

Gender Pay Gap Report 2022 – St Monica Trust

Introduction

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (SI 2017/172), St Monica Trust publishes gender pay gap information on an annual basis. The information is taken on the snapshot date of 5 April in the year to which the required information relates. This is our annual gender pay gap report for the snapshot date of 5 April 2022.

Pay

Mean

- Women's **mean** hourly rate is 15.73% less:
 - Mean pay per hour for men is £15.62.
 - Mean pay per hour for women is £13.17.
 - The difference in pay is £2.46.

Median

- Women's **median** hourly rate is 5.60% less:
 - Median pay per hour for men is £12.47.
 - Median pay per hour for women is £11.77.
 - The difference in pay is £0.70.

Analysis of Pay by Quartiles

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. The lowest-paid 25% of employees are the Lower Quartile, and the highest-paid 25% are the Upper Quartile.

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	9.73	9.82	-0.92%	-2.83%	14.95%	85.05%	-4.58%
Lower Middle Quartile	11.39	11.26	1.16%	2.61%	13.88%	86.12%	-6.21%
Upper Middle Quartile	12.54	12.68	-1.1%	-1.36%	20.28%	79.72%	0.92%
Upper Quartile	22.98	19.98	13.04%	1.29%	28.47%	71.53%	25.6%

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5-Year Trend - Gender Pay Gap

Year	MEAN		MEDIAN	
	Gender pay gap (%)	Change from previous year (%)	Gender pay gap (%)	Change from previous year (%)
2022	15.73	3.53	5.6%	1.3
2021	12.2	0.4	4.3	-1.7
2020	11.8	-3.7	6.0	-2.8
2019	15.5	-4.2	8.8	-2.3
2018	19.7	~	11.0	~

Comparison with other organisations – Gender Pay Gap (full-time employees)

	St Monica Trust	2022 ONS ASHE whole economy	2022 ONS ASHE Human Health & Social Work Activities
Mean gender pay gap	15.73%	11.3%	18.2%
Median gender pay gap	5.6%	8.3%	12.0%

Conclusion

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries. 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.

The gender pay gap at St Monica Trust had been falling since 2018 but we have now seen two years where the gap has increased. It is also the case that the gender pay gap at St Monica Trust in 2022 is smaller than Mean and Median averages for the Health & Social Work sector.

I confirm the data reported is accurate.

David Williams
CEO
March 2023