

Gender Pay Gap Reporting 2025

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 3rd April 2024 and meets the reporting deadline of 4th April 2025.

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 Executive Leadership 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 1,223 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 £13.46 and £13.10 respectively, a gap of 2.67% in favour of men. Median hourly rates for male and female staff are £11.60 and £11.63 respectively, a 0.3% gap in favour of females.

The figures vary from those reported in 2024, where mean hourly rates for male and female staff are £12.55 and £12.13 respectively, a gap of 3.32% in favour of men. Median hourly rates for male and female staff were £11.17 and £10.80 respectively, a 1.3% gap in favour of men.

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 hours per week, whilst women work an average of 31 hours per week, meaning gross salaries received by male staff will be higher on average. Across St Anne's

41.3% men work less than full time hours (37.5 hours per week) compared to 50% of women.

There is a lower percentage of women (72.21%) working across St Anne's as "full pay relevant employees" than men at 26.6% and this is the case when looking at each quartile of mean pay. The headcount of males has reduced significantly compared to 2024. The split of men and women in each quartile is provided in the infographic below.

Differences in the figures compared to 2024 are attributed to the fact that the number of women employed on a part time basis by the organisation has significantly increased and that, on average, more male employees work full time compared to female employees. A key factor appears to be the increased flexibility offered to St. Anne's and that St Anne's are continuing to offer sponsorships, both currently attracting more females than male colleagues.

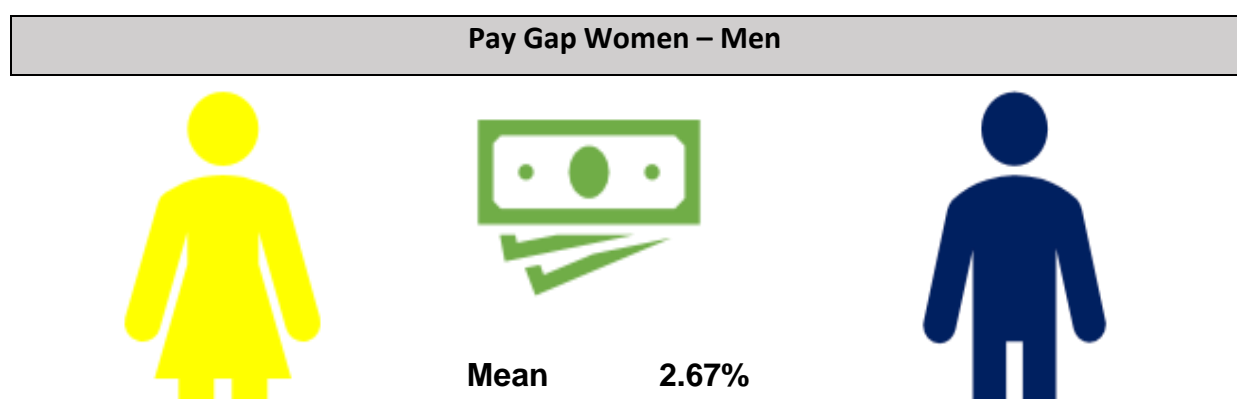
Closing St Anne's Gender Pay Gap

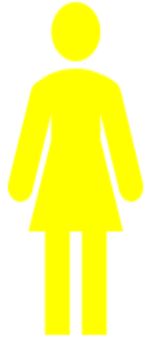
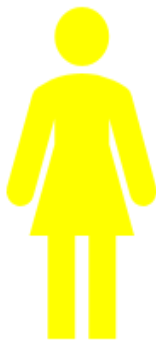
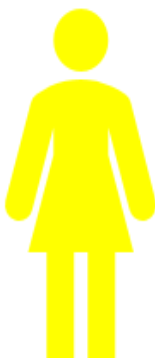
The mean pay gap has decreased in the last 12 months and the median pay gap is now positively in favour of women across St. Anne's. St Anne's remains committed to fair pay irrespective of gender and fluctuations appear to have been affected by the change in demographics at our entry level roles. The promotion of flexible working and significant increase of flexible working applications approved seem to have had a positive impact on the gender pay data.

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 will continue to recognise the existence of pay gaps and strive to reduce these pay gaps. The organisation will do this through:

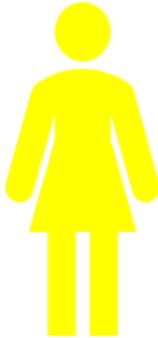
- A continued promotion of the benefits of flexible working and smarter more agile working where possible and reviewing its Flexible Working and family friendly policies.
- Introduction of a new pay framework which will allow greater development opportunities and for greater pay progression.
- Continuing to promote all forms of equality, including gender equality, aiming to ensure visible role models throughout the organisation through enhanced leadership development. Showing pathways at all roles across all of St. Anne's.
- To build on the external partnerships with the likes of Springboard, Leeds City Council courses and opportunities for shadowing to promote the development and progression of women in the workplace.

Easy Read Info on St Anne's Gender Pay Gap



Lower Quartile**Female: 217****Female 71.15%****Male: 88****Male 28.85%****Second Quartile****Female: 220****Female 71.90%****Male: 86****Male 28.10%****Third Quartile****Female: 225****Male: 81**

Upper Quartile



Female: 232

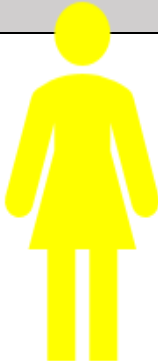
Female 75.82%%



Male: 74

Male 24.18%

Overall F/M Split



Female: 894

Female 73.10%



Male: 329

Male 26.9%

Signed on behalf of St Anne's

Ira Jeffers

People Director

On behalf of St Anne's ELT

