

St Mungo's Ethnicity Pay Gap Report 2022

As part of St Mungo's commitment to equality, diversity and inclusion and as specifically outlined in our Race Action Plan we are pleased to be voluntarily publishing our ethnicity pay gap data. Unlike gender pay gap reporting, publication of ethnicity pay data is not a legal requirement.

Our latest report mirrors the 2022–23 reporting cycle for mandatory gender pay gap reporting, using a snapshot date of 5 April 2022. As with gender pay gap reporting, this includes pay data for our locum workforce.

We have followed government guidance in relation to which ethnicities to include in the Black, Asian and Minority Ethnic category.

	2021	2022
Mean ethnicity pay gap	9%	5%
Median ethnicity pay gap	6%	2.2%
Mean bonus ethnicity pay gap	Not applicable	Not applicable
Median bonus ethnicity pay gap	Not applicable	Not applicable
Proportion of white employees who receive a bonus	Not applicable	Not applicable
Proportion of Black, Asian and Minority Ethnic employees who receive a bonus	Not applicable	Not applicable

	2021	2022
Median hourly rate of pay of white employees	£16.35	£16.41
Median hourly rate of pay of Black, Asian and Minority Ethnic employees	£15.45	£16.05

Pay quartiles:

Band	White		Black, Asian, Minority Ethnic	
	2021	2022	2021	2022
Lower quartile	50%	51%	42%	41%
Lower middle quartile	55%	56%	38%	40%
Upper middle quartile	57%	54%	37%	43%
Upper quartile	68%	61%	25%	33%

(77 employees have unknown ethnic origin so are excluded from the data, hence the numbers not totalling 100%)

Our Statement

St Mungo's is committed to reducing any ethnicity pay gap and strives to be an organisation where there is no such gap. We recognise that racism is entrenched in our society, and that

our staff and clients are adversely affected by racism and we strive to actively embed anti-racism in to all areas of our work. Our 2022 analysis indicates that the mean pay gap has reduced from 9% to 5%, and our median pay has decreased to 2.2% from 6% in 2021, both of which are favourable movements in terms of decreasing the pay gap.

The breakdown of the quartile pay helps understand the pay gap further when comparing to 2021:

- Upper Quartile representation of Black, Asian and Minority Ethnic colleagues has improved since last year (33% compared to 25%) but is proportionally lower than the number of Black, Asian and Minority Ethnic colleagues (39%)
- a higher than proportionate number of Black, Asian and Minority Ethnic colleagues are at Upper Middle Quartile (43% compared to 39% workforce representation)
- a marginally higher than proportionate number of Black, Asian and Minority Ethnic staff at the Lower Middle Quartile (40% compared to 39%)
- a marginally higher than proportionate number of Black, Asian and Minority Ethnic staff at the Lower Quartile (41% compared to 39%)

This indicates that the area of most disparity which are impacting on the pay gap is in the upper quartile.

As ethnicity pay gap reporting is not a legal requirement, there is significantly less data available in relation to other organisations than there is for gender pay gap reporting. This means it is difficult to compare our results more broadly, and particularly within our own sector. Office for National Statistics (ONS) Annual Survey of Hours and Earnings has not been updated since its 2019 report (published in October 2020) where the national median ethnicity pay gap was 2.3%.

Whilst our ethnicity pay gap may have improved we remain committed to reducing and ultimately eliminating any gap and have a number of actions in place to assist towards this aim, some of which are:

- Implementing Positive Action Shortlisting in the recruitment to senior roles.
- A commitment to ethnically diverse interview panels.
- Running our in house “Steps into Management” programme with a positive action element to support the development of Black, Asian and Minority Ethnic staff into junior management roles.
- Development of positive action leadership development programmes to support progression of Black, Asian and Ethnic Minority staff into more senior management roles.
- Implemented a Race Action Plan and Steering Group. We report on progress at every People Committee Board meeting. The plan focuses on three key aims: positive action; safe spaces; and leadership awareness and commitment.
- Initiated a ‘Safe Spaces’ project to ensure staff feel safe at work to discuss and tackle racism. As part of this we are developing an Anti-Discrimination Toolkit: a resource around preventing and responding to discrimination from clients.
- Well developed and very active Diversity Networks for different groups, including an Anti-Racist Network.
- Comprehensive learning and development provision, including workshops to develop confidence in seeking promotion and an internal mentoring scheme.
- A simple, fair and transparent pay system. Pay is determined with reference to a job evaluation system based on non-discriminatory factors; the more senior roles paid outside this structure are remunerated on salaries determined by independent market testing.
- Mandatory diversity training for all managers, which includes elements on anti-racism

- Careful monitoring of diversity data – both quantitative and qualitative - to identify areas of potential concern and identification of actions to address these.
- A well-embedded 'Diversity Allies' scheme and appointment of diversity champions at senior and Board levels.
- A workshop for managers about understanding micro-aggressions and becoming anti-racist. This was delivered across all regions in 2022.
- Delivering an annual (reverse) diversity mentoring scheme, which includes a focus on race and ethnicity.
- The Board receive regular reports on diversity data and progress against our diversity strategy and annual plans.

We continue to keep our performance in this area under review and seek to continuously improve the experience of all of our colleagues in respect of equality, diversity and inclusion.

I confirm that the information in this statement is accurate.

Chief Executive
February 2023