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The gender pay gap is an equality measure that reports the difference between the average hourly earnings of men and women (excluding overtime), expressed relative to men's earnings. It is different to equal pay, which deals with pay differences between men and women who carry out the same jobs or work of equal value.

According to the ONS, the gender pay gap among all employees (full and part time) for the reporting period in 2022 was 14.9%.

The ONS predicted that, once again, the data estimates published so far for the last year, were subject to more uncertainty than usual because of the challenges faced in data collection due to covid and the impact of furlough, etc. Though St. John's continued to provide essential services, the pandemic situation outside of St. John's has made it difficult to make meaningful comparisons from previous years. The distortion the pandemic created on salaries and the immense effect it had on working women, mothers, carers and the vulnerable changed the way we view work forever. On the positive side, the lack of flexible working opportunities which have disproportionately impacted women historically have become culturally and wholly acceptable even in the most conservative of workplaces.

St. John's remains committed to finding more ways to reduce the gender pay gap and will continue to proactively benchmark its data with similar organisations.

For the purposes of this reporting, the guidance requires gender to be reported in a binary way, which means we are unable to report on the pay of non-binary individuals.

Mean Gender Pay Gap is [redacted] as the female average hourly rate is 0.07p below the male average hourly rate.

Median Gender Pay Gap (Women's hourly rate is) [redacted] lower.

The following tables show the difference between the mean hourly rate of male full-pay relevant employees and that of female full-pay relevant employees ('the mean gender pay gap') and the difference between the median hourly rate of male full-pay relevant employees and that of female full-pay relevant employees ('the median gender pay gap').

