



St Monica Trust

Gender Pay Gap Report 2018

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 2018 (with the previous year's results in brackets) and the proportion of men and women in each quartile band.

- The mean gender pay gap for St Monica Trust is 19.7% (16.8%)
- The median gender pay gap for St Monica Trust is 11.0% (5.5%)
- The mean gender bonus gap for St Monica Trust is 82.6% (74.2%)
- The median gender bonus gap for St Monica Trust is 10.0% (10.0%)

The percentage of:

- male employees in St Monica Trust receiving a bonus is 70.3%
- female employees in St Monica Trust receiving a bonus is 67.5%

St Monica Trust pay quartiles percentages (number of employees in each band):

Band	Description	Males	Females
A	Includes all employees whose standard hourly rate places them at or below the lower quartile	8.7%	91.3%
B	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median	9.8%	90.2%
C	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile	21.3%	78.7%
D	Includes all employees whose standard hourly rate places them above the upper quartile	28.2%	71.8%

Our mean gender pay gap in the lower quartile, lower middle quartile and upper middle quartile ranges from 0% to 1.8%.

When benchmarked against national statistics (ASHE 2017) we found that our gender pay gap of 19.7% was significantly below the average of 25% for organisations in the same sector (Human health and social work).

At 10.0%, our median gender annual bonus gap is significantly below the UK average (all employers) of 44.1%.

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