

MINSTEAD TRUST GENDER PAY GAP STATEMENT

Minstead Trust employs around 290 people, working to empower individuals with learning disabilities to live more independently and to lead fulfilled, meaningful lives.

Our gender pay gap reporting continues to help us reflect on how effectively we support equity, inclusion, and access to opportunity across our workforce.

This is our third year of reporting gender pay gap data, using the snapshot date of 5 April 2025.

The gender pay gap measures the difference between the average earnings of men and women across the organisation and is distinct from equal pay.

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

The table represents a continued narrowing of our gender pay gap compared to the previous reporting year, where the overall median was 2.64% and the mean was 2.44%.

Our pay data also shows that, as in previous years, our workforce remains predominantly female, with approximately 69% women and 31% men across all four quartiles.

This distribution is typical of the health and social care sector, where roles traditionally attract more women than men.

The data below is relevant at: 5 April 2025:

Overall		
Mean:	Male	14.17
	Female	13.81
Mean Gender Pay Gap:		2.58%
Median:	Male	13.10
	Female	12.89
Median Gender Pay Gap:		1.62%
Composition	Male	30.47%
	Female	69.53%



QUARTILE BREAKDOWN AND UNDERSTANDING THE RESULTS

Across the four quartiles used for gender pay reporting:

- Women continue to make up the majority in every quartile, ranging from 67% to 72% representation, depending on the quartile.
- Mean gender pay gaps vary across quartiles, with small differences and, in some cases, a negative pay gap, meaning women earn slightly more than men at that quartile.



Understanding the results:

The 2025 data demonstrates:

- A stable and low overall gender pay gap, remaining significantly below the national average (6.9% 2025).
- Reduced variation across quartiles compared with previous years.
- Strong female representation across senior and middle management roles, helping maintain balance and decrease structural gaps.

In addition, the Trust continues to see only marginal pay differences between men and women when comparing median hourly rates, which are considered a more accurate measure of typical employee experience.



ACTIONS AND COMMITMENT

We will continue to build on actions outlined in earlier years to support gender equality and reduce barriers to progression:

- Paying all staff above the National Minimum Wage and actively advocating for better pay sector-wide.
- Sustaining strong female representation in senior and middle management roles.
- Maintaining transparent pay structures and benchmarking roles against sector norms.
- Embedding flexible working, supporting employees with caring responsibilities, and offering enhanced maternity and midlife support.

Continuing to ensure that recruitment processes are free from gender bias.

These actions support our strategic commitment to fairness, diversity and inclusion, and an equitable culture where everyone can thrive.

Conclusion:

The 2025 Gender Pay Gap results show that Minstead Trust continues to maintain a small and reducing gender pay gap, with progress made year-on-year.

The sustained representation of women across all levels, including senior leadership, demonstrates a positive and inclusive organisational culture.

We will continue to monitor and review our practices, ensuring that equality of opportunity remains at the heart of everything we do.

Heidi Oldrey
Director of People & Culture – April 2026

