



# Gender Pay Report

# April 2026

(April 2025 data)

# St Basils' Gender Pay Report

All UK employers over a certain size are legally required to report on their gender pay gap. In this report you'll find a snapshot of the gender pay balance within St Basils, accompanied by notes to explain what the results mean.

St Basils places equality, diversity and inclusion at the heart of the services it provides and is committed to creating an environment for staff, young people and partners that is free from all forms of discrimination and where diversity is embraced. One of St Basils' six strategic priorities is '*Challenging discrimination and promoting diversity and cohesion through employment, service delivery and community engagement*' – central to which is our ongoing commitment to equality, diversity and inclusion, and to addressing workplace barriers to equality.

We welcome the requirement to report on this data and will use the information to inform our continuing commitment to ensure that everyone has an equal opportunity to thrive at St Basils.

## What is the gender pay gap?

The Gender pay gap analyses the difference between the average earnings of all male and female employees in an organisation, regardless of their role or seniority. The following information is included:

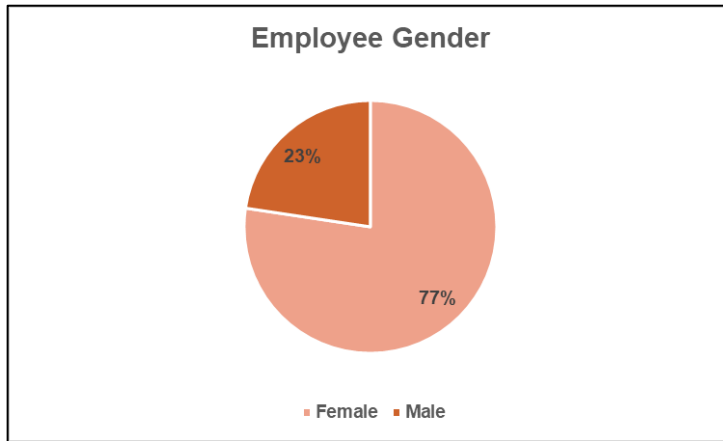
- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- mean bonus gender pay gap – *not applicable to St Basils*
- median bonus gender pay gap – *not applicable to St Basils*
- proportion of men and women receiving a bonus payment – *not applicable to St Basils*
- proportion of men and women in each pay quartile

Gender pay should not be confused with equal pay, which is about ensuring that men and women undertaking work of an equal value are paid a similar amount for that work.

A gender pay gap **does not** indicate a pay equity issue or an imbalance in St Basils' pay structures and policies. What the gap *does* reflect is the current distribution of men and women across the pay quartiles, and whether there is a varying distribution.

## St Basils' Gender Data

The figures in this report (April 2026) relate to pay in the month of April 2025. The gender data of 327 employees and cover workers was used, and the split of female and male employees in this data is shown in the graph below.



St Basils has historically had a higher proportion of female employees than male employees, and as at April 2025 the split was **77% female** and **23% male**. There was an increase in the proportion of female staff compared to male staff from the April 2025 report position (using April 2024 data) – an increase of **2%** in female employees and a decrease of **2%** in male employees.

St Basils is a supported housing provider and therefore its workforce needs to have varying skills and backgrounds. Both support workers and housing sector professionals make up a large proportion of our overall workforce. Although St Basils' gender split is representative of the support / social care sector overall, according to data published by the NHF in 2023, female employees make up just over half of the social housing sector workforce. This means that male employees are underrepresented in our workforce at only 23%, when referencing the sectors St Basils operates within. This will have an impact on the Gender Pay Gap reported and will be a factor in why the gap has increased since the last report.

## St Basils' Gender Pay Gap Data

**Table 1 – Difference in average hourly pay rate between males (M) and females (F)**

	<b>M</b>	<b>F</b>
Mean Hourly Rate	£15.49 ph	£14.38 ph
Median Hourly Rate	£13.03 ph	£13.03 ph

*St Basils' mean and median average hourly pay rates (excluding overtime) for males and females. The mean average represents the total hourly pay for males and females and dividing by the total number of employees in each category. The median average is the value in the middle point in the pay rates for both males and females – when the data is listed in order of value.*

**Table 2 – Pay Gap between males (M) and females (F)**

	<b>% Difference</b>
Mean Pay Gap	<b>7.2%</b>
Median Pay Gap	<b>0.0%</b>

*St Basils' mean and median pay gaps between the hourly pay rates of males and females as outlined in table 1. The Mean Pay Gap has increased to 7.2% from 4.7% in the 2025 report, and the Median Pay Gap has stayed at 0%. Gender Pay Gaps from previous years can be found in Annexe 1 of this report.*

