

GENDER PAY STATEMENT 2024-2025



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 complaints if things go wrong.

Our background

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

We may reference some of the data we hold from our former reports in this document and refer to this as legacy data. This will get less over time.

Why 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. We know that other groups of people may experience a pay gap which is impacted by something other than gender.

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 31 March 2025. 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 reflect this.

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.

We understand that pay gaps are not only about gender. Differences in pay can also affect people from other groups and different characteristics. These factors can overlap, meaning some people may face more than one disadvantage at the same time.

Our initial findings

Our staff

There are 107 staff in our organisation, some of them work full time and others work part time.

Of the 107 staff, there are 92 females and 15 males.

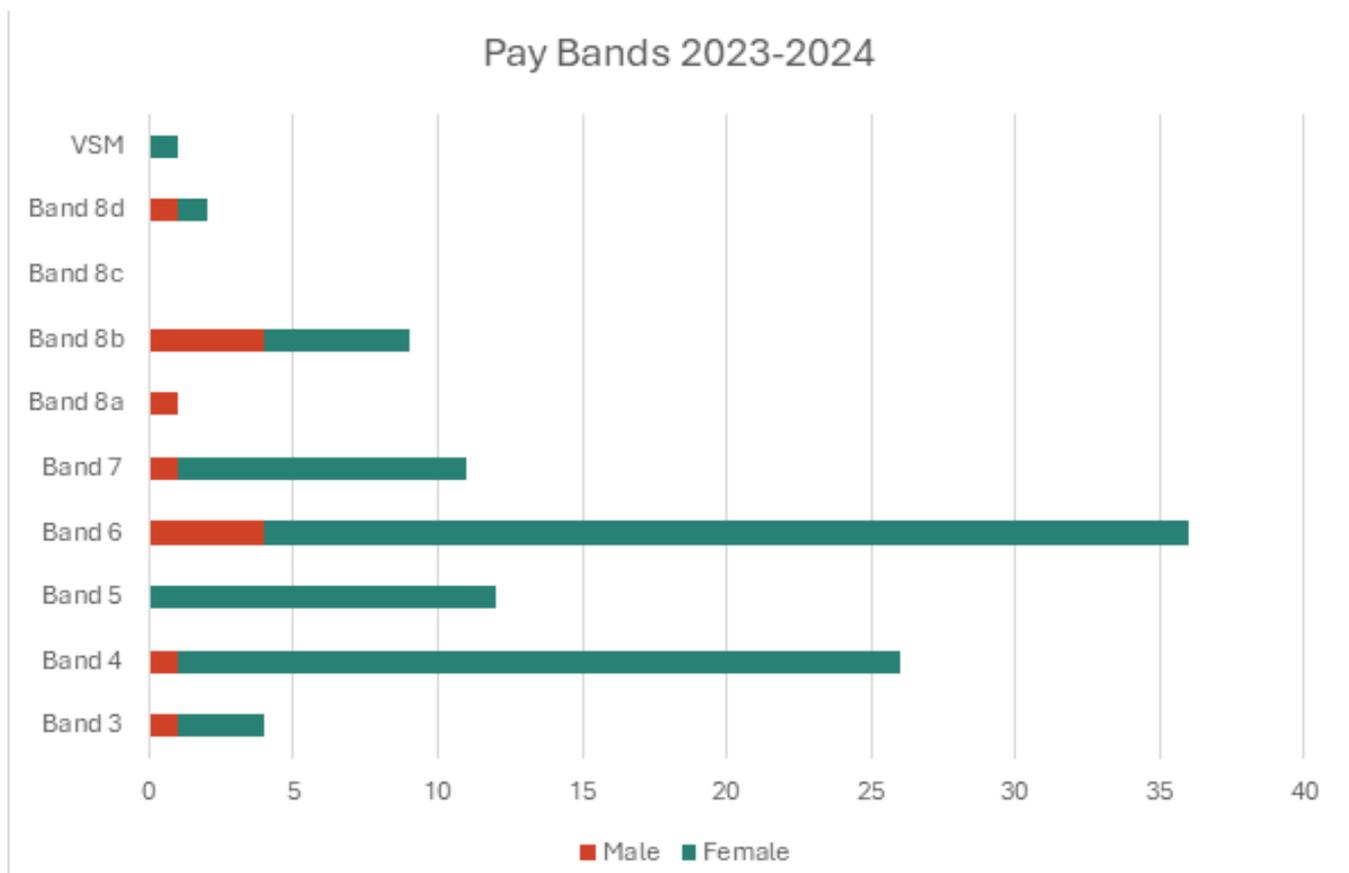
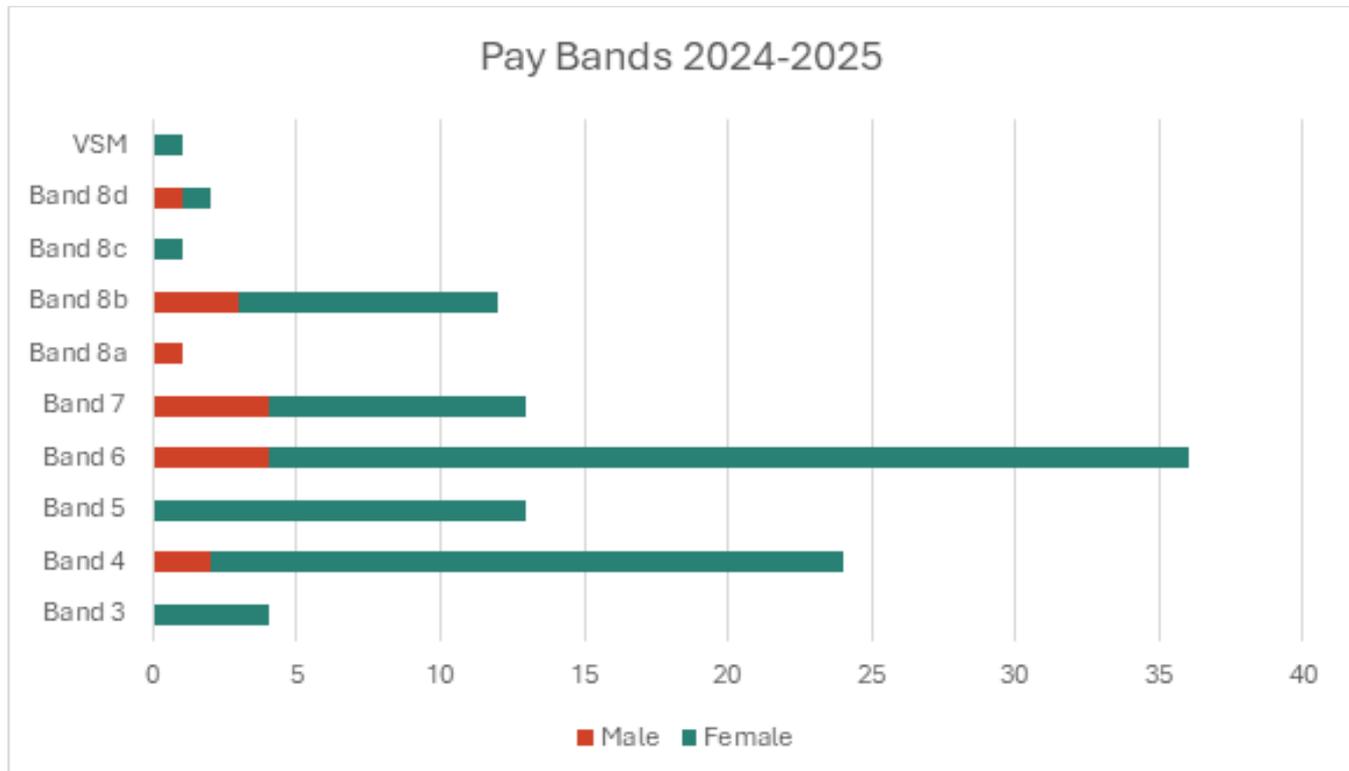
This means that for every male member of staff working for Llais, there are 6 females.

In 2023–2024 we had 102 staff in our organisation, 89 females and 13 males. At that time for every male member of staff working at Llais, there were 7 females.



Our pay bands

The charts below show the different pay bands that we use in our organisation along with the number of males and females working at those pay bands. The first chart shows 2024–2025 and the second chart shows 2023–2024.



