



## Gender Pay Gap Reporting 2019

Gender Pay Gap legislation (developed by the Government Equalities Office) introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap for employees and workers in scope of the regulations. This report covers the snap shot date of 31<sup>st</sup> March 2018 and meets the reporting deadline of 4<sup>th</sup> April 2019.

### St Anne's Pay Structures

St Anne's supports fair and equal treatment, pay and reward for all staff, irrespective of gender. St Anne's pay system currently operates 2 distinct salary scales; one which covers its Support Workers and the other which covers grades ranging from administrative staff to managerial roles. Staff are paid monthly.

Our Support Worker scale has 3 points, with incremental progression based on length of service. Our other scale is a single point scale with salaries varying according to levels of responsibility that staff have. St Anne's seeks to increase the salaries of staff via annual cost of living awards, which are applied irrespective of gender. The pay and conditions of the Senior Management Team are set by the St Anne's Board via its remuneration and Nominations Committee, which meets annually. St Anne's does not pay bonus pay to any staff.

### St Anne's Gender Pay Gap and Pay Quartiles

Mean hourly rates for male and female staff are £10.48 and £10.41 respectively, a gap of 0.7% in favour of men. Median hourly rates for male and female staff are £9.29 and £9.35 respectively, a 0.75% gap in favour of women.

However, men working across St Anne's work an average of 34.6 hours per week, whilst women work an average of 31.3 hours per week, meaning gross salaries received by male staff will be higher on average.

There is a higher percentage of women (73.4%) working in St Anne's than men (26.6%), and this is the case when looking at each quartile of mean pay. The split of men and women in each quartile is provided in the infographic below. There are 3 women and 2 men on St Anne's Senior Management Team.

The figures are lower than those reported for 2018 (for 2017), where mean and median pay gaps were 8.45% and 9.45% respectively, in favour of men. This is attributed to following Civil Service Pay and Reward guidance on completing gap analysis, a higher proportion of women in the organisation compared and having higher proportions of women in the second, third and upper quartiles for mean hourly rate compared to the previous snap shot date.

### Closing St Anne's Gender Pay Gap

St Anne's is committed to fair pay irrespective of gender and closing its gender pay gap. After positive improvements, St Anne's will continue its work to reduce any gender pay gap that exists, including those that may exist due to female staff working less hours on average than male staff.

We will continue to build on initiatives to reduce our gender pay gap by;

- Continuing to promote the benefits of taking shared parental leave, flexible working and job sharing whilst also promoting smarter and more agile working.
- Re-launching our Management Development Programme and enhancing our development offering via a full review of our Apprenticeship levy use.
- Continuing to promote all forms of equality, including gender equality, via our Diversity Action Group.

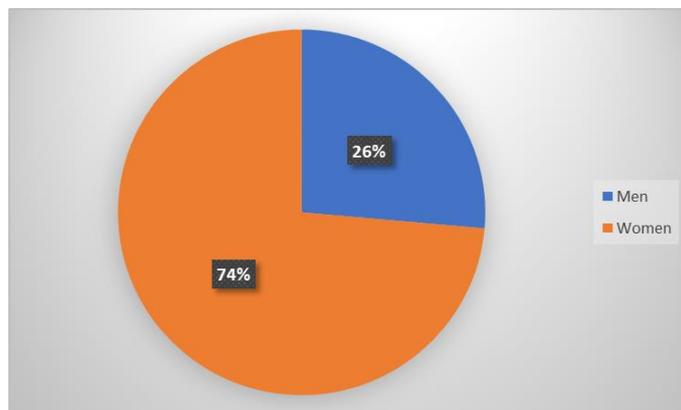
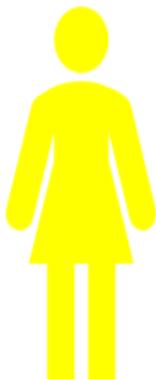
## Easy Read Info on St Anne's Gender Pay Gap

