

St Mungo's Gender Pay Gap Report 2020

As St Mungo's employs more than 250 people, we are required by law to publish an annual gender pay gap report showing the difference in average female earnings compared to average male earnings.

Our report for the snapshot date of 5 April 2020 is set out below. This includes pay data for our locum workforce in line with government guidance.

	2019	2020
Mean gender pay gap	2.7%	2.7%
Median gender pay gap	3.4%	1.8%
Mean bonus gender pay gap	Not applicable	Not applicable
Median bonus gender pay gap	Not applicable	Not applicable
Proportion of male employees who receive a bonus	Not applicable	Not applicable
Proportion of female employees who receive a bonus	Not applicable	Not applicable

	2019	2020
Median hourly rate of pay of male employees	£15.29	£15.46
Median hourly rate of pay of female employees	£14.77	£15.18

Pay quartiles by gender:

Band	Males		Females	
	2019	2020	2019	2020
Lower quartile	33%	32%	67%	68%
Lower middle quartile	35%	34%	65%	66%
Upper middle quartile	43%	38%	57%	62%
Upper quartile	38%	38%	62%	62%

Our Statement

As at 5 April 2020 St Mungo's had a small mean gender pay gap of 2.7% (median 1.8%). Whilst our mean gender pay gap is unchanged compared to last year, our median gender pay gap has reduced and is now lower than the mean. St Mungo's already had a very low gender pay gap compared with other organisations and we are pleased that equality of pay continues to improve as evidenced by our reduced median pay gap compared to 2019.

St Mungo's continues to compare very favourably with national gender pay gap figures. According to the Office for National Statistics Annual Survey of Hours and Earnings, in 2019, the gap between the pay of UK male and female workers for all workers, full and part-time, was 17.3% for median earnings.

We have a very proactive commitment to diversity and inclusion. Women make up 62% (59% in 2019) of our workforce and 63% (62% in 2019) of our managers. Women continue to hold more than half our upper middle pay quartile roles, and make up 50% of our Executive Team and 68% of our wider Leadership Team encompassing people at Executive Director and Director/Deputy Director level.

We believe that the fact that we have a low gender pay gap is the result of our very proactive commitment to diversity and inclusion. Some of the things we have done to ensure equality and diversity in the workplace are:

- A rigorous assessment centre and competency-based approach to ensuring that all appointments and internal promotions are made solely on the basis of merit demonstrated against objective and non-discriminatory criteria.
- A performance management and development scheme which supports all individuals to achieve their potential and aspirations.
- Comprehensive learning and development provision, including workshops to develop confidence in seeking promotion and an internal mentoring scheme.
- A simple, fair and transparent pay system. Pay is determined with reference to a job evaluation system based on non-discriminatory factors; the more senior roles paid outside this structure are remunerated on salaries determined by independent market testing.
- A wide range of flexible working options to enable our employees to effectively manage their work/life balance. Many of our female employees at all levels opt to return part-time or to work a condensed week following maternity leave.
- Mandatory diversity training for all managers and staff.
- Careful monitoring of diversity data – both quantitative and qualitative - to identify areas of potential concern and identification of actions to address these.
- Well developed and very active Diversity Networks for different groups, including a Women's Action Network.
- Identification of clear consultation and accountability structures for the promotion of diversity, including a Diversity Steering Group with representatives from each of the networks, senior management and the recognised trade unions.
- A dedicated Involvement and Inclusion team to give focused resource to the steering of our diversity agenda.
- A well-embedded 'Diversity Allies' scheme and appointment of diversity champions at senior and Board levels.
- The Board receive an annual report on diversity data and progress against our diversity strategy and annual plans.

We continue to keep our performance in this area under review and seek to continuously improve the experience of all of our staff in respect of equality, diversity and inclusion.

I confirm that the information in this statement is accurate.

Steve Douglas
Chief Executive
November 2020