

The National Position

"The gender pay gap has been declining slowly over time; over the last decade it has fallen by approximately a quarter among full-time employees, and in April 2024, it stood at 7.0%, down from 7.5% in 2023" – ons.gov.uk

Style Acre Gender Pay Gap Report April 2024

Style Acre's workforce was captured and analysed on 5th April 2024. The following data illustrating the Gender Pay Gap in the charity was collected:

- The mean hourly rate of pay for male full-pay relevant employees was £13.14.
- The mean hourly rate of pay for female full-pay relevant employees was £13.17.
- There is therefore a 0.2% mean gender pay gap (rounded to one decimal places).
- The median hourly rate of pay for male full-pay relevant employees was £12.30.
- The median hourly rate of pay for female full-pay relevant employees was £12.30.
- There is therefore a 0.0% median gender pay gap (rounded to one decimal places).
- The Charity does not pay bonuses, therefore there is no data to report on this.

The workforce was then divided into 4 quartiles according to pay rate.

- The first quartile containing the lowest pay rates within the charity, consisted of 90.2% females and 9.8% males (rounded to one decimal place).
- The second quartile containing the second lowest pay rates within the charity, consisted of 79.3% females and 20.7% males (rounded to one decimal place).
- The third quartile containing the second highest pay rates within the charity, consisted of 75.3% females and 24.7% males (rounded to one decimal place).
- The final quartile containing the highest pay rates within the charity, consisted of 86.0% females and 14.0% males (rounded to one decimal place).

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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Tables comparing Style Acre's Gender Pay Gap Reports from 2017 - 2024

Table 1 – Comparing the mean & median hourly rates for males and females at Style Acre in 2017 - 2024:

Year	Mean Hourly Rate for male full-pay relevant employees	Mean Hourly Rate for female full-pay relevant employees	Mean Gender pay gap (to one decimal place)	Median Hourly Rate for male full-pay relevant employees	Median Hourly Rate for female full-pay relevant employees	Median Gender pay gap (to one decimal place)
2017	£10.88	£9.34	14.2%	£8.92	£8.92	0%
2018	£10.61	£9.57	9.8%	£8.92	£8.92	0%
2019	£10.94	£9.94	9.1%	£9.09	£9.09	0%
2020	£10.82	£9.48	12.4%	£9.28	£9.28	0%
2021	£11.01	£10.46	4.9%	£9.48	£9.76	2.9% in favour of women
2022	£11.47	£10.81	5.6%	£9.78	£9.78	0%
2023	£11.73	£11.74	-0.1%	£10.80	£10.83	-0.3%
2024	£13.14	£13.17	0.2%	£12.30	£12.30	0.0%

Table 2 – Comparing the percentage of males in each hourly rate quartile at Style Acre in 2017 - 2024:

Year	% of males in first quartile containing lowest pay rates	% of males in second quartile containing second lowest pay rates	% of males in third quartile containing second highest pay rates	% of males in final quartile containing highest pay rates
2017	16.5	15.2	11.4	27.8

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2018	18.5	19.8	7.4	23.2
2019	22.1	14.3	13.0	17.7
2020	20.0	14.6	12.3	17.1
2021	15.7	14.6	12.3	17.1
2022	21.3	4.5	25.8	16.9
2023	17.2	20.4	25.0	11.8
2024	9.8	20.7	24.7	14.0

Table 3 – Comparing the percentage of females in each hourly rate quartile at Style Acre in 2017 - 2024:

Year	% of females in first quartile containing lowest pay rates	% of females in second quartile containing second lowest pay rates	% of females in third quartile containing second highest pay rates	% of females in final quartile containing highest pay rates
2017	83.5	84.8	88.6	72.2
2018	81.5	80.2	92.6	76.8
2019	77.9	85.7	87.0	82.3
2020	80.0	85.4	87.7	82.9
2021	84.3	91.2	81.4	74.5
2022	78.7	95.5	74.2	83.1
2023	82.8	79.6	75.0	88.2

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2024	90.2	79.3	75.3	86.0
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Style Acre's Gender Pay Gap in more detail

The gender pay gap nationally is larger among high earners than among lower-paid employees. In April 2024, the gender pay gap was highest in skilled trades occupations and lowest in the caring, leisure and other service occupations. This just shows that there are so many demographic features that affect the gender pay gap and to have in mind when look at the analysis.

How does Style Acre's gender pay gap compare with that of other organisations?

In April 2024 the gender pay gap is was found to be the lowest in caring industries. We are proud to be able to say that Style Acre's gap compares favourably with that of other organisations in the UK.

Tables comparing Style Acre's Median Gender Pay Gap Report with other organisations in the Health & Social Care Sector in South Oxfordshire

Table 4- Gender-Pay-Gap.Service.gov.uk (2022):

Organisation	Median Gender pay gap reported in 2023/2024 (to one decimal place)	Description
Dimensions	0.0%	Women's median hourly pay was 0.0% lower than men's – this means they earned £1.00 for every £1 that men earn when comparing median hourly pay
United Response	0.4%	Women's median hourly pay was 0.4% lower than men's – this means they earned 100p for every £1 that men earn when comparing median hourly pay
Royal Mencap Society	0.0%	Women's median hourly pay was 0.0% lower than men's – this means they earned £1.00 for every £1 that men earn when comparing median hourly pay
The Order of St John's Trust	0.9%	Women's median hourly pay was 0.9% lower than men's – this means they earned 99p

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		for every £1 that men earn when comparing median hourly pay
Brandon Trust	0.0%	Women's median hourly pay was 0.0% lower than men's – this means they earned £1.00 for every £1 that men earn when comparing median hourly pay

The data in table 4 above shows Style Acre is strongly positioned in terms of its direct competitors, with a 0.0% median gender pay gap – a neutral pay gap.

What does this data mean for Style Acre?

Style Acre's gender pay gap compares favourably with that of other organisations both across the whole UK economy and within the sector. This will never be a subject about which Style Acre is complacent, and it is committed to continue to ensure that our pay gap is reflective of our workforce demographic.

As the Chief Executive of Style Acre, I confirm that the published information is accurate and a true reflection of the charities workforce on the snapshot date of 5th April 2024.

Signed:

Handwritten signature of Chris Hyman.