

2025 Gender Pay Gap Report

1. Snapshot Date: **26th June 2025**
2. Headcount on relevant employees on Snapshot Date: **175**
3. Bonus
 - a. Percentage Male Paid Bonuses: **0%**
 - b. Percentage Female Paid Bonuses: **0%**
4. Benefits in Kind
 - a. Percentage Male Paid Benefits in Kind: **0%**
 - b. Percentage Female Paid Benefits in Kind: **0%**
5. Hourly Remuneration Quartile:

Quartile	Male	Female
Upper	12%	88%
Upper Middle	16%	84%
Lower Middle	9%	91%
Lower	11%	89%

6. Mean Hourly Remuneration – All employees
 - a. Pay Gap: **1%**
7. Mean Hourly Remuneration – Part Time
 - a. Pay Gap: **-9%**
8. Mean Hourly Remuneration – Temporary Contracts
 - a. Pay Gap: **-18%**
9. Median Hourly Remuneration – All employees
 - a. Pay Gap: **7%**
10. Median Hourly Remuneration – Part Time
 - a. Pay Gap: **-13%**
11. Median Hourly Remuneration – Temporary Contracts
 - a. Pay Gap: **-14%**

Conclusion. The above demonstrates a positive gender pay gap for women within St. Hilda's Services.