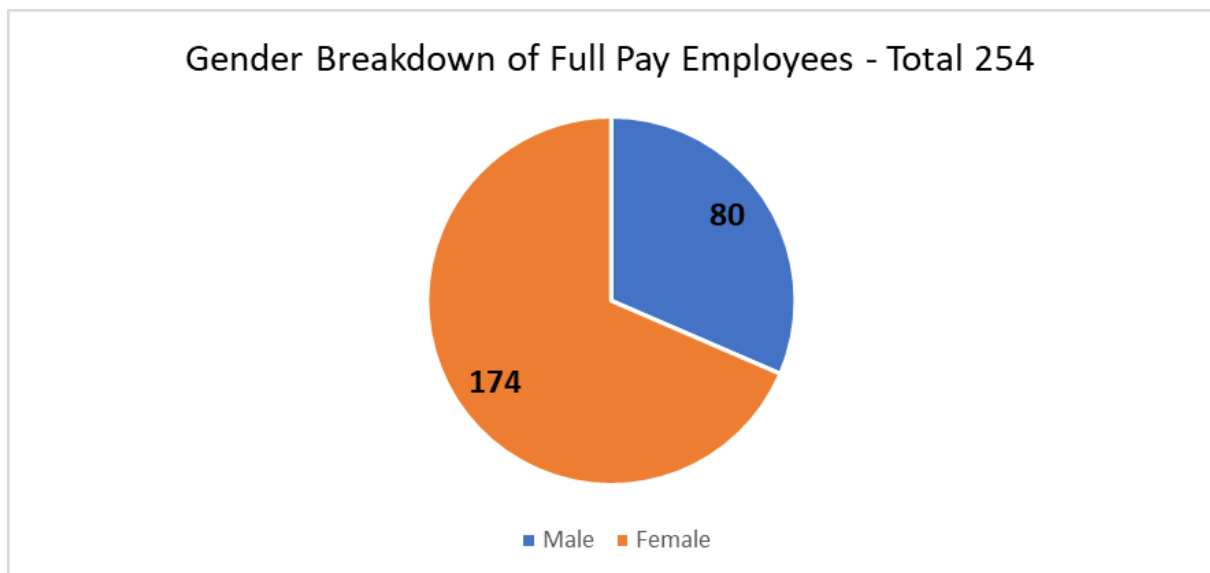




SVP Gender Pay Gap 2025

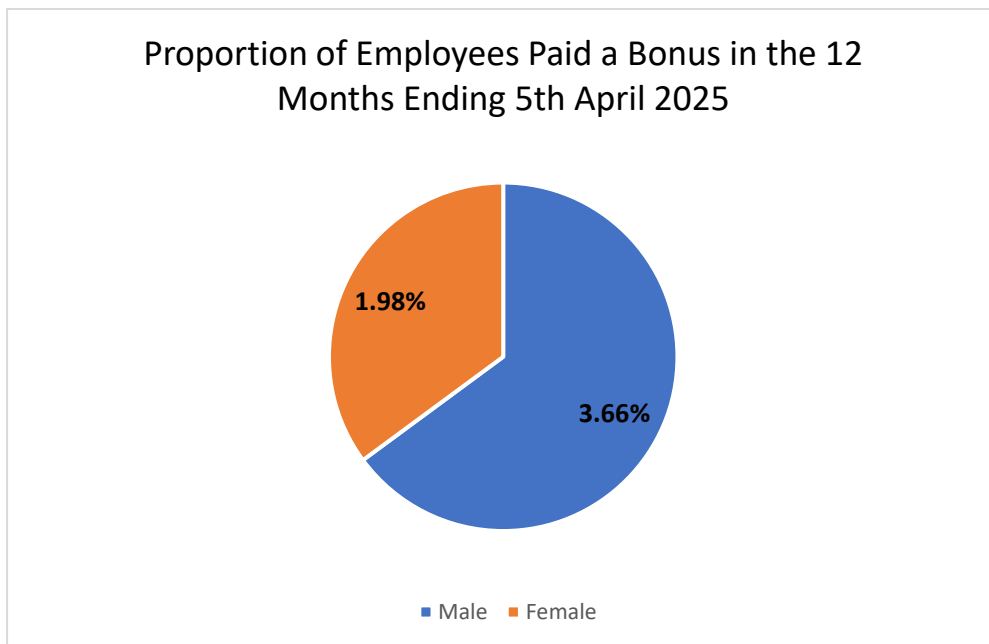
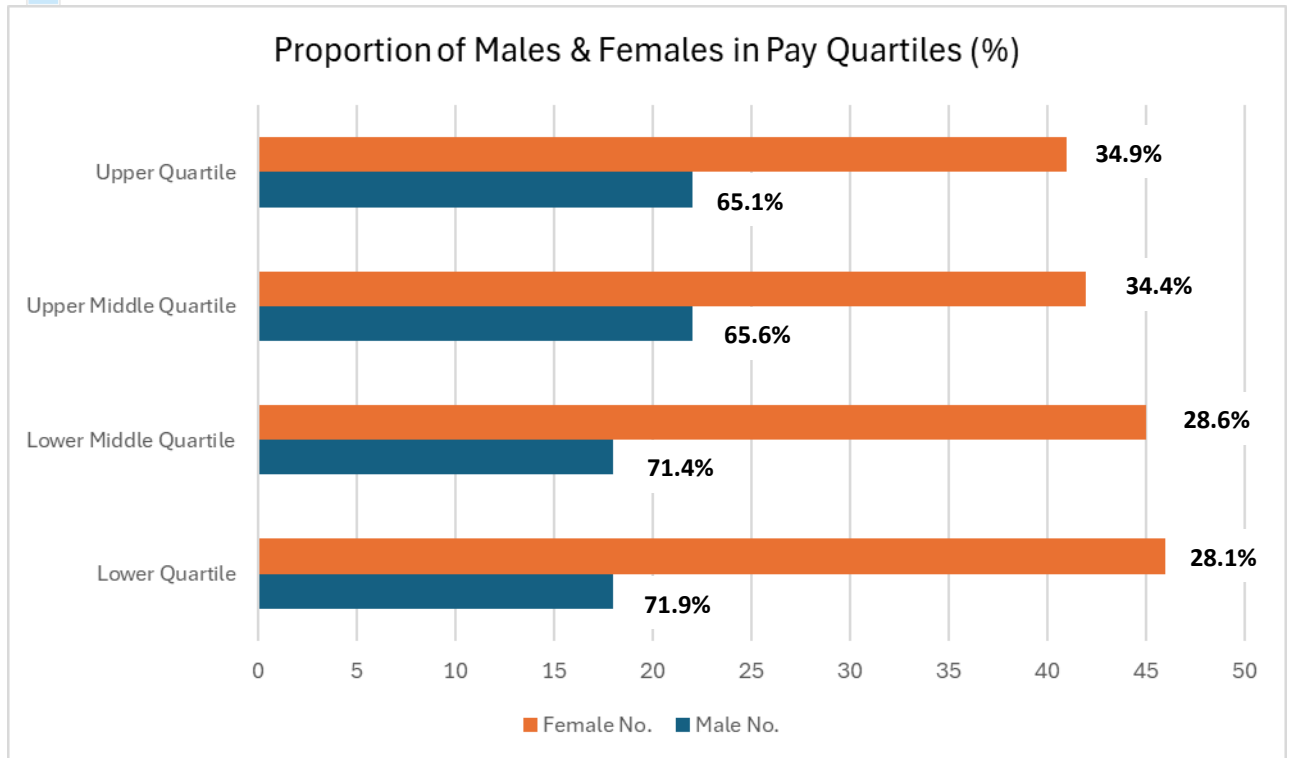
In the UK, organisations with 250 or more employees must report on their gender pay gap annually which shows the difference between the average earnings of men and women relative to men's earnings. The snapshot date for data in this report is the 5th April 2025.

