

## St Mungo's Gender Pay Gap Report 2021

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 earnings by women compared to average earnings by men.

Our report for the snapshot date of 5 April 2021 is set out below. This includes pay data for our locum workforce in line with government guidance.

	2020	2021
Mean gender pay gap	2.7%	1.1%
Median gender pay gap	1.8%	2.2%
Mean bonus gender pay gap	Not applicable	Not applicable
Median bonus gender pay gap	Not applicable	Not applicable
Proportion of employees who are men who receive a bonus	Not applicable	Not applicable
Proportion of employees who are women who receive a bonus	Not applicable	Not applicable

	2020	2021
Median hourly rate of pay of employees who are men	£15.46	£16.35
Median hourly rate of pay of employees who are women	£15.18	£15.99

Pay quartiles by gender:

Band	Men		Women	
	2020	2021	2020	2021
Lower quartile	32%	34%	68%	66%
Lower middle quartile	34%	31%	66%	69%
Upper middle quartile	38%	39%	62%	61%
Upper quartile	38%	38%	62%	61%

### Our Statement

St Mungo's continues to have a very low gender pay gap. Our mean gender pay gap reduced from 2.7% to 1.1% in the year ending 5 April 2021, with the median pay gap increasing slightly from 1.8% to 2.2%. This 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 workers who are men and workers who are women 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 63% (62% in 2020) of our workforce and 65% (63% in 2020) of our managers. Women continue to hold more than half our upper and upper middle pay quartile roles, and made up 50% of our Executive Team and 60% of our wider Leadership Team encompassing people at Executive Director and 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 employees who are women at all levels opt to return part-time or to work a condensed week following maternity leave.
- Mandatory equality, diversity and inclusion 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.
- Ensuring we have gender diverse recruitment panels.
- Identification of clear consultation and accountability structures for the promotion of diversity, including a Diversity Steering Group attended by members of the Leadership Team and a Diversity Engagement 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 a comprehensive annual report on diversity and review progress against our diversity strategy and annual plans at every board meeting.

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 2021**