

## St Mungo's Gender Pay Gap Report 2025

In line with legislation, we are required to publish an annual gender pay gap report showing the difference in average earnings of women compared to average earnings of men.

Our report for the snapshot date of 5 April 2025 is set out below. This includes pay data for our locum workforce in line with government guidance.

### Our Statement

Our mean gender pay gap has moved very slightly in favour of men in the year ending 5 April 2025, now at 0.82% from 0.49% in 2024. Our median pay gap has remained similar to last year, moving from 1.61% in favour of women to 1.24% in favour of women.

	2024	2025
Mean gender pay gap	0.49%	0.82%
Median gender pay gap	-1.61%	-1.24%
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

	2024	2025
Median hourly rate of pay of employees who are men	£18.91	£19.63
Median hourly rate of pay of employees who are women	£19.22	£19.87

Pay quartiles by gender:

Band	Men		Women	
	2024	2025	2024	2025
Lower quartile	43%	41%	57%	59%
Lower middle quartile	38%	36%	62%	64%
Upper middle quartile	37%	38%	63%	62%
Upper quartile	37%	36%	63%	64%

Women continue to hold nearly two thirds of our upper and upper middle pay quartile roles, and they are well represented across leadership and Executive team, including at the highest CEO level. There has been a small increase in the percentage of women in the lower quartile (from 57% to 59%) which has influenced the slight change we see for 2025 results.

It is reported<sup>1</sup> that nationally the gender pay gap has been decreasing slowly over time, and over the last decade it has fallen by more than a quarter among full-time employees. In April 2025, it stood at 6.9%, down from 7.1% in April 2024.

Our median gap of -1.24% compares very positively against this nationally reported position.

We believe our low gender pay gap is the result of our significant commitment to equity, diversity and inclusion (ED&I), reinforced in the recently refreshed ED&I strategy.

Some of the things we have done, and continue to do are:

- Recruitment and selection based on merit, with robust and transparent recruitment processes, always seeking to embed best practice.
- We have many senior women role models, which demonstrates the clear opportunities for other women, and they seek to share experiences through mentoring and coaching, as well as personally running positive action development programmes, such as Aspire.
- We have modern and flexible benefits and family friendly policies, including enhanced maternity and co-parental leave, attractive leave arrangements and other time off which support all colleagues to be their best self at work.
- We continue to have a strong wellbeing offering focussed on supporting colleagues and recognising the challenging roles across our organisation and sector.
- We have, and continue to expand, a wide range of flexible working options to enable our colleagues to effectively manage their work/life balance and personal commitments.
- We regularly and robustly monitoring our diversity data and feedback from colleagues, to identify areas of potential concern and take steps to address these.
- The Board and People Committee receive comprehensive regular reports on ED&I and reviews progress against our strategy and annual plans.

It is important we are a great place to work and having a fair and inclusive workplace is a significant part of that. We are pleased with our gender pay gap position and will strive to ensure we continue to have positive performance in this area. We will also seek to ensure our learning from our good practice with our gender pay gap is used to help reduce our ethnicity pay gap with a particular focus on intersectionality and progression pathways for Global Majority women.

I confirm that the information in this statement is accurate.

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

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<sup>1</sup> [Gender pay gap in the UK - Office for National Statistics](#)