



TWO SAINTS
REBUILDING LIVES FOR A **BRIGHTER** FUTURE

Gender Pay Gap Report

What is the gender pay gap?

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

Our gender pay data for 2022/23

On the snapshot date of 5 April 2022 our **median pay gap -8.6%** and our **mean pay gap was -7%**. The negative gap means that on average, gross hourly earnings are higher than those of men. Our gender split for each pay quartile was as follows, with Quartile 1 being the upper pay quartile, Quartile 4 the lower pay quartile:

	Quartile 1	Quartile 2	Quartile 3	Quartile 4
Male	22.0%	22.7%	39.8%	44.6%
Female	78.0%	72.3%	60.2%	55.4%

Our overall proportion of female to male staff is 66.5% female and 33.5% male.

Bonus pay gap data

For gender pay gap reporting “bonus pay” is defined as any pay or reward that is outside normal pay.

- Our mean bonus gender pay gap is 3.3%
- Our median bonus gender pay gap is -5.7%
- The percentage of male employees receiving a bonus is 54.3%
- The percentage of female employees receiving a bonus is 66.2%

Commentary

The nature of our sector continues to attract a high number of female staff. Women are represented across our organisation, including senior positions.

Our pay framework is consistent based on roles, therefore we're confident that pay is equal, and we're satisfied there are no underlying equal pay issues.

Some of the differences in the data are due to the higher number of women employed and the impact of our chief executive being male.

Looking ahead

We'll continue to report gender pay gap data annually and monitor any progressive trends and will carry out any actions that the data highlights.

| We're focused on continuing to build a diverse and inclusive workplace that embodies our values and promotes a tolerant and respectful environment where everyone can feel empowered to succeed. We remain committed to ensuring gender equality.

We confirm that the information in this statement is accurate.

| **Executive Team**