**Table 3 – Difference in bonus pay between males and females**

	<b>% Difference</b>
Mean Bonus Pay	0%
Median Bonus Pay	0%

*St Basils does not pay any bonuses which qualify for reporting purposes.*

**Table 4 – Proportions of men and women staff paid bonus pay**

	<b>% Difference</b>
Mean Bonus Pay	0%
Median Bonus Pay	0%

*As above.*

**Table 5 – Proportions of men and women staff in pay quartile bands**

<b>Quartile</b>	<b>Men</b>	<b>Women</b>
Upper Quartile (A)	32%	68%
Upper Middle Quartile (B)	16%	84%

Lower Middle Quartile (C)	13%	87%
Lower Quartile (D)	29%	71%
<b>Overall</b>	<b>23%</b>	<b>77%</b>

*Table 5 illustrates the proportion of males and females in the quartile bands and shows that St Basils has a significantly higher proportion of females in all quartiles. However, the highest % of females are in the Lower Middle Quartile whereas this quartile contains the smallest % of males. This quartile is where most frontline workers would fall, which make up the largest proportion of St Basils' workforce, and are mostly worked by females at St Basils. In addition, males are represented highest in the Upper Quartile, 9% higher than their overall representation on St Basils' workforce. Both factors explain why there is a pay gap at St Basils.*

## Continuing Actions

In our Equality, Diversity and Inclusion Policy and Action Plan, we are committed to ensuring that we continue to reflect the communities we serve at all levels within St Basils and take steps which address systemic inequities to achieve fairness and inclusion. Part of this is making sure that the St Basils' workforce, especially those in frontline roles, has a more equal representation of male employees. Having a more balanced workforce with regards to gender is especially important for St Basils as approx. 50% of the young people who approach us for assistance are male.

Encouraging more males to apply for roles at St Basils, particularly in frontline Progression and Housing Management roles, has been one of our EDI priorities during 2025/26 and will continue to be a priority for the year ahead.

## Written Statement

I confirm that the published information is accurate,



Jean Templeton

Chief Executive Officer

# Annex 1 - Year on Year Comparisons

## Headline Figures

% Difference	2017	2018	2019	2020	2021	2022	2023	2024	2025
Mean Pay Gap	3.8%	0.8%	5.8%	6.3%	5.8%	3.7%	4.9%	4.7%	<b>7.2%</b>
Median Pay Gap	0.9%	3.1%	3.1%	3.6%	2.0%	0.0%	-1.4%	0.0%	<b>0.0%</b>

St Basils' Mean average pay gap increased in 2025 compared to 2024. The number of men in the data set reduced in 2025 to 74, compared to 82 in 2024. Unlike Median averages, Mean averages are impacted by outliers in data, for example there being one extra male in the Senior Leadership Team would cause a noticeable increase in the Gender Pay Gap, especially with there being a smaller proportion of male employees overall.

The median hourly rate difference has been maintained at 0% in 2025, which is due to there being more females in the two middle quartiles than the other two quartiles, combined with the more uneven spread of males across each quartile.

Benchmarks in this area are problematic due to the difference in full time and part time data, sector type and organisation size. It is however noted that for 2025, housing providers and similar charities to St Basils (however a mixture of non-profit and for-profit providers) showed on average a mean hourly rate gap of 4.7% and a median hourly rate gap of 2.4% [25 organisations, GOV.uk data].

## Quartile Analysis

	Men							Women						
	2019	2020	2021	2022	2023	2024	2025	2019	2020	2021	2022	2023	2024	2025
Upper Quartile (A)	37%	35%	36%	29%	34%	35%	<b>32%</b>	63%	65%	64%	71%	66%	65%	<b>68%</b>
Upper Middle Quartile (B)	30%	29%	25%	25%	26%	21%	<b>16%</b>	70%	71%	75%	75%	74%	79%	<b>84%</b>
Lower Middle Quartile (C)	24%	23%	25%	25%	19%	14%	<b>13%</b>	76%	77%	75%	75%	81%	86%	<b>87%</b>
Lower Quartile (D)	17%	18%	27%	32%	31%	32%	<b>29%</b>	83%	82%	73%	68%	69%	68%	<b>71%</b>
<b>Total</b>	<b>27%</b>	<b>26%</b>	<b>28%</b>	<b>28%</b>	<b>27%</b>	<b>25%</b>	<b>23%</b>	<b>73%</b>	<b>74%</b>	<b>72%</b>	<b>72%</b>	<b>73%</b>	<b>75%</b>	<b>77%</b>

The relatively small number of employees at St Basils (327 in April 2025 data) means that small movements in staff numbers can result in noticeable movements in both the mean and median pay gap.

The main reason for the existence of a pay gap at St Basils continues to be the low number of males employed in front line support work, with the pay rates for these roles sitting in the Lower Quartiles.