

Gender Pay Gap Summary – Grŵp Cynefin (Reporting Year 25/26)

This is Grŵp Cynefin's first year of gender pay gap reporting. We have published our data in line with statutory requirements and will continue to report annually through the Government's gender pay gap service.

Headline Gender Pay Gap Results

Grwp Cynefin as a whole , including its subsidiary groups

- Median gender pay gap: 7.08% (favouring men)
- Mean gender pay gap: 14.11% (favouring men)

Grŵp Cynefin (including Gorwel, excluding Canllaw & Gofal a Thrwsio):

- Median gender pay gap: 16.24% (favouring men)
- Mean gender pay gap: 18.05% (favouring men)

Canllaw:

- Median gender pay gap: -6.08% (favouring women)
- Mean gender pay gap: 10.53% (favouring men)

Gofal a Thrwsio:

- Median gender pay gap: -12.53% favouring women)
- Mean gender pay gap: -7.52% (favouring women)

Pay Patterns Across the Organisation

- Core pay grades (B–G) show near parity, with only small gaps.
- The largest gaps appear in Spot and Executive Leadership Team (ELT) grades, where pay is higher on average for men.
- In several bands (C, D, E, and Gorwel), the median gap is 0%, showing typical pay equality even where mean values differ slightly due to workforce composition.
- Data gaps exist for some roles (e.g., DLOs), preventing full band-level analysis in those areas.

Workforce Profile & Recruitment

Over the past 12 months, 68 new colleagues joined the organisation (32 women and 36 men).

Recruitment by service area:

- Grŵp Cynefin: 13 women, 23 men
- Canllaw: 2 women, 7 men
- Gofal a Thrwsio (Conwy & Denbighshire): 4 women, 5 men
- Gorwel: 13 women, 1 man

Six appointments were made into management roles, one of which was filled by a woman.

Our Executive Leadership Team is 60% female, supporting the development of strong female leadership across the organisation.

Actions to Reduce the Gender Pay Gap

Grŵp Cynefin is committed to ongoing improvement and will:

- Conduct regular pay equity audits.
- Publish clear salary ranges and apply structured pay bands.
- Strengthen recruitment and promotion processes with skills-based assessments and unconscious bias training.
- Support career progression through new leadership development programmes, mentoring, and sponsorship.
- Promote inclusive recruitment practices and increased diversity on interview panels.
- Continue working toward QED (Quality in Equality and Diversity) accreditation.

Our Commitment

Grŵp Cynefin is committed to being an equitable, transparent, and inclusive employer. Reducing the gender pay gap is a long-term priority, and we will continue to monitor and report our progress, ensuring fair opportunities and positive experiences for all colleagues.