

## Gender Pay Gap Report 2021

Employers with 250 or more relevant employees are required to publish gender pay gap information that uses a snapshot date of April 2021 by April 2022. This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The following information shows our mean and median pay gaps, mean and median bonus gap, the proportion of male and female employees who received a bonus in the year to 5 April 2021 and the proportion of men and women in each quartile band.

1. The mean gender pay gap for St Monica Trust is 12.2%
2. The median gender pay gap for St Monica Trust is 4.3%
3. The mean gender bonus gap for St Monica Trust is 71.7%
5. The median gender bonus gap for St Monica Trust is 10.0%

The percentage of:

- male employees in St Monica Trust receiving a bonus is 77%
- female employees in St Monica Trust receiving a bonus is 84.6%

St Monica Trust pay quartiles percentages (number of employees in each band):

Band	Description	Males	Females
D	Includes all employees whose standard hourly rate places them <b>in the upper quartile</b>	26.1%	73.9%
C	Includes all employees whose standard hourly rate places them <b>in the upper middle quartile</b>	23.6%	76.4%
B	Includes all employees whose standard hourly rate places them <b>in the lower middle quartile</b>	16.9%	83.1%
A	Includes all employees whose standard hourly rate places them <b>in the lower quartile</b>	14.7%	85.3%

When benchmarked against national statistics (ASHE 2021) we found that our median gender pay gap of 4.3% was significantly below the average of 15.8% for organisations in the same industry sector (Human health and social work).

At 10.0%, our median gender annual bonus gap is significantly below the UK average (all employers) of 42.7%.

## Trends

Year	St Monica Trust, mean gender pay gap (%)	Change from previous year (percentage points)
2021	12.2	0.4
2020	11.8	-3.7
2019	15.5	-4.2
2018	19.7	2.9
2017	16.8	--

Year	St Monica Trust, median gender pay gap (%)	Change from previous year (percentage points)
2021	4.3	-1.7
2020	6.0	-2.8
2019	8.8	-2.3
2018	11.0	5.5
2017	5.5	--

Our mean gender pay gap has been cut by 27% since April 2017 and our median gender pay gap has reduced by 22% in the same period.

This narrowing of the gender pay gap at St Monica Trust reflects the national picture which has fallen approximately a quarter in the UK over the last decade (ONS, October 2021).

We are committed to equal pay at St Monica Trust and have policies in place to support this. We will ensure that these are kept under review to ensure that any potential inequality is eliminated.

I confirm the data reported is accurate.

David Williams  
CEO