

Gender pay gap report for snapshot date 5 April 2025

This gender pay gap report is based on our workforce data at 5 April 2025. As with previous years, our workforce continues to be predominantly female, particularly within front-line services, which influences our overall pay distribution. We remain committed to transparency, fairness and equitable reward practices across Solent Mind.

Hourly pay gap

For this reporting period, men earned slightly more than women on both the mean and median measures. The differences remain very small, indicating that Solent Mind continues to maintain consistent and equitable pay structures.

Hourly pay gap *	Mean	Median
	1.4%	0.3%

**A negative figure indicates women earned more; a positive figure indicates men earned more.*

Although this gap reflects a shift from a very small female positive gap in 2024, to an almost neutral male positive gap in April 2025, the overall differences remain minimal. This movement is primarily due to small fluctuations within the top quartile, which can disproportionately influence results in an organisation with fewer than 400 employees.

Employees by pay quartile

The chart below shows the gender distribution across pay quartiles at April 2025.

% employees in each quartile	Male	Female
Upper hourly pay quarter	20.69%	79.31%
Upper middle hourly pay quarter	19.78%	80.22%
Lower middle hourly pay quarter	15.73%	84.27%
Lower hourly pay quarter	19.30%	80.70%

The gender distribution across quartiles remains broadly stable year on year. Variations are within normal operating expectations for an organisation of our size.

Understanding our results

We are pleased to continue reporting a very small gender pay gap, reflecting the tangible impact of our:

- Clearly defined pay structures and consistent job sizing practices
- Regular review of recruitment, reward and progression practices
- Ongoing focus on fairness and transparency
- Predominantly female workforce, particularly at front-line pay bands



As a charity with a high proportion of female staff, shifts in a small number of senior or specialist posts can affect year to year comparisons. However, the overall consistency of our results demonstrates a stable and equitable pay environment.

We aim to ensure that every colleague has opportunities to thrive, develop and progress within a fair and inclusive organisation.

Signature

Sally Arscott

Chief Executive Officer

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