

Gender Pay Gap Report 2018

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 2018.

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:

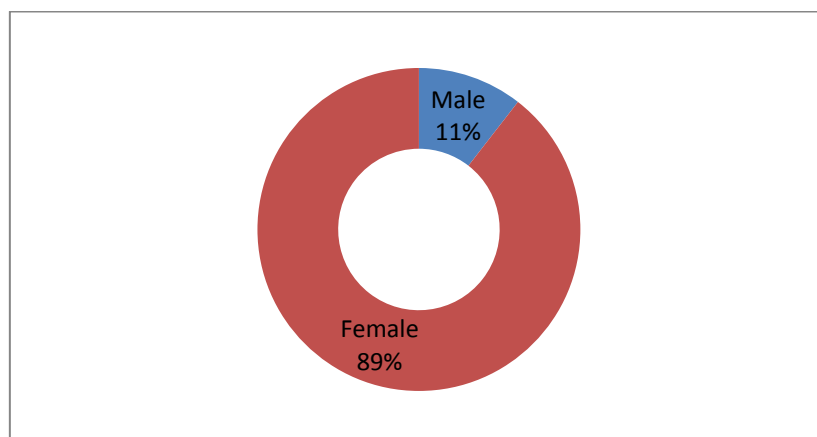
- the difference in the mean pay of full-pay men and women, expressed as a percentage;
- the difference in the median pay of full-pay men and women, expressed as a percentage;
- the difference in mean bonus pay of men and women, expressed as a percentage;
- the difference in median bonus pay of men and 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

St. Gemma's Hospice's gender pay gap data was collected on 5 April 2018. At this time there were 295 employees within its workforce; 264 women and 31 men, which equates to 89% and 11% respectively.



Average Hourly Rate of Pay



A In 2018 the Hospice has a mean gender pay gap of 13.8%:

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 13.8% more than women.* As shown in the chart below, this gap has increased by 2.1% since 2017.

B In 2018 the Hospice's median gender pay gap is -7.3%:

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 7.3% higher.* As shown below, this gap has reduced by 4.1% since 2017.

	2017	2018	+/- Percentage Points
Mean gender pay in hourly pay	11.7%	13.8%	+2.1
Median gender pay in hourly pay	-11.4%	-7.3%	-4.1

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	63	67	67	67	264
	85.1%	90.5%	91.8%	90.5%	89.5%
Male	11	7	6	7	31
	14.9%	9.5%	8.2%	9.5%	10.5%
Total	74	74	73	74	295

These quartile splits are similar to those found in our 2017 report.

3 Narrative

In line with the workforce in the health and social care sector, St Gemma's workforce is predominantly female. According to the Office for National Statistics, 86% of nurses are 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.

The leadership of the Hospice is also predominantly female. Half of the 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 17.9%¹. St Gemma's pay gap is lower than this average.

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 (currently 55% of our employees work on part-time basis) 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

¹ October 2018

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2018#measuring-these-data>