



Gender Pay Gap Reporting 2021

Gender pay gap legislation 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 snapshot date of 5th April 2020 and meets the reporting deadline of 4th April 2021.

No gender pay gap report was published by the organisation in 2020, following the suspension of this requirement by the Government Equalities Office due to the Covid-19 pandemic.

This report compares information on mean and median pay of male and female staff. The gender pay gap differs from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. The existence of a gender pay gap does not mean that an organisation does not pay people equally for the same job.

St Anne's recognises that an individual may have a gender identity which is different to that of a man or a woman. This report is written in line with the guidance for gender pay gap reporting, which only uses the terms male or female/men or women.

St Anne's Pay Structures

St Anne's supports fair and equal treatment, pay and reward for all staff, irrespective of gender. At the relevant snapshot date, St Anne's operated 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.

At the relevant snapshot date our Support Worker scale had 3 points, with incremental progression based on length of service. Our other central 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.

At the relevant snapshot date, the organisation employed 1,293 staff, but only 1,126 are considered to be "full pay relevant employees" (as defined within the reporting guidance) for the purposes of gender pay gap reporting.

St Anne's Gender Pay Gap and Pay Quartiles

Mean hourly rates for male and female staff are £11.40 and £10.18 respectively, a gap of 1.96% in favour of men. Median hourly rates for male and female staff are £10.19 and £9.94 respectively, a 2.45% gap in favour of men.

Within St Anne's, the salary an hourly rate received by a staff member does not differ because they are a man or a woman. However, men working across St Anne's work an average of 34.3 hours per week, whilst women work an average of 31.7 hours per week, meaning gross salaries received by male staff will be higher on average.

There are a higher percentage of women (73.4%) working across St Anne’s as “full pay relevant employees” 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.

The figures vary from those reported in 2019, where 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.

Differences in the figures are attributed to a significant difference in the numbers of “full pay relevant employees” in the reporting year, due to the Covid-19 pandemic. This has seen the ratios of male and female staff within the different quartiles vary significantly from the last report published by the organisation, particularly in the lower and upper pay quartiles.

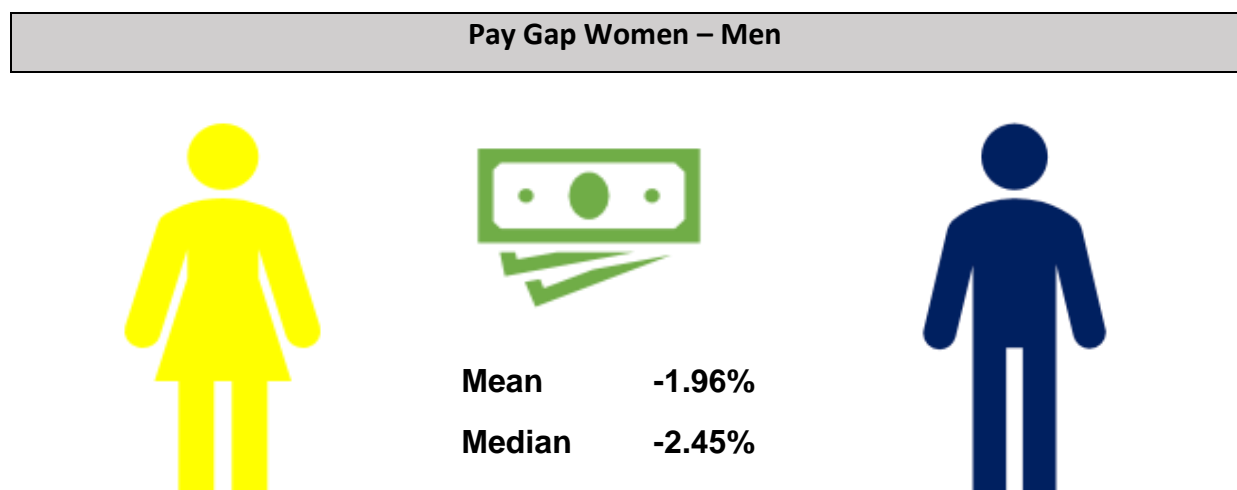
Closing St Anne’s Gender Pay Gap

St Anne’s is committed to fair pay irrespective of gender and closing its gender pay gap. 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.

