

St Mungo's Gender Pay Gap Report 2022

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 2022 is set out below. This includes pay data for our locum workforce in line with government guidance.

	2021	2022
Mean gender pay gap	1.1%	0.86%
Median gender pay gap	2.2%	- 1.1%
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

	2021	2022
Median hourly rate of pay of employees who are men	£16.35	£16.14
Median hourly rate of pay of employees who are women	£15.99	£16.32

Pay quartiles by gender:

Band	Men		Women	
	2021	2022	2021	2022
Lower quartile	34%	39%	66%	61%
Lower middle quartile	31%	35%	69%	65%
Upper middle quartile	39%	34%	61%	66%
Upper quartile	38%	37%	62%	63%

Our Statement –

St Mungo's continues to have a very low gender pay gap. Our mean gender pay gap reduced from 1.1% to 0.86% in the year ending 5 April 2022, with the median pay gap being 1.1% in favour of women.

This continues to compare very favourably with national gender pay gap figures. According to the Office for National Statistics latest [data](#) the gender pay gap has been declining slowly over time. Over the last decade it has fallen by approximately a quarter among both full-time employees and all employees. In 2022, the gap among full-time employees increased to

8.3%, up from 7.7% in 2021. Among all employees, the gender pay gap decreased to 14.9%, from 15.1% in 2021

In our workforce women make up 62% (63% in 2021) of our colleagues and 66% (65% in 2021) 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 53% 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 approach to ensuring that all appointments and internal promotions are made solely on the basis of merit demonstrated against objective and non-discriminatory criteria.
- Many senior women role models demonstrating clear opportunities for other women.
- 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 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.
- 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.
- 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.
- Delivering an annual (reverse) diversity mentoring scheme, which includes a focus on gender.

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.

Chief Executive
February 2023