



St Monica Trust

## Gender Pay Gap Report 2017

Employers with 250 or more relevant employees are required to publish gender pay gap information by April 2018, based on data from April 2017. This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The following information shows our mean and median pay gaps, mean and median bonus gap, the proportion of male and female employees who received a bonus in the year to 5 April 2017 and the proportion of men and women in each quartile band.

- The mean gender pay gap for St Monica Trust is 16.8%
- The median gender pay gap for St Monica Trust is 5.5%
- The mean gender bonus gap for St Monica Trust is 74.2%
- The median gender bonus gap for St Monica Trust is 10.0%
- The percentage of:
  - male employees in St Monica Trust receiving a bonus is 66.2%
  - female employees in St Monica Trust receiving a bonus is 69.0%
- St Monica Trust pay quartiles percentages (number of employees in each band):

Band	Males	Females	Description
A	12.8%	87.2%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	12.8%	87.2%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	21.7%	78.3%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	21.1%	78.9%	Includes all employees whose standard hourly rate places them above the upper quartile

When benchmarked against data from the Office for National Statistics (ONS) Annual Survey of Hours and Earnings 2016 we found that our gender pay gap of 16.8% was slightly less than the UK average of 17.4% (all industries) and

significantly below the figure for organisations in the same sector (Human health and social work) which was 25%.

Our mean and median gender pay gap in the lower quartile, lower middle quartile and upper middle quartile ranges from -1% to 2%.

The mean gender bonus gap is slightly higher than the UK average (all industries) of 71%.

We are committed to equal pay at St Monica Trust and have policies in place to support this. We will ensure that these are kept under review to ensure that any potential inequality is eliminated.

I confirm the data reported is accurate.

**David Williams**  
**CEO**