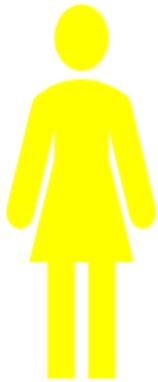
Whilst it is believed that this gender pay gap report suffers from anomalies due to Covid-19 that would not be seen in other years, the organisation must continue to recognise the existence of pay gaps and continue to strive to reduce these pay gaps. The organisation will do this through:

- Continuing to promote the benefits of flexible working and smarter more agile working wherever possible
- Continuing to enhance the pay and conditions of staff in a fair and non-discriminatory way
- Continuing to promote all forms of equality, including gender equality, aiming to ensure visible role models throughout the organisation
- Ensuring that wishing to work flexibly, or less than full time hours, does not create a barrier for progression

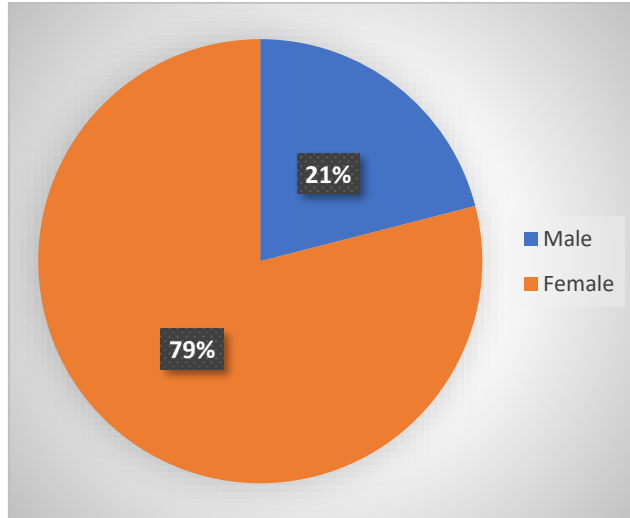
Easy Read Info on St Anne’s Gender Pay Gap



