board would be feasible.



AVA PLOWRIGHT



## Conclusion

The 2022 analysis is reassuring that both mean and median pay gaps are on a positive trajectory and that there is rational where differences occur.

The National Statistics Gender Pay Gap for gross hourly earnings in 2022 is 14.9% (median), XX% (mean) which is reduction in over a quarter in the last decade.

Therefore, both measures of the gender pay gap remain below the UK averages.

The difference in hourly pay is driven by a number of factors, including:

- The compounding effect of a higher proportion of males in the highest paid grades, and a higher proportion of women in lower grades
- The disproportionate impact on the pay gap by senior and highly paid roles held by males

## Looking Ahead

Awen is committed to attracting and retaining a diverse workforce and we are currently building on previous work to co-create an Equity, Diversity, and Inclusion (EDI) Strategy and Action Plan, with our employees, stakeholders and advisors.

We will continue to offer development opportunities fairly to enhance career opportunities across Awen and are committed to ensuring that all staff have a range of training on EDI and that recruitment managers receive unconscious bias and recruitment best practice training.

In 2023 recruitment processes and software will be reviewed to introduce a blind recruitment process to ensure recruiting managers make objective decisions and to lesson any chance of bias.

We are committed to improving our efforts around gender diversity by ensuring our Equity, Diversity and Inclusion Strategy is fully operational across Awen and is communicated effectively to all staff and stakeholders.



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