

Saint Francis Hospice Gender Pay Gap Report as at 5 April 2023

BACKGROUND:

Under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we are required to produce an annual report showing the following six measures:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each pay quartile

As required by the legislation, this information is a snapshot of our employee data as at 5 April 2023.

Nationally, the mean Gender Pay Gap has reduced over the last few years to 7.7% in 2023 in favour of men.

RESULTS:

Over the past year we have made some progress in reducing the pay gap between men and women. The Hospice has a predominantly female workforce which is reflected in our figures. We employed 214 women and 31 men at the snapshot date.

1 Mean gender pay gap between Men and Women is -5.48%

The average hourly rate for Females is £16.93, and for Males £16.05.

2 Median gender pay gap between Men and Women is 0.00%

With 214 Female employees, we took the average of the 107th and 108th highest hourly rates of pay, which was £14.89 per hour. With 31 Male employees, we took the 16th highest hourly rate of pay, which was also £14.89 per hour.

3 Mean bonus gender pay gap between Men and Women

No bonus payments were made in the previous 12 months.

4 Median bonus gender pay gap between Men and Women

No bonus payments were made in the previous 12 months.

5 Proportion of males and females receiving a bonus payment

No bonus payments were made in the previous 12 months.

6 Proportion of males and females in each pay quartile

Of the 62 employees in the lower quartile, 51 are Female and 11 are Male. This means 82.3% are Female and 17.7% are Male.

Of the 61 employees in the lower middle quartile, 56 are Female and 5 are Male. This means 91.8% are Female and 8.2% are Male.

Of the 61 employees in the upper middle quartile, 53 are Female and 8 are Male. This means 86.9% are Female and 13.1% are Male.

Of the 61 employees in the upper quartile, 54 are Female and 7 are Male. This means 88.5% are Female and 11.5% are Male.

I confirm that the above information is accurate.





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Grazina Berry
Chief Executive Officer
January 2024