Lower Quartile

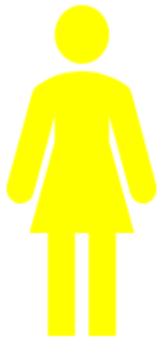


Female: 222
Female 79%

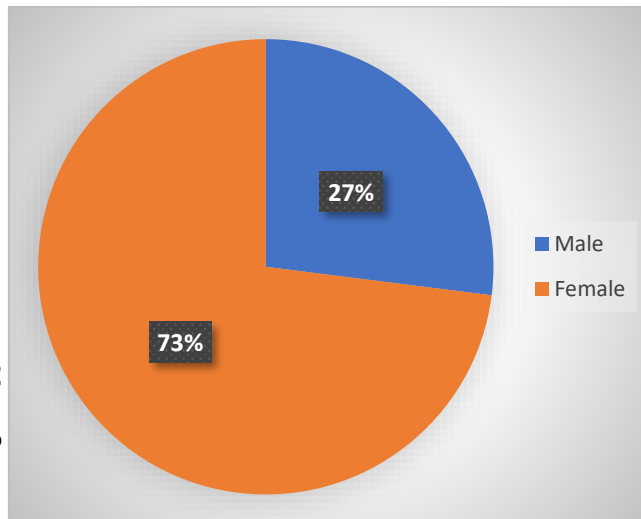


Male: 59
Male 21%

Second Quartile

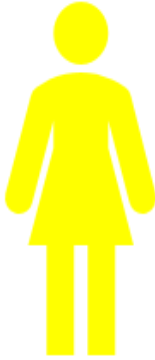


Female: 202
Female 72%

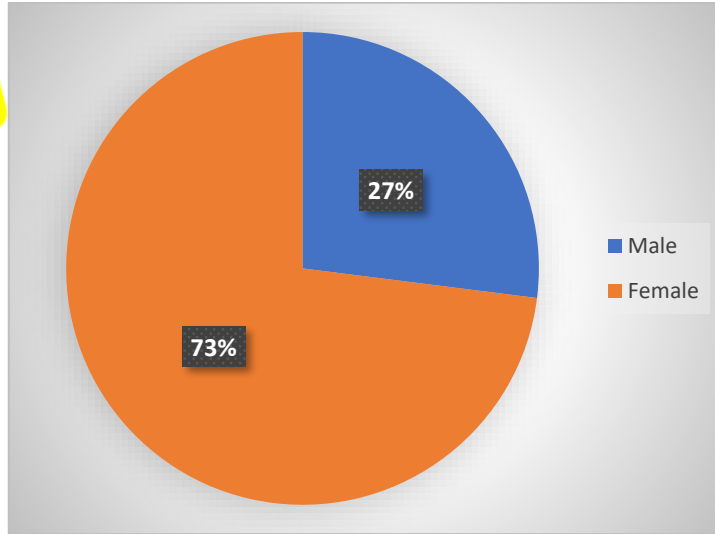


Male: 80
Male 28%

Third Quartile

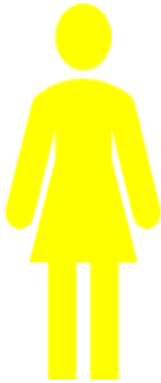


Female: 199
Female 71%

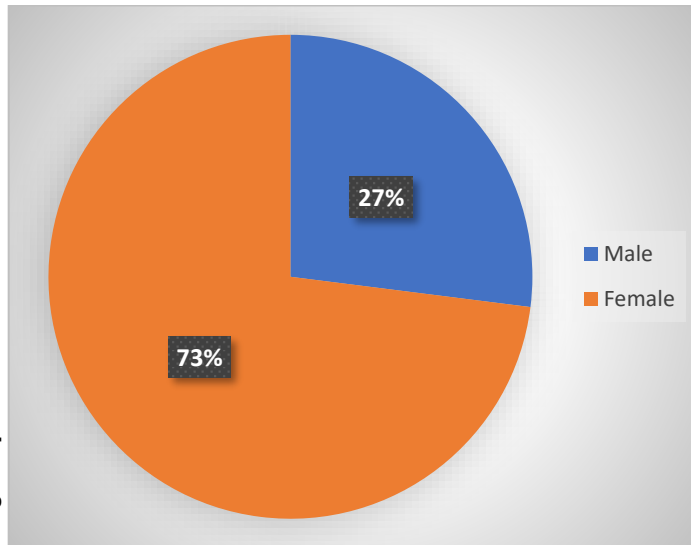


Male: 83
Male 29%

Upper Quartile

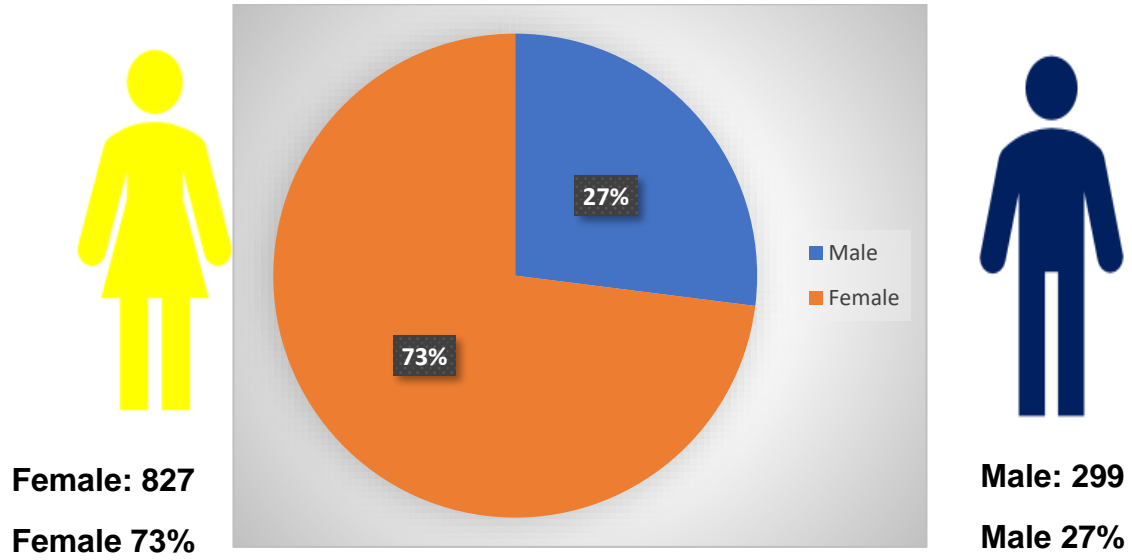


Female: 204
Female 73%



Male: 77
Male 27%

Overall F/M Split



Signed on behalf of St Anne's

Azra Kirkby

Azra Kirkby

Chief Executive (She/Her)

On behalf of St Anne's SMT