

St Giles Gender Pay Gap Report 2022

Foreword

At St Giles we have a gender pay gap of 4%. While this is significantly better than the national average of 14.9% (ONS 2022) we still have work to do as an organisation to achieve our goal of eradicating this gap altogether.

As an organisation St Giles is committed to equality. We recognise that this commitment is only as good as the actions we take to make it a reality. I am pleased to say that St Giles has taken significant steps in recent years to reduce the gender pay gap. Positive changes made recently that contribute to this goal include:

- The proportion of women in our executive leadership team has risen from 0% in 2020 to 40% currently, and will soon rise to 60% when our new CEO joins.
- Expansion of our Equality, Diversity and Inclusion team to demonstrate our commitment to EDI and hold St Giles leadership to account on achieving our ambitious EDI goals.
- Established employee research groups to support women including a Women's Group and a group Supporting Women in Menopausal Stages (SWIM). We have also developed a clear process for the set up and support of additional Employee Resource Groups.
- Introduced new transparent salary bands for staff and moved to a more objective staff appraisal process including independent review of individual salary increase decisions to mitigate against bias.
- Conducted a staff Diversity Monitoring survey to understand staff perspectives on equality and diversity and provide input on what actions we should take to improve our EDI performance as an organisation.
- Hosted staff and EDI forums to give all staff both in-person and anonymous opportunities to raise issues relating to equality, diversity and inclusion at St Giles directly with the CEO, Board and Executive Directors.
- Improving our inclusive recruitment practices including salary transparency in job adverts.
- Provision of flexible working policies to provide additional support to people with caregiving responsibilities, which in our society fall disproportionately on women.

At St Giles our approach to tackling workplace inequalities is intersectional. It is informed by our understanding of racial inequalities and the work needed to tackle that injustice. Our leadership team is committed to addressing racial inequalities. Our work to address racial injustice is supported by our St Giles Black Lives Awareness Group. In addition to this gender pay gap report we will publish information about our ethnicity pay gap.

Some of the actions we have taken to support our efforts to reduce the gender pay gap will take time to have an impact. We are continuing to closely monitor the impact of these changes and identify new ways to achieve our goal of ending the gender pay gap at St Giles.

I confirm that the information contained in this report is accurate.



Signed,
Rob Owen, Chief Executive Officer

What is the gender pay gap and why is it important?

The gender pay gap is an equality measure that shows the difference in average earnings between women and men. This is reported by looking at the mean and the median pay gap between men and women. Creating and monitoring our gender pay gap is both a legal requirement and provides the tools for our leadership team to identify and remove barriers to women's progression in the organisation.

Our Data

At the time of the snapshot date (5 April 2022), St Giles had 434 employees and 74 casual workers or contractors. Out of our 434 employees included in the report, 261 identified themselves as female, 172 as male and 1 as transgender.

In St Giles our mean gender pay gap is 4% and our median gender pay gap is 3%. St Giles does not pay bonuses so we do not report gender pay gaps for bonuses.

We are committed to eradicating the gender gap in order to create a fairer working environment for everyone.

Gross Hourly Rate of Pay	Male	Female	Difference
Mean	£16.49	£15.90	3.57%
Median	£15.01	£14.52	3.26%

Quartiles (Gross Hourly Rate of Pay)	Male	Female
£0.00 to £12.85	36.70%	63.30%
£12.86 to £14.70	36.57%	63.43%
£14.71 to £17.31	43.93%	56.07%
£17.32 to £58.76	41.28%	58.72%