The SVP workforce includes contracted employees and casual workers and is made up of 284 workers in total – 82 males and 202 females. At the time of analysis, of the 284 relevant employees, 254 are defined as full pay relevant employees. Here is a breakdown by gender:



The SVP gender pay gap results this year are as follows:

Difference between Men and Women		
	Mean	Median
Pay Gap	2.17%	1.29%
Bonus Gap	-0.72%	-25.00%



SVP Historic Gender Pay Gaps (Pay)		
Year	Mean	Median
2024	2.02%	-2.42%
2023	0	-1.54%
2022	1.41%	-1.52%
2021	-3.8%	-5.4%
2020	-3%	-2%



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The Office for National Statistics reported that 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 2025 it stands at 6.9%. The Civil Society reports the average median gender pay gap in April 2024 was 6.3% for the Charity sector. This figure represents a sample of 100 large charities in the UK. In the first quarter of 2024, the employment rate for men aged between 16 and 64 in the United Kingdom was 78.1%, while for women it was 72%.

The SVP has a positive median pay gap which shows that overall male staff are paid slightly more than female staff however both the mean and median pay gaps are low at 2.17% and 1.29% which indicates a relatively balanced distribution of pay across genders. Overall, our gender pay gap remains low compared to national averages.

The SVP workforce is predominately female (71%) which does influence the overall averages. This reflects our on-going commitment to family-friendly policies including promoting flexible working, varied working patterns and home-working as well as enhanced family leave. The slightly higher representation of men in the upper quartiles relative to the lower quartiles is a potential contributor to the small pay gap.

The only bonus pay for the SVP refers to monetary awards to recognise employee long service in line with the SVP Long Service Loyalty Scheme and is solely based on length of service. No other bonuses are offered. In the 12 months ending 5th April 2025, ten long service awards were paid equating to £2,200 in total.

The SVP is pleased to see a narrow gender pay gap again this year. The SVP has policies and procedures in place in relation to recruitment, performance management and remuneration which avoids gender discrimination or any other type of discrimination. The SVP is committed to promoting the benefits of equality, diversity and inclusion (EDI) across the organisation and has strategies and training in place that focus on improving the diversity of our workforce and embedding equality & inclusion.

The SVP is a Real Living Wage employer and follows a pay banding structure across the organisation. Roles sit within one of nine bands (Assistant, Officer, Supervisor, Junior Manager, Manager, Senior Manager, Head of, Director and Executive), and each band has an associated pay range. Specialist roles receive a percentage uplift within their retrospective band. Thorough pay reviews are conducted for all staff on an annual basis taking into account various factors



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including SVP bandings, living wage increases, affordability and external benchmarking. This means that pay is managed for jobs of equal size across all parts of the organisation.

Action Plan

To maintain progress and address areas where improvements can still be made, we are committing to the following action plan:

- Strengthen Workforce Representation and Progression – Monitor internal movement to ensure men and women have equal access to higher-paid roles.
- Recruitment and Attraction – Track gender representation across applications.
- Pay and Reward Review – Continue to conduct annual internal pay equity audits to ensure no systemic disparities.
- Flexible Working & Retention – Continue to promote flexible working options at all levels, including hybrid, part-time, and job-share arrangements.

Written Statement

The CEO of the St Vincent de Paul Society (England and Wales), Kate Nightingale, confirms that the information is accurate as at the time of publishing.