

## Saint Francis Hospice

### Gender Pay Gap Report as at 5 April 2024

We currently employ over 250 employees and therefore are required to report on pay differentials between men and women as at 5 April 2024.

At Saint Francis Hospice we have a negative pay gap as our female employees are paid more on average than male employees.

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

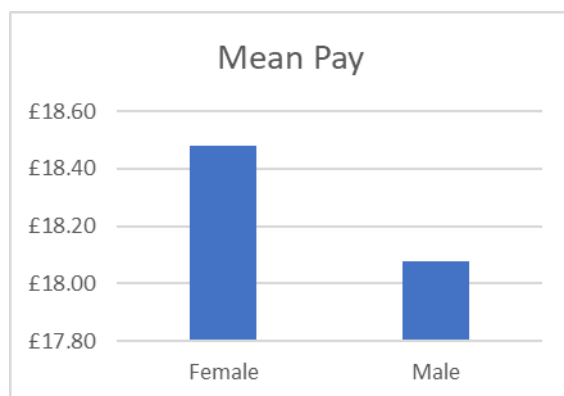
- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each pay quartile

As required by the legislation, this information is a snapshot of our employee data as at 5 April 2024.

The Hospice has a predominantly female workforce which is reflected in our figures. We are committed to recruiting the "best" person for the role regardless of gender. We will continue to ensure all recruitment is free from any gender bias, and will continue to monitor and review how the gap can be reduced.

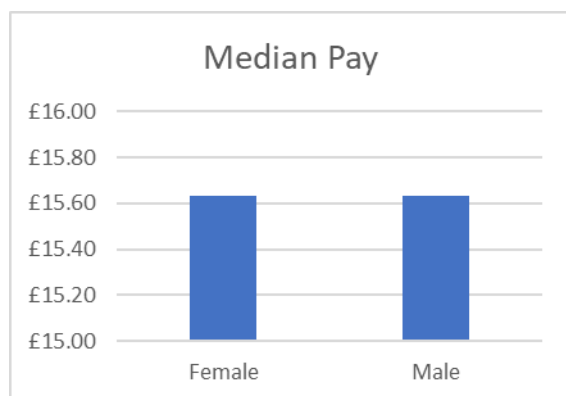
#### **1 Mean gender pay gap between Men and Women is -7.23%**

The average hourly rate for Females is £18.48 and for Males £18.08.



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

With 217 Female employees, we took the 109th highest hourly rate of pay, which was £15.63 per hour. With 37 Male employees, we took the 19<sup>th</sup> highest hourly rate of pay, which was also £15.63 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 63 employees in the lower quartile, 52 are Female and 11 are Male. This means 82.5% are Female and 17.5% are Male.

Of the 64 employees in the lower middle quartile, 57 are Female and 7 are Male. This means 89.1% are Female and 10.9% are Male.

Of the 64 employees in the upper middle quartile, 53 are Female and 11 are Male. This means 82.8% are Female and 17.2% are Male.

Of the 63 employees in the upper quartile, 55 are Female and 8 are Male. This means 87.3% are Female and 12.7% are Male.

Saint Francis Hospice is committed to equality of opportunity for all colleagues, including volunteers, individuals in our care and their loved ones. The workforce for palliative and end-of-life care is dominated at all levels in the paid sector by females. The predominance of female employees working in nursing and allied health care professions in the mid-range pay bands within Saint Francis Hospice is a key factor that contributes to the pay gap reported.

Promoting equality, diversity and inclusion is a key component of our Organisational Strategy. We want to ensure that employees from all backgrounds feel included as team members and feel able to thrive in our organisation. Over the coming year we will review how we attract, recruit, develop and promote those from underrepresented groups in our organisation.

I confirm that the above information is accurate.

A handwritten signature in black ink, appearing to read 'Grazina Berry', with a stylized, flowing script.

Grazina Berry  
**Chief Executive Officer**  
March 2025