

St Joseph's Gender Pay Gap Report

As at the snapshot date of 05/04/2022

Pay and Bonus Gap

Mean gender pay gap	the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees	6.3 %	
Median gender pay gap	the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees	1.8 %	
Mean bonus gap	the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees	16.8 %	
Median bonus gap	the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees	16.3 %	
Bonus proportions	the proportions of male and female relevant employees who were paid bonus pay during the relevant period	Male 87.3 %	Female 81.5 %

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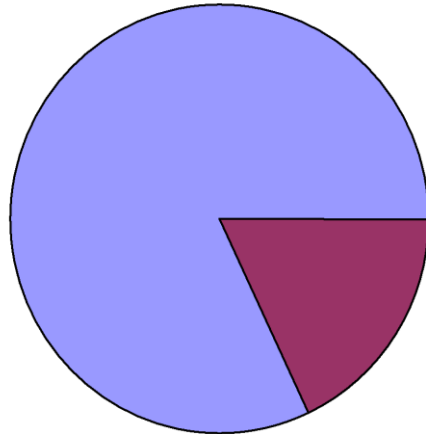
As at the snapshot date of 05/04/2022

Quartile pay

bands

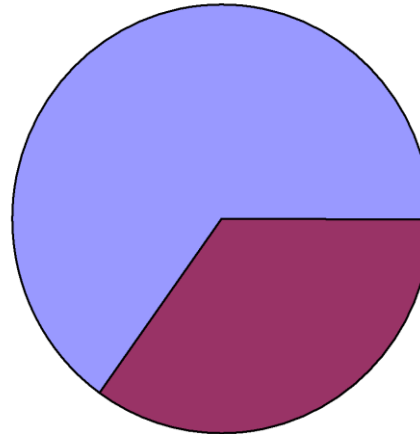
the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

Lower Quartile



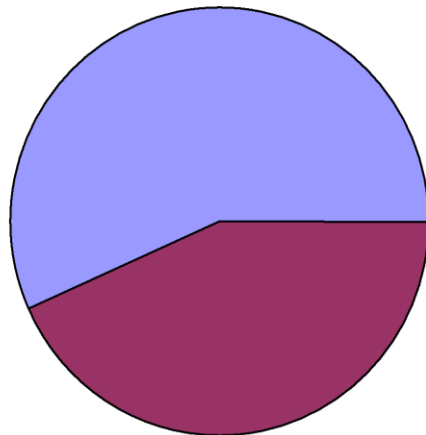
Female 82 % Male 18 %

Lower Middle Quartile



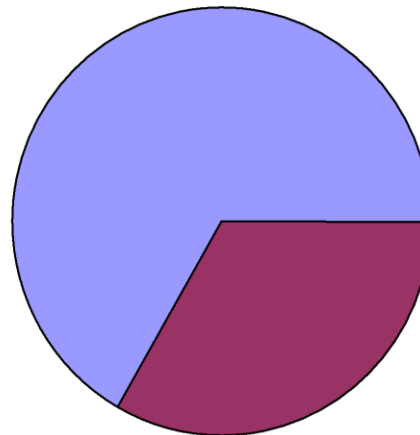
Female 65 % Male 35 %

Upper Middle Quartile



Female 56.7 % Male 43.3 %

Upper Quartile



Female 66.7 % Male 33.3 %