

Gender Pay Gap Reporting 2023

Gender Pay Gap Reporting 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 2022 and meets the reporting deadline of 4th April 2023.

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 4 distinct salary scales; one which covers its Support Workers, one which covers Nursing staff, one which relates to its services involved in a partnership consortium and the other which covers grades ranging from administrative staff to managerial roles. All permanent staff are paid monthly.

With the exception of its Support Worker scale, St Anne's operates single point salary scales with salaries varying according to levels of responsibility, technical skills and experience 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 Governance Committee, which meets at least annually. St Anne's does not pay bonus pay to any staff.

At the relevant snapshot date, the organisation employed 1,077 staff that 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 £12.09 and £11.71 respectively, a gap of 3.0% in favour of men. Median hourly rates for male and female staff are £10.55 and £10.41 respectively, a 1.3% gap in favour of men.

The figures vary from those reported in 2022, where mean hourly rates for male and female staff are £11.90 and £11.59 respectively, a gap of 2.6% in favour of men. Median hourly rates for male and female staff were £10.64 and £10.27 respectively, a 3.4% gap in favour of women.

Within St Anne's, the salary and 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 33.6 hours per week, whilst women work an average of 31.4 hours per week, meaning gross salaries received by male staff will be higher on average. Across St Anne's

only 32% of men work less than full time hours (37.5 hours per week) compared to 48% of women.

There are a higher percentage of women (71%) working across St Anne's as "full pay relevant employees" than men (29%), 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.

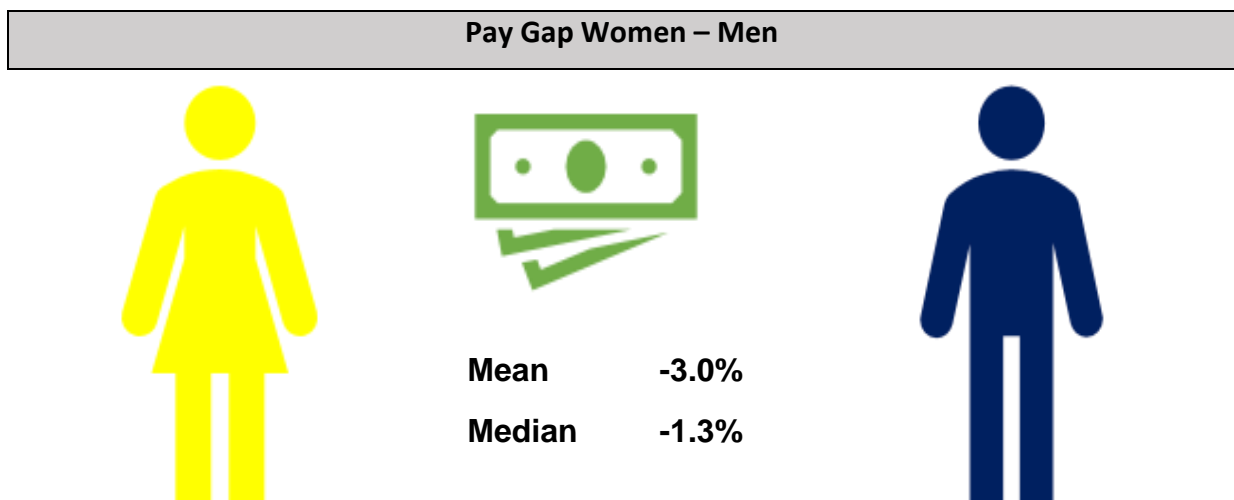
Differences in the figures compared to 2022 are attributed to the fact that the number of women employed by the organisation at the lowest pay quartiles has reduced and that, on average, more male employees work full time compared to female employees.

Closing St Anne's Gender Pay Gap

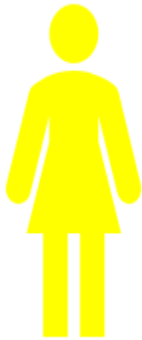
Whilst the median pay gap has reduced, St Anne's remains committed to fair pay irrespective of gender and closing its gender pay gap even further. St Anne's will continue this work, including those that may exist due to female staff working less hours on average than male staff. The organisation must continue to recognise the existence of pay gaps and continue to strive to reduce these pay gaps. The organisation will do this through:

- A greater promotion of the benefits of flexible working and smarter more agile working where possible and reviewing its Flexible Working and family friendly policies.
- 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 through enhanced leadership development
- Working both internally and externally to create specific initiatives to support and develop women in the workplace.

Easy Read Info on St Anne's Gender Pay Gap



Lower Quartile

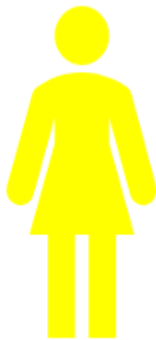


Female: 189
Female 70%



Male: 80
Male 30%

Second Quartile

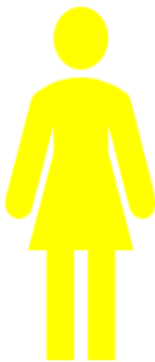


Female: 205
Female 76%



Male: 64
Male 24%

Third Quartile

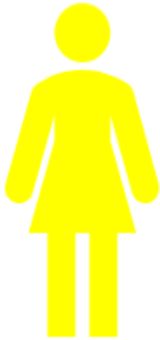


Female: 181
Female 67%



Male: 88
Male 32%

Upper Quartile

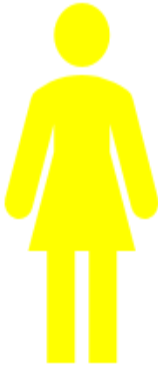


Female: 192
Female 71%



Male: 78
Male 29%

Overall F/M Split



Female: 767
Female 71%



Male: 310
Male 29%

Signed on behalf of St Anne's

Azra Kirkby

Azra Kirkby

Chief Executive (She/Her)

On behalf of St Anne's SMT