

Gender Pay Gap Report 2024

Employer: Coolmine Therapeutic Community

Charity Registration No. CHY5902

Charities Regulator No. 20009687

(Snapshot date: 23 June 2024)

Gender	Staff No.	Annual Average Cost / hour	Unit Average Cost / hour
Female	112	476.41	42.51
Male	58	2601.64	44.86
Total	170	7363.06	43.31
Step 1		(44.86 - 42.51)	2.35
Step 2		(2.35 / 44.86) * 100	5.2%
A positive figure is in favour of men, negative for women			

(Maurice Dowling)
Head of HR

11 October 2024