

Gender Pay Gap Reporting 2026

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 2025 and meets the reporting deadline of 4th April 2026.

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 Directors (who operate a single point salary), St Anne's operates 4 and 5 point salary scales with increments linked to tenure and training compliance. Salary grades for posts vary according to levels of responsibility, technical skills and experience that each post requires. In addition to length of service linked progression, 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 1303 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 £14.12 and £13.68 respectively, a gap of 1.5% in favour of men. Median hourly rates for male and female staff are £12.41 and £12.57 respectively, a 1.28% gap in favour of females.

The figures vary from those reported in 2025, where 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 were £11.60 and £11.63 respectively, a 0.3% gap in favour of females.

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 33.79

hours per week, whilst women work an average of 31.88 hours per week, meaning gross salaries received by male staff will be higher on average.

There is a lower percentage of women working across St Anne's as "full pay relevant employees" than men and this is the case when looking at each quartile of mean pay. The headcount of males has increased compared to 2025. The split of men and women in each quartile is provided in the infographic below.

Differences in the figures compared to 2025 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

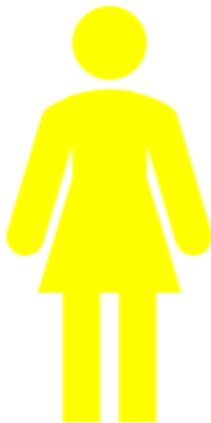
The mean pay gap has decreased in the last 12 months for the second consecutive year and the median pay gap is now positively in favour of women across St. Anne's. St Anne's remains committed to fair pay irrespective of gender and fluctuations appear to have been affected by the change in demographics 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 of 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.
- Maintenance of the pay framework which will allow greater development opportunities and for greater pay progression.
- Continue to apply the job evaluation and external benchmarking robustly and fairly across all roles within the organisation.
- 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.
- Additional development for senior roles within the organisation, to ensure pathways to senior roles are available.

Easy Read Info on St Anne's Gender Pay Gap

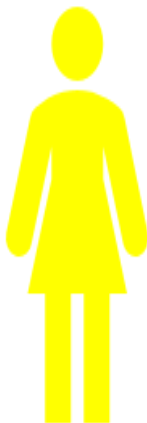
Pay Gap Women – Men



Mean **1.5%**
Median **-1.28%**



Lower Quartile

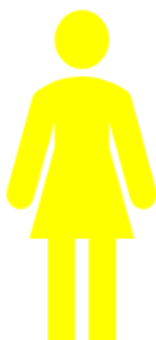


Female: 235
Female 72.31%



Male: 90
Male 27.69%

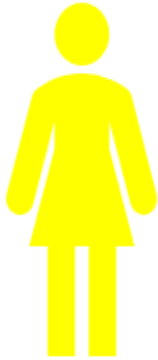
Second Quartile



Female: 230
Female 70.55%



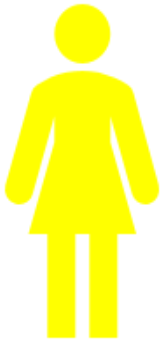
Male: 96
Male 29.45%

Third Quartile

Female: 227
Female 69.63%



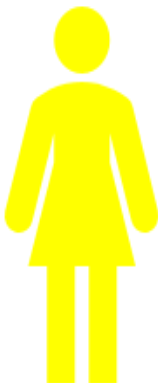
Male: 99
Male 30.37%

Upper Quartile

Female: 250
Female 76.69%



Male: 76
Male 23.31%

Overall F/M Split

Female: 942
Female 72.29%



Male: 361
Male 27.71%

Signed on behalf of St Anne's

Ira Jeffers

People Director

On behalf of St Anne's ELT