

Gender Pay Gap Report 2019

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 2019.

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:

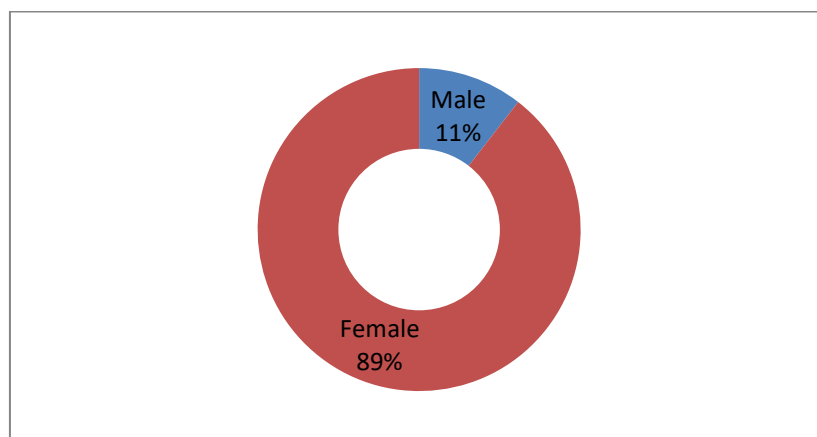
- the difference in the mean pay of full-pay men and women, expressed as a percentage;
- the difference in the median pay of full-pay men and women, expressed as a percentage;
- the difference in mean bonus pay of men and women, expressed as a percentage;
- the difference in median bonus pay of men and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

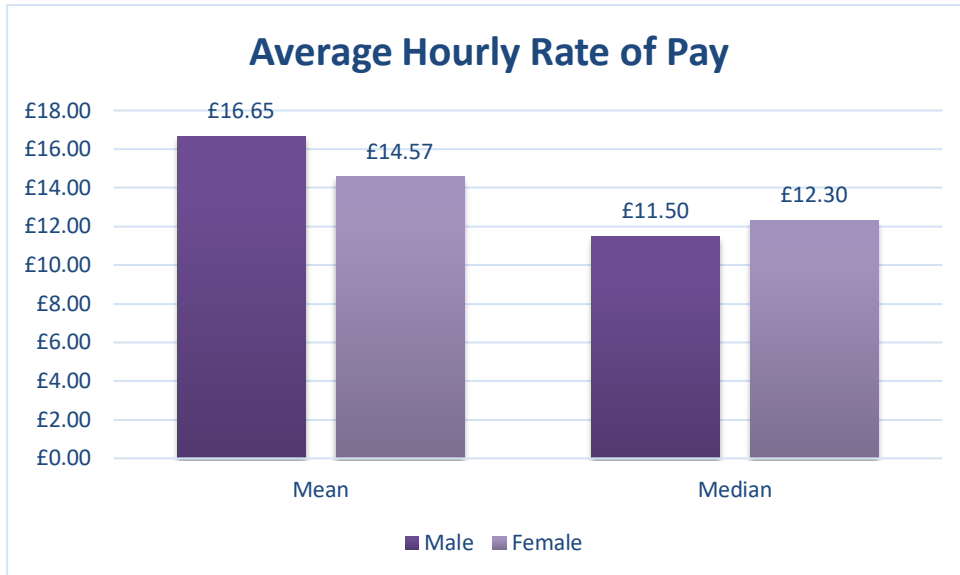
Data on bonus pay is not provided in this report as no employees currently receive bonus payments.

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 2019. At this time there were 288 employees within its workforce; 256 women and 32 men, which equates to 89% and 11% respectively.





A In 2019 the Hospice has a mean gender pay gap of 12.5%:

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 12.5% more than women*. As shown in the chart below, this gap has decreased by 1.3% since 2018.

B In 2019 the Hospice's median gender pay gap is -7.0%:

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 7.0% higher*. As shown below, this gap has reduced by 0.3% since 2018.

	2017	2018	2019	+/- Percentage Points
Mean gender pay in hourly pay	11.7%	13.8%	12.5%	-1.3
Median gender pay in hourly pay	-11.4%	-7.3%	-7.0%	+0.3

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	64	62	65	65	256
	88.9%	86.1%	90.3%	90.3%	88.9%
Male	8	10	7	7	32
	11.1%	13.9%	9.7%	9.7%	11.1%
Total	72	72	72	72	288

These quartile splits are similar to those found in our 2017 and 2018 reports.

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' latest figures (based on 2018's workforce), 87% 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 89% 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 17.3%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 53% 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 2019

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2019>