

St Gemma's Hospice

Gender Pay Gap Report 2024

1.0 Background

St Gemma's Hospice, as an organisation with more than 250 employees, is required under The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 to report annually on its gender pay gap.

This report relates to the snapshot date of 5 April 2024.

The gender pay gap is defined as the difference in the average earnings of men and women over a defined time period, regardless of role or seniority.

The six metrics required under the gender pay gap report rules are:

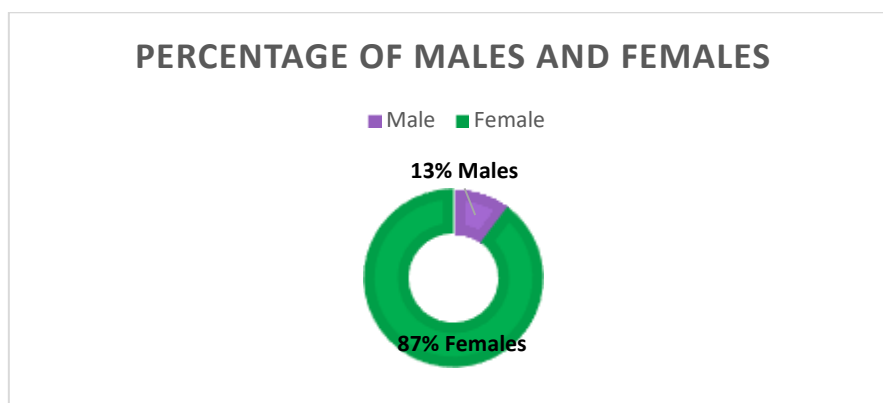
- The difference in the mean pay of full-pay men and women, expressed as a percentage;
- The difference in the median pay of full-pay men and women, expressed as a percentage;
- The difference in mean bonus pay of men and women, expressed as a percentage;
- The difference in median bonus pay of men and women, expressed as a percentage;
- The proportion of men and women who received bonus pay; and
- The proportion of full-pay men and women in each of four quartile pay bands.

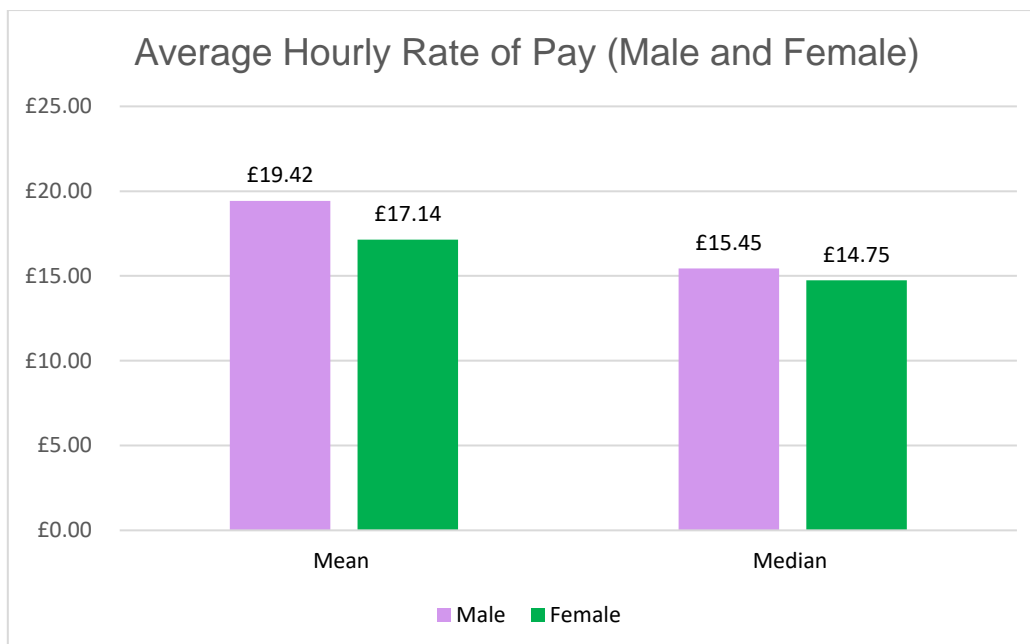
Data on bonus pay is not provided in this report as no employees currently receive bonus payments.

