



MINSTEAD TRUST GENDER PAY GAP STATEMENT

Minstead Trust employs around 290 people to empower people with learning disabilities to live more independently.

Through our work we unlock opportunities for people to enrich their lives and make informed choices for happier and healthier lives.

This is our second 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; we are confident that that men and women working for Minstead Trust are paid equally for the same work or work of equal value.

In common with the health and social care sector, our workforce is mainly (more than two thirds) female.

The overall median gender pay gap across all four quartiles is 2.64 % (down from 3.76% last year), significantly less than half of the national pay gap average of 7 % (Office of National Statistics April 2024).

The data below is relevant as of 5 April 2024:

| OVERALL | | |
|-----------------------|--------|--------|
| Mean: | Male | 13.48 |
| | Female | 13.15 |
| Mean Gender Pay Gap | | 2.44% |
| Median: | Male | 12.09 |
| | Female | 11.77 |
| Median Gender Pay Gap | | 2.64% |
| Composition: | Male | 31.65% |
| | Female | 68.35% |





ACTIONS

Minstead Trust endeavours to pay all staff above the National Minimum Wage and actively campaigns for better pay for the health and 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 | 10 |

Minstead Trust aims to reduce the barriers typically associated with women accessing senior (higher paid) roles. This includes removing gender bias from our recruitment activities, flexible working for those with caring responsibilities, enhanced maternity pay and support for women to remain well and in work through mid-life. We 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 diversity and inclusion woven through our training, strategies and policies.

Heidi Oldrey
Director of People and Culture - April 2025



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