

Minstead Trust Gender Pay Gap Statement



Minstead Trust is a charity that employs over 250 people to deliver support to adults with learning disabilities. This includes our range of social enterprises which provide volunteering and work opportunities for people we support.

This is our first year for reporting gender pay gap data, using the snapshot date of 5 April.

The gender pay gap is a measure of the difference between the average earnings between men and women in our organisation.

This is very different from equal pay, which means the Trust is required to ensure that men and women are paid the same for doing the same work or work of equal value.

We are confident that that men and women working for Minstead Trust are paid equally for the same work or work of equal value. Minstead Trust's

overall workforce, in common with the health & social care sector, is mainly female.

The median or 'typical' gender pay gap across the 2nd, 3rd and 4th quartiles (pay band distribution) is zero.

The overall median gender pay gap across all four quartiles is 3.76%. This is less than half of the national pay gap average of 7.7% (Office of National Statistics April 2023).

The data below is relevant 05 April 2023:

OVERALL		
Mean:	Male	12.79
	Female	12.03
Mean Gender Pay Gap		5.92%
Median:	Male	11.43
	Female	11.00
Median Gender Pay Gap		3.76%
Composition:	Male	32.14%
	Female	67.86%



Actions

Minstead Trust endeavours to pay all staff above the National Minimum Wage and is actively campaigning for better pay for the health & social care sector.

We have a very good representation of female employees within our senior and middle management posts and for voluntary Trustees:

	Female	Male
Chair of Trustees	1	0
Trustees	6	5
CEO	0	1
Directors	5	1
Senior & Middle Managers	16	15

The Trust aims to reduce the barriers typically associated with women accessing senior (higher paid) roles, such as offering flexible working for those with caring responsibilities and support to remain in work through mid-life. We will continue to develop awareness and strategies to support this.

We are transparent about what we pay for roles, ensuring this is included in both internal and external advertising and regularly benchmark our roles against pay for the sector.

Minstead Trust is committed to eliminating discrimination, with means to achieve diversity & inclusion woven through our People & Culture strategies and policies.

We review role requirements to ensure that they are not unfairly biased, to encourage a wider and more diverse pool of talent.

Heidi Oldrey
HR Director April 2024