The figures used in this report have been reached using the mechanisms that are set out in the gender pay gap reporting legislation.

2.0 Results

St Gemma's Hospice gender pay gap data was collected on 5 April 2024. At this time there were 329 who were classified as full pay relevant employees; 285 females and 44 males, which equates to 87% and 13% respectively.





2.1 Mean Gender Pay Gap

In 2024 the Hospice has a mean gender pay gap of 11.74%

This shows the difference between the mean hourly rate of pay of male employees and the mean hourly rate of pay of female employees: *this positive pay gap means that on average male employees earn 11.74% more than women.* As shown in the table below, this gap has decreased by **0.4%** since 2023.

2.2 Median Gender Pay Gap

In 2024 the Hospice's median gender pay gap is 4.53%

This shows the difference between the median hourly rate of pay of male employees and the median hourly rate of pay of female employees: *this positive pay gap means that as a proportion of men's pay, women's hourly rates are 4.53% lower.* As shown below, this gap has increased by **3.66%** since 2023.



2.3 Table to show the mean gender pay gap and median gender pay gap between 2019 and 2024

	2019	2020	2021	2022	2023	2024	+/- Percentage Points
Mean gender pay gap in hourly pay	12.5%	5.3%	4.1%	7.2%	12.14%	11.74%	-0.4%
Median gender pay gap in hourly pay	-7%	-4.9%	-2.2%	3.2%	0.87%	4.53%	+3.66%

2.4 The proportions of male and female employees in the quartile pay bands

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Total
Female	69 (83%)	76 (93%)	71 (87%)	69 (84%)	285 (87%)
Male	14 (17%)	6 (7%)	11 (13%)	13 (16%)	44 (13%)
Total	83	82	82	82	329

3.0 Summary

In line with the workforce in the health and social care sector, St Gemma's workforce is predominantly female. According to the Nursing and Midwifery Council (NMC) Register England (April 2023 – March 2024), 88.9%¹ of nurses identify as female. The nursing staff fall into the middle and upper quartiles. These factors have an impact on the overall median pay gap figures highlighted in the report.

There are significantly more women than men employed in each quartile, including in the two upper quartiles.

Women are well represented in the leadership of the hospice. 60% of the Hospice Leadership Team are female, as well as 70% of the senior leadership team.

The predominance of female employees working in nursing and allied health care professions in the mid-range pay bands is a key factor that contributes to the pay gaps reported.

The national average mean gender pay gap for all employees currently stands at 7%². St Gemma's pay gap is higher than this average at 11.74%.

There were more males in the upper quarters this year than previous years, resulting in the increase in the median gender pay gap.

Whilst it is disappointing to see the median gender pay gaps increasing this year, the mean gender pay gap has decreased and is now 11.74%.

It is important to note that the pay gaps reported within this report do not indicate that we have an equal pay issue. Our job evaluation process and grading structure ensures that colleagues are rewarded fairly for the work that they do at every level.

St Gemma's Hospice is committed to equality of pay and encourages, through its policies and practices, a diverse and inclusive workplace, which provides equal opportunities to all, irrespective of gender or any other protected characteristic.

We will continue to support employees through the organisation's policies on flexible working (at the date of reporting 55% of our employees worked on part-time basis). We aim to continually learn and develop and will identify any actions St Gemma's might reasonably take to improve our gender balance.

I can confirm that at the date submitted the data contained in this report is accurate to the best of my knowledge.

A handwritten signature in black ink that reads "Kerry Jackson".

Kerry Jackson
Chief Executive

¹ [The NMC register](#)

² [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](#)