

Gender Pay Gap Report

As of 5th April 2023

Who we are and what we do?

St Giles is a charity using expertise and real-life past experiences to empower people who are not getting the help they need, people who are hard to engage because they have been failed time and time again – held back by poverty, exploited, abused, dealing with addiction or mental health problems, caught up in crime or a combination of these issues and others.

We want to see a society where everybody – no matter what their background – has a positive future.

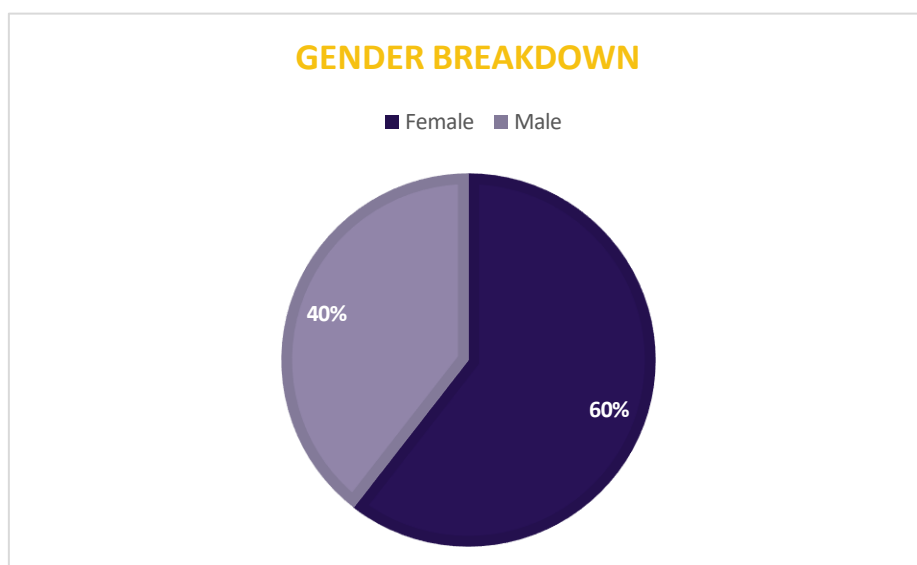
What is the Gender Pay Gap and why is it important?

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 males and females.

Creating and monitoring our gender pay gap demonstrates accountability and provides the tools for managements team to identify and remove barriers to women’s progression in the organisation.

Our Data

At the time of the snapshot date, St Giles had 489 employees and 47 casual workers or contractors. Out of our 489 employees included in the report, 296 identified themselves as women, 193 as man and 0 as transgender.



In St Giles our median pay difference is 4% which is higher than the 3% identified the year before. We are committed to consistently reduce the pay gap in order to create a fairer working environment for everyone.

Gross Hourly Rate of Pay	Male		Female		Difference
Mean	£	14.63	£	14.17	3%
Median	£	14.84	£	14.29	4%

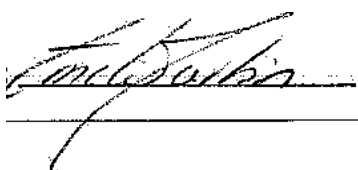
Quartiles (Gross Hourly Rate of Pay)	Male	Female
£0.00 to	£12.64	32.28%
£12.65 to	£14.71	40.85%
£14.72 to	£17.31	47.41%
£17.32 to	£71.43	39.71%

Our Plans

We are proud that at St Giles our pay gap is significantly lower than the national average of 7.7% (according to ONS survey 2023) however we are committed to reduce the pay gap even further and eradicate it within 5 years.

We are progressing to reduce our gender pay gap, by providing a welcoming and flexible environment for our employees and we are actively seek to increase the percentage of females who work in senior roles across the organisation, including appointing of a female CEO in 2023. We will continue to promote the development of our employees by encouraging them to undertake training in our ongoing leadership and management courses.

We implemented our new Benchmarking exercise across the organisation, which meant that some of the hourly rates were increased after a thorough review.



Emilie Martin – Director of Internal Operations

I confirm that the information submitted in this report is accurate to the best of my knowledge and belief.

Contact us.

St Giles Trust
Georgian House
64-68 Camberwell Church Street
London SE5 8JB

020 7708 8000
info@stgilestrust.org.uk