



Gender Pay Gap Results: 2024/2025

We are committed to creating a fair, inclusive and equitable workplace where everyone has the opportunity to thrive. As part of this commitment, we publish our Gender Pay Gap information each year in line with UK government requirements.

The Gender Pay Gap shows the difference in average earnings between men and women across St Monica Trust, regardless of role or seniority. It is not the same as equal pay, which is about paying people the same for the same work.

Hourly Pay:

- The **mean hourly pay** for women is **10.43% lower** than for men. This reflects a higher proportion of men working in our most senior and higher-paid roles.
- The **median hourly pay gap** is **0.14%**, meaning the typical woman and the typical man at the Trust earn **virtually the same hourly rate**. This indicates that pay is broadly consistent across equivalent roles.

The image below shows the **mean** and **median** pay rate comparisons for the given year:



Summary: Across the organisation, women earn £1.81 less per hour than men on average, but the typical man and typical woman earn almost exactly the same amount. This suggests that pay is equal in most roles, but men are over-represented in the highest-paid jobs or receive disproportionately higher pay at the top end of the organisation.



Bonus Pay

- The **mean bonus gap** shows women received **18.66% less** than men on average.
- The **median bonus gap** shows women received **higher typical bonus amounts** than men, although only a very small proportion of employees receive a bonus.
- **2.97% of women** and **6.47% of men** received bonus payments during the reporting period.

Summary: These results reflect the small number of bonus-eligible roles across the Trust. When sample sizes are small, the median and mean become extremely sensitive to small differences.

Quartile pay bands and proportion of male/female:

Quartiles

Group	Mean Pay Males	Mean Pay Females	Pay Gap (mean)	Pay Gap (median)	Percentage of Males	Percentage of Females	Contribution to Pay Gap
Lower quartile	12.42	12.35	0.55%	-0.42%	23.23%	76.77%	0.93%
Lower middle quartile	12.82	12.80	0.18%	0%	17.10%	82.90%	-5.62%
Upper middle quartile	13.91	14.04	-0.98%	-6.15%	21.94%	78.06%	-0.76%
Upper quartile	27.03	23.56	12.82%	3.28%	27.42%	72.58%	15.89%



Quartile bonuses and proportion of male/female:

Detailed Bonus Analysis By Quartiles

Group	Mean Bonus Pay Males	Mean Bonus Pay Females	Bonus Pay Gap (mean)	Bonus Pay Gap (median)	Percentage of Males	Percentage of Females	Contribution to Bonus Pay Gap
Lower quartile	250.00	241.67	3.33%	0%	50.00%	50.00%	1.02%
Lower middle quartile	358.33	684.16	-90.93%	-38.46%	50.00%	50.00%	-0.68%
Upper middle quartile	3365.00	3029.90	9.96%	12.12%	16.67%	83.33%	-20.50%
Upper quartile	12128.75	5904.23	51.32%	62.57%	36.36%	63.64%	38.82%

Our commitment

While our median pay gap shows strong alignment in typical hourly pay, the mean pay and bonus gaps highlight that we still have work to do to increase representation of women at higher levels and to review the distribution of bonus-eligible roles.

We are committed to:

- Strengthening our talent pipeline to support progression into senior roles;
- Reviewing recruitment, promotion and progression processes;
- Supporting flexible working and career pathways;
- Continuing to develop transparency and fairness in pay and reward practices.

We will continue to review our data each year and take meaningful action to ensure our workplace is fair and inclusive for everyone

For the full data set and report [click here](#).

As **Director of People** at St Monica Trust, I can confirm that our Gender Pay Gap has been calculated accurately.

Alison Manning