### Pay Gap Women – Men



<b>Mean</b>	<b>-0.7%</b>
<b>Median</b>	<b>+0.75%</b>

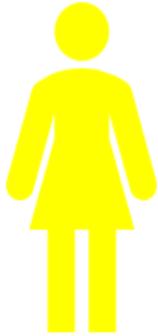
### Lower Quartile



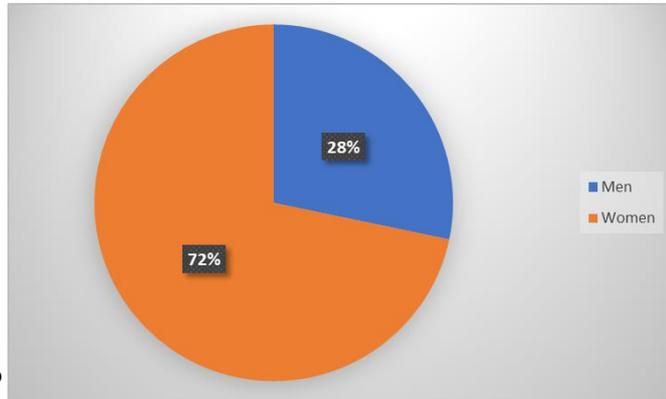
**Female: 262**  
**Female 73.6 %**

**Male: 94**  
**Male 26.4 %**

### Second Quartile

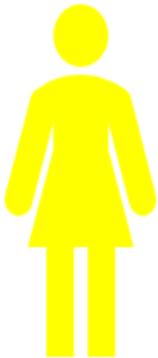


**Female: 256**  
**Female 71.7 %**

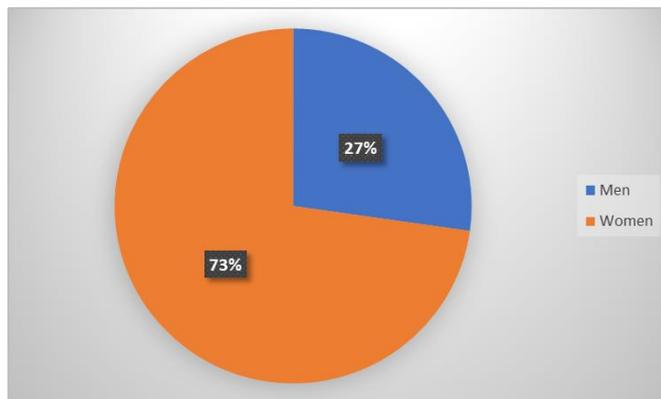


**Male: 101**  
**Male 28.3%**

### Third Quartile



**Female: 259**  
**Female 72.8%**

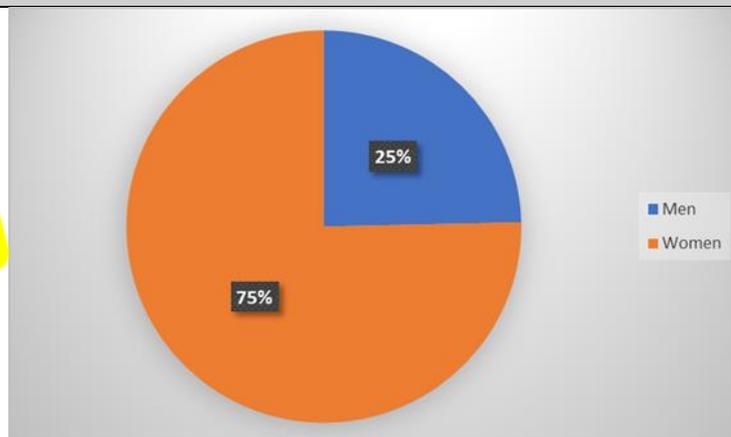


**Male: 97**  
**Male 27.2%**

### Upper Quartile

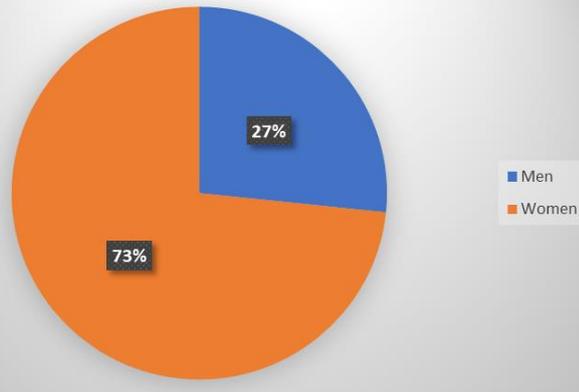
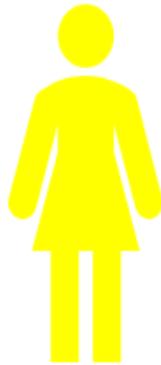


**Female: 269**  
**Female 75.4%**



**Male: 88**  
**Male 24.6%**

Overall F/M Split



**Female: 1046**

**Female 73.4%**

**Male: 380**

**Male 26.6%**

Signed on behalf of St Anne's

A handwritten signature in black ink, appearing to read 'Andrew Mason'.

Andrew Mason

Director of Human Resources

On behalf of St Anne's SMT