

# St Giles

Turning a past into a future

## Gender Pay Gap Report

2023-2024



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## 1. GENDER PAY GAP REPORT FOR 2023 – 2024

This report sets out the gender pay gap statistics for St Giles Trust, registered Charity 801 355 for the financial year 2023-2024. This is a snapshot of the organisation as of the 5<sup>th</sup> April 2024.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, St Giles Trust is legally required to publish on an annual basis, specified information relating to their gender pay gap.

The information contained within this report has been calculated in accordance with the regulations and is legally compliant.

## 2. WHAT IS THE GENDER PAY GAP?

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation. This is measured by looking at the mean and median pay gap between men and women.

The gender pay gap has many contributing factors which will differ from organisation to organisation, across sectors and across geographical locations. These factors may or may not be unlawful or discriminatory, guided by society or cultural aspects, or as a result of internal organisational practices.

It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.

By understanding and monitoring our gender pay gap we can identify areas for improvement and provides us with the tools to build robust action plans to identify and remove barriers to the progression of women within the organisation.

## 3. ORGANISATIONAL CONTEXT

At St Giles Trust, we're more than just a charity; we're a community united by a shared mission. We use our expertise and lived experience to support people who are not getting the help they need. People who have been in similar situations to the people we help make up many of our staff. We empower and encourage each person to overcome the adversity they face, from the outside world and from within themselves. If they stumble, we are there to pick them back up.

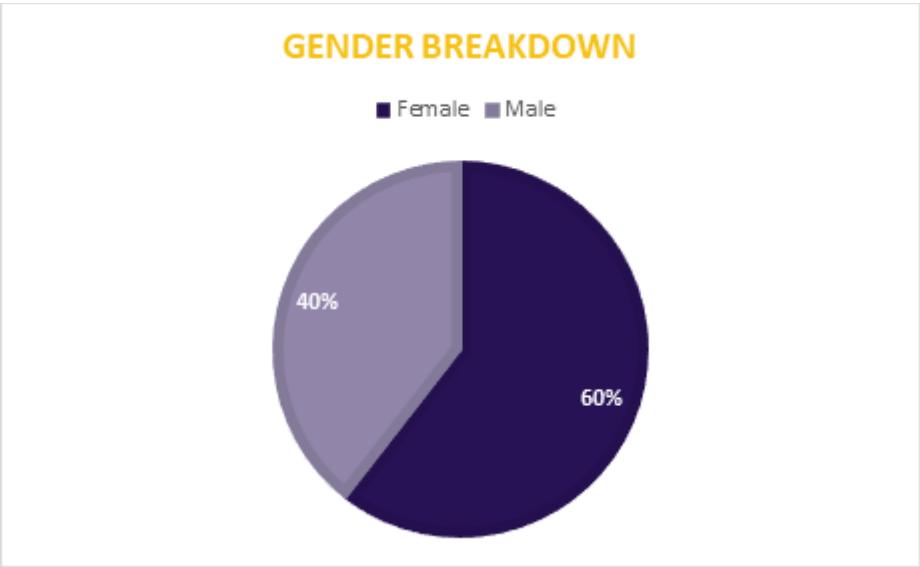
We work across the UK providing a wide range of services for individuals, their families and their local communities.

From our humble beginnings in 1962 as a small London-based charity, St Giles has grown leaps and bounds. We now operate across the UK and offer a diverse range of services to our clients.

We want to see a society where everybody – no matter what their background – has a positive future. We have a governing board of trustees, who are committed to maintaining a high standard of corporate governance. They oversee the chief executive officer (CEO) and senior management team, who manage more than 400 staff across the organisation in England and Wales.

4. ORGANISATIONAL DATA

At the time of the snapshot, 5<sup>th</sup> April 2024, St Giles Trust had a total of 489 employees, comprising 449 paid employees and 44 casual workers/contractors. Of these, 268 identify as women, and 181 identify as men. We currently have no employees who identify differently.



Median Pay Difference

Median pay is calculated by looking at the middle pay rate for every man and then doing the same for every woman.

The median pay gap for 2023-2024 is 5.1%, which has increased from 4% the previous year.

Gross Hourly Rate of Pay	Male	Female	Difference
Median	£16.48	£15.66	5.1%

One of the main contributing factors is having a significantly larger number of women employed by the organisation.

Mean Pay Difference

Mean pay is the average earnings for men and the average earnings for women.

The mean pay gap is significantly smaller than the median pay gap at just 0.28%.

Gross Hourly Rate of Pay	Male	Female	Difference
Mean	£ 17.80	£ 17.75	0.28%

Quartiles

Quartiles (Gross Hourly Rate of Pay)	Male	Female
£0.00 to £14.00	31.69%	68.31%
£14.01 to £16.07	42.86%	57.14%
£16.08 to £19.23	50.9%	49.1%
£19.24 to £71.43	35.71%	64.29%

## 5. ACTION PLAN

Whilst we are proud that the pay gap is significantly lower than the national average of 7% (ONS 2024), we recognise that there is still work to be done.

There are many factors that impact this, including a higher proportion of women in lower paid jobs, and more women in part-time roles.

We have sought to address this by encouraging flexible working practices, investing in training and development.

Over the coming 12 months we will continue to work on an action plan, alongside key internal and external stakeholders, with the aim continue to reduce our gender pay gap, aiming to eliminate it completely by 2030.

## 6. CONFIRMATORY STATEMENT

I can confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

Name: Tracey Burley

Job Title: CEO

Date of statement: 1<sup>st</sup> April 2025

## 7. CONTACT

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