Gender pay gap report

TWO SAINTS

1. Introduction

1.1 The gender pay gap is an equality measure that shows the difference in average earnings between women and men.

1.2 Organisations employing 250 or more people must comply with regulations on gender pay gap reporting. Gender pay gap calculations are based on employer payroll data drawn from a specific date each year. This specific date is called the 'snapshot date' which is 5 April annually.

1.3 Employers are required to report and publish their gender pay gap information to the government online, using the Gender Pay Gap Service and publish their gender pay gap information (and written statement if applicable) in a prominent place on their public-facing website. The employer may also publish a supporting narrative and an action plan to help explain their gender pay gap and the actions they plan to take, but this is discretionary.

1.4 The data we are required to report on is:

a. percentage of men and women in each hourly pay quarter
b. mean (average) gender pay gap using hourly pay
c. median gender pay gap using hourly pay
d. percentage of men and women receiving bonus pay
e. mean (average) gender pay gap using bonus pay
f. median gender pay gap using bonus pay

1.5 For gender pay gap reporting "bonus pay" is defined as any remuneration that is outside normal pay. For us, this relates to any non-consolidated lump sum awarded. Only a consolidated increase was agreed as of 1 April 2025, therefore reporting these metrics is non-applicable.

2. Reports and analysis

2.1 The median is the figure that falls in the middle of a range when the wages of all relevant employees are categorised from smallest to largest. The mean is calculated by adding up the wages of all relevant employees and dividing the figure by the number of employees.

2.2 The data must include all people who have a contract of employment at the 'snapshot date' and this includes our relief workers.

2.3 The data for our 'snapshot date' of 5 April 2025 is as follows:

	overall	upper hourly quartile	upper middle hourly quartile	lower middle hourly quartile	lower hourly quartile
a. Percentage of men and women in each hourly pay quartile	%	%	%	%	%
men	31.2	20.7	30.5	20.7	52.5
women	68.8	79.3	69.5	79.3	47.5
b. Mean (average) gender pay gap using hourly pay	£	£	£	£	£
men	14.80	22.03	14.29	13.58	12.78
women	15.94	21.98	14.08	13.53	12.68
percentage gender pay gap %	-7.6	0.2	1.5	0.3	0.8
percentage gender pay gap in £	-1.14	0.05	0.21	0.05	0.10
c. Median gender pay gap using hourly pay	£	£	£	£	£

men	13.55	19.10	13.80	13.55	12.74
women	13.76	19.10	13.76	13.50	12.74
percentage gender pay gap hourly pay %	-1.5	0	0.3	0.4	0
percentage gender pay gap in £	-.21	0	0.04	0.05	0

2.4 Comments on each section of this data is as follows:

a. It shows a much higher percentage of women employed than men, which is normal in our sector.
b. Our pay framework is consistent based on roles. However, in most quartiles there are proportionally more men in higher paid roles than women.
c. Men slightly out-earn women on average in all quartiles, but not overall (negative gap).
d. Median gaps are zero in all the higher and lower quartiles. The overall difference is driven by workforce composition, not unequal pay. Women make up a higher proportion of the workforce, and the results show that gender pay differences reflect role distribution rather than pay-setting practices.

3. Wider sector

3.1 As reported by the Office of National Statistics (ONS):

- All employees (full-time + part-time): The median hourly earnings gender pay gap among all employees was 13.1% in April 2024, down from 14.2% in April 2023.

- Full-time employees (excluding overtime): For full-time employees (excluding overtime), the median gender pay gap was 7.0% in April 2024, down from 7.5% in April 2023.

- Part-time employees: In April 2024, the median hourly pay for part-time female employees was £13.40, compared to £13.00 for men—meaning women earned about 3.1% more, indicating a negative pay gap.

- Decline over the last decade: Over the past decade, the full-time employee median pay gap has reduced by approximately a quarter, aligning with ONS commentary

3.2.1 Our mean gender pay gap remains very good compared to the national picture. The most recent ONS data for sector-specific mean gender pay gaps is from November 2022, which reported:

- Not-for-Profit sector: 15.3% favouring men
- All sectors: 13.9% favouring men

While ONS has published updated overall gender pay gap figures for 2024 (e.g., 13.1% for all employees and 7.0% for full-time employees), sector-level mean gap data has not been updated since 2022. Therefore, these figures remain the latest available for comparison.

4. Addressing the gender pay gap

4.1 Our pay bands and pay points aren't gender affected therefore women and men are treated equally – there is no option to negotiate a different sum.

4.2 We will continue to:

- Audit job adverts for gendered language and transparency on pay bands.
- Ensure promotion processes are fair and accessible.
- Under the Employment Rights Act 2025 employers will be required to develop Equality Action Plans which must explain:
    - The steps employers are taking to address gender pay gaps
    - Setting out actions to support employees through the menopause

The implementation is phased, with employers being encouraged to start preparing these plans as of April 2026, before becoming mandatory as of 2027.

5. Summary and next steps

5.1 The report will be shared and reviewed by our diversity and inclusion group, the performance and executive teams.

5.2 As per 1.3, we must report and publish our gender pay gap data and written statement within a year of 4 April 2025.

5.3 We'll continue to report and publish gender pay gap data commenting on year-on-year findings and trends as appropriate. We'll also continue to measure our gender diversity and work towards providing an even more inclusive culture.

6. Recommendation

6.1 The report is reviewed.