

## St Mungo's Gender Pay Gap Report 2017

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.

This is our report for the snapshot date of 5 April 2017:

Mean gender pay gap	- 1.06%
Median gender pay gap	0.14%
Mean bonus gender pay gap	Not applicable
Median bonus gender pay gap	Not applicable
Proportion of male employees who receive a bonus	Not applicable
Proportion of female employees who receive a bonus	Not applicable

Pay quartiles by gender:

Band	Males	Females
Lower quartile	36%	64%
Lower middle quartile	36%	64%
Upper middle quartile	46%	54%
Upper quartile	41%	59%

### Our Statement

We are very pleased that the data shows that there is no gender pay gap at St Mungo's since the average (mean and median) hourly rate of pay is the same.

Women make up 55% of our workforce and 57% of our managers. Further analysis of the data shows no underlying reasons or concerns that proportionately there is a slightly higher representation of women in the lower and lower middle quartiles. The representation of women in the upper quartile is proportionately a little higher than their representation in the workforce as a whole.

Women make up 50% of our Executive Team, and 65% of our wider leadership team encompassing people at Executive Director and Director/Deputy Director level. According to the November 2016 Office for National Statistics (ONS) Annual Survey of Hours and Earnings, the mean gender pay gap for the whole economy is 17.5% and the median gender pay gap 19.2%.

We believe that the fact that we do not have a 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 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 union.
- Appointment of a Head of Client Involvement, Diversity and Inclusion 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.

Although the results of our gender pay gap analysis are positive, we will not become complacent but will keep our own performance in this area under ongoing 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.

**Howard Sinclair**  
**Chief Executive**  
**September 2017**