

Gender Pay Gap Report

The gender pay gap is an equality measure that reports the difference between the average hourly earnings of men and women (excluding overtime), expressed relative to men's earnings. It is different to equal pay, which deals with pay differences between men and women who carry out the same jobs or work of equal value.

According to the ONS, the gender pay gap among all employees (full and part time) for the reporting period in 2022 was 14.9%.

The ONS predicted that, once again, the data estimates published so far for the last year, were subject to more uncertainty than usual because of the challenges faced in data collection due to covid and the impact of furlough, etc. Though St. John's continued to provide essential services, the pandemic situation outside of St. John's has made it difficult to make meaningful comparisons from previous years. The distortion the pandemic created on salaries and the immense effect it had on working women, mothers, carers and the vulnerable changed the way we view work forever. On the positive side, the lack of flexible working opportunities which have disproportionately impacted women historically have become culturally and wholly acceptable even in the most conservative of workplaces.

St. John's remains committed to finding more ways to reduce the gender pay gap and will continue to proactively benchmark its data with similar organisations.

Gender Identity

For the purposes of this reporting, the guidance requires gender to be reported in a binary way, which means we are unable to report on the pay of non-binary colleagues and those of other identities. This is something we intend to explore in the future which we hope would reflect the impact on intersectionality of gender identities, race, disability and socio-economic standing on pay.

Our Gender Pay Gap as of 4th April 2023

Mean Gender Pay Gap is **1%** as the female average hourly rate is 0.07p below the male average hourly rate.

Median Gender Pay Gap (Women' hourly rate is) **2%** lower.

The following tables show the difference between the mean hourly rate of male full-pay relevant employees and that of female full-pay relevant employees ('the mean gender pay gap') and the difference between the median hourly rate of male full-pay relevant employees and that of female full-pay relevant employees ('the median gender pay gap').

Gross Hourly Rate of Pay	Male	Female	Difference 2023	Difference 2022
Mean	£ 13.23	£ 13.16	1%	0%
Median	£ 11.86	£ 11.65	2%	3%

Gender diversity on pay quartiles:

Quartiles (Gross Hourly Rate of Pay)	Male	Female
£0.00 to £11.04	28.6%	71.4%
£11.05 to £11.75	33.3%	66.7%
£11.76 to £13.03	35.7%	64.3%
£13.04 to £59.65	33.9%	66.1%

The median has reduced to 2% and the mean has increased to 1%, which suggests that the distribution is still negatively skewed but this has decreased on the figures from last year. There is also a higher percentage of female employees in the upper two quartiles in terms of gender diversity.

Night Workers

Previous reports required a separate analysis of the Residential Waking Night Support Workers whose salaries are worked out based on nights/hours worked across a 12-month period. Due to the reduction of staff in this group to 4 and night contracts standardised since 2017, the gender pay gap, if any for this group of workers, will be minimal.

Signed: Genevieve Walter, HR Manager **Dated:** 6th October 2023