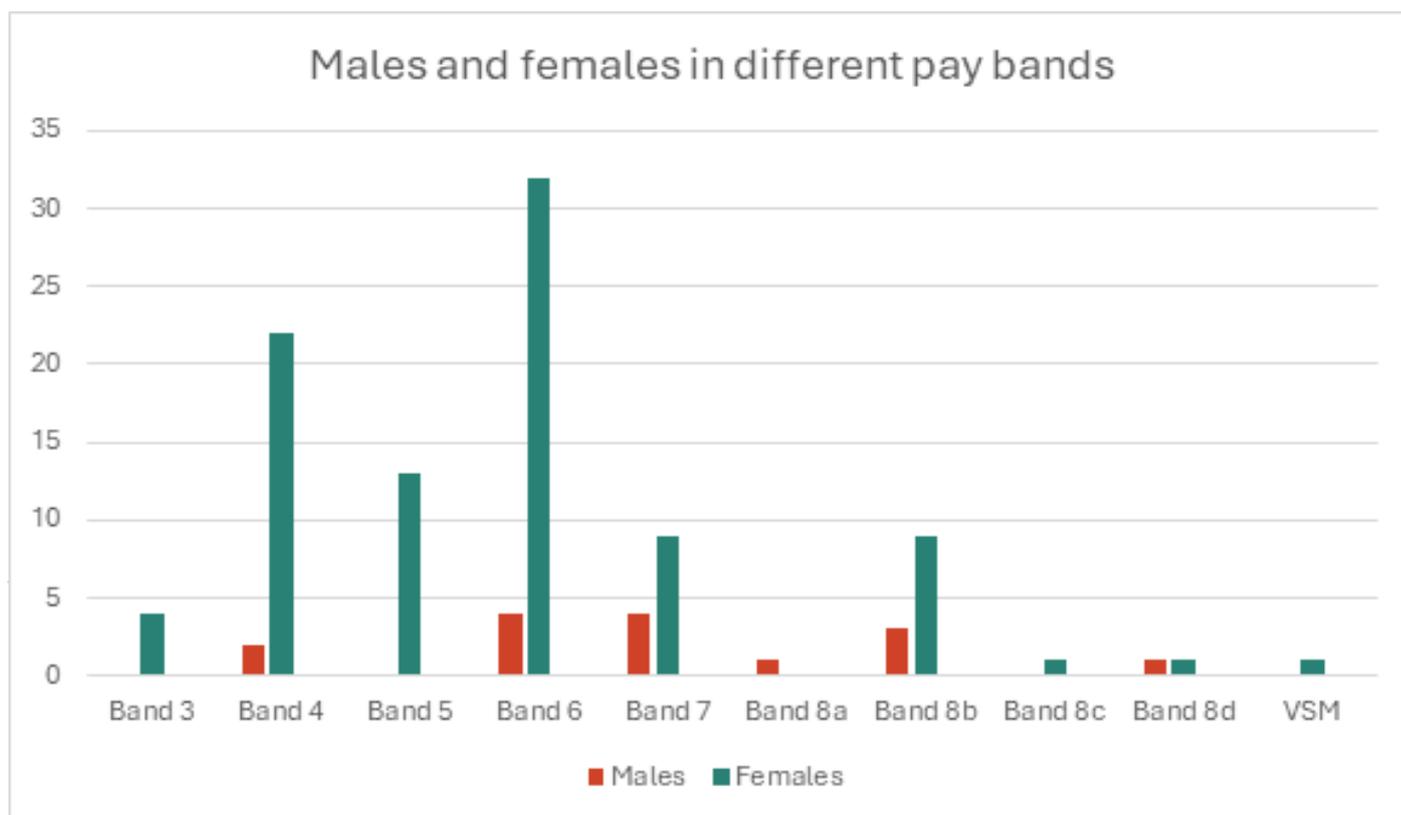
Using the data we can see our lower pay bands continue to be made up of a high proportion of females with little shift. Male staff at Band 7 have tripled in 2024–2025 whilst females in this band reduced slightly. Bands 8b and 8c saw an increase in female staff.

As we continue reporting we will 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 107 staff working for Llais, 86% (92 staff) are female and 14% are male (15 staff). 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), 29.4% of these positions are held by males and 70.59% of these positions are held by females.

We know that males make up 14% of our staff and 60% of them are

employed at Band 7 or above. In comparison, females make up 86% of our staff, and 22.8% of them are working at a Band 7 or above.

