

St Gemma's Hospice

Gender Pay Gap Report 2023

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 2023.

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:

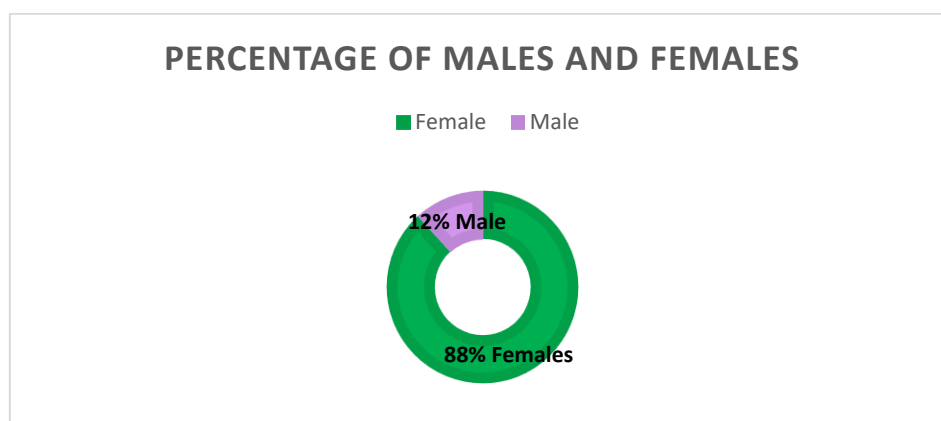
- The difference in the mean pay of full-pay men and women, expressed as a percentage;
- The difference in the median pay of full-pay men and women, expressed as a percentage;
- The difference in mean bonus pay of men and women, expressed as a percentage;
- The difference in median bonus pay of men and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

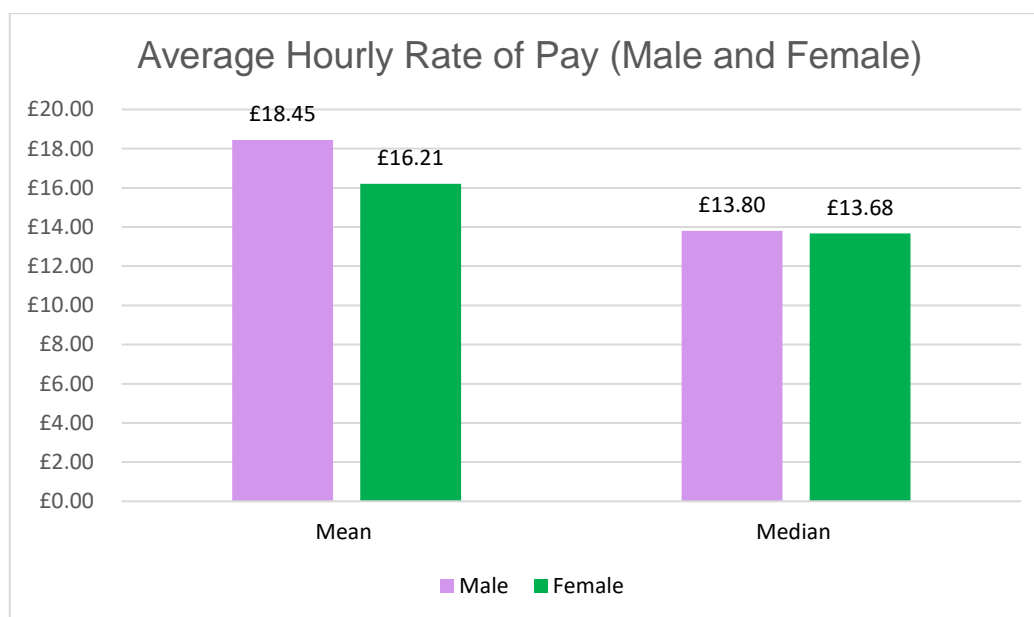
Data on bonus pay is not provided in this report as no employees currently receive bonus payments.

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 2023. At this time there were 331 who were classified as full pay relevant employees; 292 females and 39 males, which equates to 88% and 12% respectively.





2.1 Mean Gender Pay Gap

In 2023, the Hospice has a mean gender pay gap of 12%

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% more than women.* As shown in the chart below, this gap has increased by 4.8% since 2022.

2.2 Median Gender Pay Gap

In 2023 the Hospice's median gender pay gap is 0.87%

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 0.87% lower.* As shown below, this gap has decreased by 2.33% since 2022.

2.3 Table to show the mean gender pay gap and median gender pay gap between 2019 and 2023

	2019	2020	2021	2022	2023	+/- Percentage Points
Mean gender pay gap in hourly pay	12.5%	5.3%	4.1%	7.2%	12%	+4.8%
Median gender pay gap in hourly pay	-7%	-4.9%	-2.2%	3.2%	0.87%	-2.33%

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	71 (85.54%)	76 (91.57%)	74 (89.16%)	71 (86.59%)	292 (88.22%)
Male	12 (14.46%)	7 (8.43%)	9 (10.84%)	11 (13.41%)	39 (11.78%)
Total	83	83	83	82	331

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 - September 2022), 89.0%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. 66.67% 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 is currently 7.7%². St Gemma's pay gap is higher than this average at 12%.

Both female and male employees were more evenly split across each of quarter this year, resulting in a decrease in median pay.

Whilst it is disappointing to see the mean gender pay gaps increasing this year, the median gender pay gap has decreased and is now only 0.87%. The Office for National Statistics (ONS) have encouraged users to focus on long-term trends, rather than year-on-year changes. Among full-time employees the national gender pay gap in 2023 was 7.7% which was a small increase on the previous figure of 7.6%.

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 51% of our employees worked 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.

¹ [The NMC register](#)

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

Report Title: Gender Pay Gap Report – 2023
Date: January 2024



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'. The signature is written in a cursive style.

Kerry Jackson
Chief Executive