

The National Position

"The gender pay gap has been decreasing slowly over time; over the last decade it has fallen by more than a quarter among full-time employees, and in April 2025, it stood at 6.9%, down from 7.1% in April 2024." – ons.gov.uk

Style Acre Gender Pay Gap Report April 2025

This Gender Pay Gap Report outlines the pay position at Style Acre based on data collected on the snapshot date of 5th April 2025. 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 £13.44.
- The mean hourly rate of pay for female full-pay relevant employees was £13.79.
- There is therefore a -2.6% mean gender pay gap (rounded to one decimal places).
- The median hourly rate of pay for male full-pay relevant employees was £13.05.
- The median hourly rate of pay for female full-pay relevant employees was £13.05.
- There is therefore a 0.0% median gender pay gap (rounded to one decimal places).
- The Charity did not pay any bonuses this year and therefore there is no data to report on this.

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

- The first quartile containing the lowest pay rates within the charity, consisted of 75.2% females and 17.2% males (rounded to one decimal place).
- The second quartile containing the second lowest pay rates within the charity, consisted of 73.5% females and 26.5% males (rounded to one decimal place).
- The third quartile containing the second highest pay rates within the charity, consisted of 82.2% females and 17.8% males (rounded to one decimal place).
- The final quartile containing the highest pay rates within the charity, consisted of 84.3% females and 15.7% 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 - 2025:

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	0.0%
2018	£10.61	£9.57	9.8%	£8.92	£8.92	0.0%
2019	£10.94	£9.94	9.1%	£9.09	£9.09	0.0%
2020	£10.82	£9.48	12.4%	£9.28	£9.28	0.0%
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	0.0%
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%
2025	£13.44	£13.79	-2.6%	£13.05	£13.05	0.0%

Table 2 – Comparing the percentage of males in each hourly rate quartile at Style Acre in 2017 - 2025:

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

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2017	16.5	15.2	11.4	27.8
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
2025	24.8	26.5	17.8	15.7

Table 3 – Comparing the percentage of females in each hourly rate quartile at Style Acre in 2017 - 2025:

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

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2022	78.7	95.5	74.2	83.1
2023	82.8	79.6	75.0	88.2
2024	90.2	79.3	75.3	86.0
2025	75.2	73.5	82.2	84.3

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

It is estimated that men in full-time employment will have earned more than women in full-time employment in all major occupation groups looking at preliminary data collected in April 2025. Caring and leisure services are estimated to have median gender pay gap of 3.1%, up from 2.5% in the previous years (ONS 2026). We are therefore proud to say that Style Acre's gap compares favourably with that of other organisations in the UK, as well as direct competitors.

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 (2026):

Organisation	Median Gender pay gap reported in 2024/2025 (to one decimal place)	Description
Dimensions	1.7%	Women's median hourly pay was 1.7% lower than men's – this means they earned 98p for every £1 that men earn when comparing median hourly pay
United Response	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
Royal Mencap Society	0.3%	Women's median hourly pay was 0.3% lower than men's – this means they earned 100p for every £1 that men earn when comparing median hourly pay

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The Order of St John's Trust	0.2%	Women's median hourly pay was 0.2% higher than men's – this means they earned £1.00 for every £1 that men earn when comparing median hourly pay
Brandon Trust	2.1%	Women's median hourly pay was 2.1% lower than men's – this means they earned 98p 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.

Style Acre's Gender Pay Gap in more detail

What does this data mean for Style Acre?

The national gender pay gap tends to be wider among higher-earning employees than among those on lower pay. In April 2025, it is estimated again that this will be greatest within skilled trades roles and sales and customer service occupations (a change from the previous year with caring and leisure having the smallest gap). This highlights the many demographic and occupational factors that influence gender pay gap figures and should be considered when interpreting the data.

Style Acre continues to demonstrate strong pay equality across the organisation, reporting a median gender pay gap of 0.0% and a mean gender pay gap of -2.6%. This indicates that, on average, women earned slightly more than men during the reporting period. Nationally, the gender pay gap tends to be wider among higher-earning employees than among those in lower-paid roles. As 84% of Style Acre's roles fall within lower-paid job categories, our median gender pay gap aligns with this national trend.

Women make up 76% of our workforce, with men representing 24%. The mean gender pay gap of -2.6% reflects a pay difference in favour of women, which is expected given our workforce composition and the fact that only three male employees hold management positions. This represents a notable shift from last year, when the mean gender pay gap was 0.2% in favour of men, due to a male Operations Director being in post during 2024.

No bonuses were paid during the reporting period. Pay quartile data shows that women remain the majority across all four quartiles, in line with the wider gender distribution of the workforce. This distribution is also typical of the social care sector.

When compared with national figures and other health and social care organisations, Style Acre performs favourably. Nationally, the gender pay gap remains wider among higher earners and varies significantly across occupational groups. Within this context, Style Acre's 0.0% median gap positions the organisation strongly against sector competitors and well above the national average.

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Style Acre remains committed to maintaining fairness, ensuring equitable pay practices, and continuing to monitor its pay data through regular reviews, inclusive recruitment practices, and ongoing workforce analysis.

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 2025.

Signed:

A handwritten signature in black ink that reads "Chris Hyman". The signature is written in a cursive, flowing style.