

Gender Pay Gap Report 2023 – 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 report for the snapshot date of 5 April 2022.

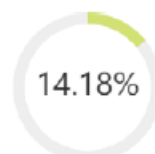
Pay – Headline Figures

Hourly remuneration

Women's **mean hourly rate** is 14.18% less

Mean pay per hour for men: 16.78 Mean pay per hour for women: 14.40

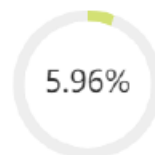
Difference in pay: 2.38



Women's **median hourly rate** is 5.96% less

Median pay per hour for men: 13.69 Median pay per hour for women: 12.88

Difference in pay: 0.82



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 Ms	Mean Pay Fs	Pay Gap (mean)	Pay Gap (median)	Percentage of Ms	Percentage of Fs	Contribution to Pay Gap
Lower quartile	10.25	10.25	0.07%	0.71%	15.95%	84.05%	-4.07%
Lower middle quartile	12.35	12.33	0.21%	1.22%	14.62%	85.38%	-6.39%
Upper middle quartile	13.95	13.91	0.3%	1.31%	21.93%	78.07%	2.2%
Upper quartile	24.87	22.32	10.26%	2.16%	28.57%	71.43%	22.44%

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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 (%)
2023	14.18	1.55	5.96	0.36
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

Comparison with other organisations – Gender Pay Gap (all employees)

	2023 St Monica Trust	2023 ONS ASHE whole economy	2023 ONS ASHE Human Health & Social Care Associate Professionals
Median gender pay gap (all employees, excluding overtime)	5.96%	14.3%	4.7%

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.

I confirm the data reported is accurate.

Nick Fletcher
Head of HR
March 2024