There has been a gradual change over the last year, more females have advanced into higher paying roles, and we have seen an increase in males being represented at Band 7.

Most of our staff work between Bands 4 and 6. There are 73 roles available in these bands, 6 of them (8.2%) are held by males.

This tells us that little has changed in Bands 4–6 between 2023–2024 and 2024–2025. Females are still overrepresented in lower-paid roles, this is historically true of most lower pay bands particularly administrative roles.

Our recruitment

Between 1 April 2024 and 31 March 2025, we advertised 13 positions, externally.

A total of 9 positions were filled during this period. Of those, 2 males and 7 females were successfully appointed to those roles.

Note: 3 of the posts are currently under conditional offer and have not yet started within the organisation, 2 female and 1 male.

The total number of applicants was 345. 94 male applicants applied for roles during this time, of which 16.7% were shortlisted.

251 female applicants applied for roles during this time, of which 30.7% were shortlisted.

The percentage of males and females being shortlisted for roles has not changed in the last year. This means females are almost 3 times more likely to apply for our roles compared to males.



Full gender pay analysis

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

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 with 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 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 mean result for men and multiplied by 100 to show the percentage pay gap.

Median and mean hourly rates and pay gaps

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

2024–2025

Gender	Median Hourly Rate (£ per hour)	Mean Hourly Rate (£ per hour)
Male	24.02	25.82
Female	19.43	20.99
Difference	4.59	4.83
Pay Gap %	19.10%	18.70%

2023–2024

Gender	Median Hourly Rate (£ per hour)	Mean Hourly Rate (£ per hour)
Male	26.05	25.83
Female	18.42	19.77
Difference	7.63	6.06
Pay Gap %	29.28%	23.46%

The data suggests that the Median and Mean pay gap have decreased over the last year. This may be because we have more females in higher paying roles in comparison to last year meaning there has been some improvement in gender pay equality.

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

As we identified last year, 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 health and social care bodies.

We will still seek guidance on best practice and meaningful changes that we can implement to help reduce the pay gap.



What we have learnt

We are still a relatively new organisation and are continuing to grow. We want to take every opportunity 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 they would like to work in.

In 2023–2024 we said we would;

1. Look at how we currently recruit our more junior level positions and what we could do to encourage more men to apply for them.
2. Look at our current recruitment practices, including job descriptions and person specifications, to ensure that we are not placing any real or perceived barriers to females applying for more senior roles.
3. 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.
4. 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 progression for different groups of people.

In the last year we have taken some steps towards our commitments above through actions linked with our Strategic Equality Plan 2024–2028.

These include:

- Considering how and where we advertise our jobs
- Making our job adverts more accessible e.g., using videos or 'a day in the life of...' graphics
- Starting to review how we support staff through things like one-to-ones and appraisals and how to ensure conversations around progression are taking place
- Reviewing our equality monitoring process, working with partners and incorporating good practice
- Listening to staff feedback on ways they can improve their understanding of our organisation e.g., shadowing.

Our next steps

Our data from 2024-2025 tells us that the gender pay gap in our organisation is shrinking slowly. There have been positives in the organisation, with more females reaching higher pay bands, a good sign that we are diversifying our leadership.

As identified, there is still an underrepresentation of males and overrepresentation of females in lower pay bands which makes the gap more difficult to reduce.

This year we will:

1. Re-design the way we capture equality monitoring information which will help us to capture more meaningful data to make sure that we identify any barriers that might affect pay and progression for different groups of people.
2. Continue to review our recruitment practices, including how we recruit to lower-level roles and what we can do to encourage more males to apply for them.
3. Build on what staff have told us they would like to see through consultation like our wellbeing survey, considering how we develop clearer career pathway structures. This links with our wellbeing initiatives and work under our Strategic Equality Plan 2024-2028.



Conclusion

Our commitment to equity, inclusion, and human rights remains central to everything that we do.

We continue to challenge ourselves and we know that we want to do better.

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

Future reporting

We will continue to publish our Gender Pay 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 this can be found in our Annual Equality Monitoring Report. Read the latest version [here](#).



Contact us

If you would like to give us feedback on this report or wish to receive this information in an alternative format or language, please contact us on the details below.

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 responding to your correspondence.

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