

1 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 2017.

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 Results

A The Hospice has a mean gender pay gap of 11.7%:

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 11.7% more than women.*

B The Hospice's median gender pay gap is -11.4%:

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 negative pay gap means that as a proportion of men's pay, women's hourly rates are higher.*

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

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile	Total
Female	62 83.8%	64 87.7%	69 94.5%	68 91.9%	263 89.5%
Male	12 16.2%	9 12.3%	4 5.5%	6 8.1%	31 10.5%
Total	74	73	73	74	294

3 Narrative

In line with the workforce in the health and social care sector, St Gemma's workforce is predominantly female.

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

The leadership of the Hospice is predominantly female. Three of the five senior leaders of the organisation are female; and 87% of those at Head of Department level are female.

Key factors that contribute to the pay gaps reported:

- The predominance of female employees working in nursing and allied health care professions in the mid-range pay bands. This impacts on the median pay gap.
- The higher proportion of men in medical Consultant posts (paid under national salary terms). This impacts on the mean pay gap
- The higher proportion of male medical Consultants who receive Clinical Excellence Awards. This impacts on the mean pay gap.

The national average pay gap for all employees is currently 18.4%¹. St Gemma's pay gap is much lower than this average.

¹ April 2017

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/annualsurveyofhoursandearnings/2017provisionaland2016revisedresults#gender-pay-differences>

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 and the key commitments under our Leeds Commitment to Carers status. 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:



Kerry Jackson
Chief Executive