Gender Pay Gap Report 2026

Employer: Coolmine Therapeutic Community

Charity Registration No. CHY5902

Charities Regulator No. 20009687

(Snapshot date: 5 June 2026)

Metric	Men	Women	Gap%
Mean Hourly Rate (All Staff)	24.39	24.15	**1.00**
Median Hourly Rate (All Staff)	22.37	22.14	**1.03**
Mean Hourly Rate (Full-Time Staff)	26.46	25.55	**3.43**
Median Hourly Rate (Full-Time Staff)	24.97	23.28	**6.79**
Mean Hourly Rate (Part Time Staff)	19.47	21.91	**-12.50**
Median Hourly Rate (Part Time Staff)	18.96	20.98	**-10.70**
Mean Hourly Rate (Contract Staff)	18.85	23.94	**-26.99**
Median Hourly Rate (Contract Staff)	19.11	21.97	**-14.95**
Pay Quartiles Breakdown	Men	Women	
Top Quartile	18	32	
2nd Quartile	16	34	
3rd Quartile	14	35	
4th Quartile	14	36	
	31%	69%	
Employment Type Distribution			
Employment Type	Men	Women	
Full Time	44	73	**117**
Part Time	14	44	**58**
Contract	4	20	**24**
	62	137	**199**

The gender pay gap is influenced by a higher proportion of women in part-time roles, contract positions and in the lower quartiles. 78% of part time and contract staff are Women. 55% of men are in the higher 2 Quartiles while only 48% of Women are in top 2 Quartiles. 71% of men are in full-time roles while for women it is only 53%. Our action plan includes reviewing pay structures for part-time roles, increasing transparency in contract hiring, and supporting career progression for women across all employment types.