

# St Mungo's Ethnicity Pay Gap Report 2025

As part of St Mungo's commitment to Equity, Diversity and Inclusion (ED&I), and as specifically outlined in our refreshed Anti-Racist Action Plan, we publish our ethnicity pay gap data annually. Unlike gender pay gap reporting, publication of ethnicity pay data is not currently a legal requirement, but it is important to us to continue to be open and transparent.

Our latest report mirrors the reporting cycle for mandatory gender pay gap reporting, using a snapshot date of 5 April 2025. As with gender pay gap reporting, this includes pay data for our locum workforce.

We have followed government guidance in relation to which ethnicities to include in the Global Majority category.

## Background

An ethnicity pay gap is a measure of the difference between ethnic groups' average earnings across an organisation over a period of time, regardless of role or seniority. It is not a like-for-like comparison of employees of different ethnicities and is not an indicator of unequal pay, which would be unlawful.

## Our Statement

We are committed to being an Anti-Racist organisation and that includes an ambition to reduce and remove any ethnicity pay gap.

Our 2025 analysis shows a small increase in the pay gap, where the mean pay gap has increased from 8.79% to 9.67%, and our median pay gap has increased from 5.74% to 7.94%. This is disappointing after the reduction we saw in 2024 reporting when the mean pay gap decreased from 10.3% to 8.79%, and our median pay gap decreased from 7% to 5.74%. We strongly believe that no ethnicity pay gap should exist in the organisation, and that we must keep working hard to remove it.

	<b>2024</b>	<b>2025</b>
Mean ethnicity pay gap	8.79%	9.67%
Median ethnicity pay gap	5.74%	7.94%
Mean bonus ethnicity pay gap	Not applicable	Not applicable
Median bonus ethnicity pay gap	Not applicable	Not applicable
Proportion of white employees who receive a bonus	Not applicable	Not applicable
Proportion of Global Majority employees who receive a bonus	Not applicable	Not applicable

The hourly rates of both white and global majority colleagues have increase by the same amount £0.76p

	<b>2024</b>	<b>2025</b>
Median hourly rate of pay of white employees	£19.88	£ 20.64
Median hourly rate of pay of Global Majority employees	£18.25	£ 19.01

Pay quartiles:

Band	White		Global Majority	
	2024	2025	2024	2025
Lower quartile	34%	31%	56%	64%
Lower middle quartile	49%	46%	44%	49%
Upper middle quartile	54%	52%	41%	44%
Upper quartile	57%	58%	38%	37%

(76 employees have unknown ethnic origin so are excluded from the data, hence the numbers not totalling 100%)

The ethnicity pay gap primarily stems from our demographic makeup, particularly the lack of ethnic diversity in more senior and higher paid roles. Addressing this gap involves providing opportunities in recruitment, as well as development, to shift that demographic balance.

From the 2025 data we have seen a positive percentage increase in the global majority colleagues in the upper middle quartile, (from 41% to 44%), but that is currently outweighed by lower-quartile concentration. The larger percentage in the lower quartile reflects an increase in the number of colleagues in lower paid roles and influences the widening of the pay gap. This does demonstrate that we have successfully recruited more Global Majority colleagues, particularly into frontline roles. What we need to see is similar progression into more senior roles and this data reinforces the need to focus not only on recruitment but on progression, retention and access to senior roles.

As ethnicity pay gap reporting is currently not a legal requirement, there is little published data available, so it is difficult to compare our results with recent relevant comparators and limited benchmarking is available.

We accept responsibility for addressing structural imbalance and strive to eradicate the pay gap through purposeful and deliberate actions, particularly through the Anti-Racist Action Plan and oversight with the new ED&I Strategy Steering Group. In line with our aim to ultimately eliminate the ethnicity pay gap, we already have a number of actions in place to assist towards this aim, underpinned by our new Equity, Diversity and Inclusion Strategy, and our refreshed Anti-Racist Action Plan, including:

- Maintaining ethnically diverse recruitment panels across all selection activities and driving continuous improvements by seeking feedback from ethnically diverse panel volunteers and managers.
- Continuing to review recruitment assessment processes with an anti-racist perspective to attract high calibre Global Majority candidates.
- Continuing to develop and review internal and external communications content (e.g. case studies from senior leaders) and link to recruitment and selection.
- We are working on an options paper for the SLT to reflect on positive action processes and options to improve representation.
- We are continuing with our positive action focus on development, including the “Aspire” leadership development programme intended to support the progression of Global Majority colleagues into more senior leadership roles, and our internal “Steps into Management” programme to support the progress of Global Majority colleagues into junior management roles.

- We will also introduce a career development forum with a focus on positive action strategies, building on our existing approaches such as mentoring, coaching, Employee Sponsorship schemes, apprenticeships and leadership programmes.
- We will look to understand why, despite offering positive action opportunities, some Global Majority colleagues don't take up positive action opportunities.
- Continuing to embed the zero-tolerance approach to Racism in Services, tackling racism experienced by colleagues from clients.
- Working with our strong Staff Diversity Networks, including the Anti-Racist Network, encouraging constructive challenge and a focus on intersectionality.
- Continuing with relevant training for all managers, including a focus on every day racism.
- Good governance and oversight of progress against our ED&I strategy, including a new Steering group chaired by the CEO, where regular monitoring of diversity data – both quantitative and qualitative - will continually identify areas of potential concern and help identification of actions to address these at regular intervals, rather than just at the annual snapshot date.
- Continuing with delivery of our annual (reverse) diversity mentoring scheme, “In My Shoes”, which includes a focus on race and ethnicity.
- The Board and People Committee receive regular reports on diversity data and progress against our ED&I strategy and annual plans.

In line with our priority to make St Mungo's a great place to work, we will continue to implement actions, initiatives and best practice that ensure all our roles are accessible and attractive to all diverse pools of talent. We recognise the intersectional impact of our ED&I actions on all our colleagues and will continue specifically with work which helps to reduce the ethnicity pay gap, while continuing reporting our position in a transparent way.

I confirm that the information in this statement is accurate.

**Emma Haddad**  
**Chief Executive**  
**February 2026**