

St Giles

Turning a past into a future

Gender Pay Gap Report

2024-2025



CONTENTS

1. Gender Pay Gap Report for 2024 – 2025.....	3
2. What is the Gender Pay Gap?	3
3. Organisational Context	3
4. Organisational Data	4
5. Action Plan	5
6. Confirmatory Statement.....	5
7. Contact.....	5

1. GENDER PAY GAP REPORT FOR 2024 – 2025

This report sets out the gender pay gap statistics for St Giles Trust, registered Charity 801 355 for the financial year 2024-2025. This is a snapshot of the organisation as of the 5 April 2025.

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.

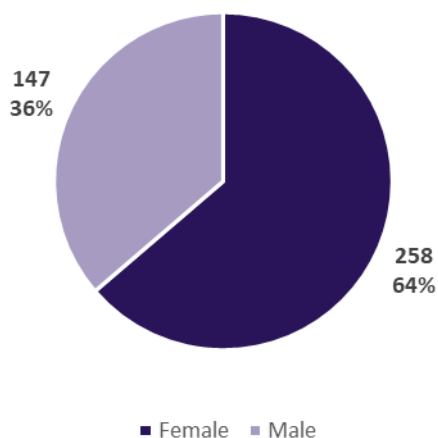
We want to see a society where everybody – no matter what their background – has a positive future.

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 executive team, who manage more than 400 staff across the organisation in England and Wales.

4. ORGANISATIONAL DATA

At the time of the snapshot, 5th April 2025, St Giles Trust had a total of 405 employees, comprising 258 women and 147 men. Zero-hour employees with paid hours are included.

GENDER BREAKDOWN



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 2024-2025 is 3%, which has decreased from 5.1% the previous year.

Gross Hourly Rate of Pay	Male	Female	Difference
Median	£17.58	£17.03	3%

The median pay gap of 3% arises primarily in mid-level roles, where small differences in hourly pay exist between men and women, particularly within part-time or zero-hour contracts. At senior levels, pay is broadly balanced.

Mean Pay Difference

Mean pay is the average earnings for men and the average earnings for women. The mean pay gap is 0%, indicating parity at the average pay level.

Gross Hourly Rate of Pay	Male	Female	Difference
Mean	£20.09	£20.09	0%

Quartiles

Quartiles (Gross Hourly Rate of Pay)	Male	Female
£0.00 to £14.94	22.55%	77.45%
£14.95 to £17.31	46.53%	53.47%
£17.32 to £22.93	49.50%	50.50%
> £22.93	26.73%	73.27%

5. ACTION PLAN

While St Giles Trust is proud that the median gender pay gap is low at 3% and the mean pay gap is 0%, we continue to focus on maintaining equality across all roles.

The 3% median gap arises primarily in mid-level roles, where a small difference in hourly pay exists between men and women, mostly within part-time or zero-hour contracts.

To ensure continued fairness and opportunity, we will:

- Monitor pay bands and progression for mid-level roles to ensure parity in promotions and pay adjustments
- Support career development and training for staff to provide equal access to progression opportunities
- Maintain and encourage flexible working policies so all employees have fair access to work and development opportunities
- Regularly review pay and grading decisions to ensure gender does not influence pay or role allocation

By taking these actions over the coming 12 months, alongside key internal and external stakeholders, we will aim to continue to reduce our gender pay gap, with the goal to eliminate it completely by 2030, while supporting career growth, development, and fairness across the organisation.

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: 1st April 2026

7. CONTACT

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