

# GENDER PAY GAP REPORTING

St Helen's recently completed its annual gender pay gap audit. Gender pay gap reporting legislation was introduced by the Government in April 2017 and requires employers with more than 250 employees to identify and publish their annual pay gap. It is hoped that this process will encourage employers to take action to reduce or eliminate any pay gap. Please note that the pay gap is not the same as equal pay. Equal pay, which is the requirement that men and women doing the same job should be paid the same, has been a legal requirement since 1970.

We are very pleased to announce that our mean gender pay gap for 2018 was just 0.71% as compared with the UK's overall average gender pay gap of 17.9%. While St Helen's is performing very well in the context of the UK average, we are certainly not complacent. We continue to be absolutely committed to ensuring that St Helen's is a model employer and leads the way in standards and approaches which seek to promote and safeguard equality in the workplace.

Please see below for the full audit information:

- Mean gender pay gap 0.71% in favour of men
- Median Gender pay gap 4.2% in favour of men
- No bonus payments recorded

