

Saint Francis Hospice

Gender Pay Gap Report as at 5 April 2018

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 2018.

Steps will be taken, where possible, to minimise or readdress any identified inequities. The Hospice has a predominantly female workforce which is reflected in our figures. We are committed to recruiting the "best" person for the role irrelevant of their gender. We will continue to ensure all recruitment is free from any gender bias.

1 Mean gender pay gap between Men and Women is -24.74%

The average hourly rate for Females is £14.67, and for Males £11.76.

2 Median gender pay gap between Men and Women is -43.28%

With 255 Female employees, we took the 128th highest hourly rate of pay, which was £13.11 per hour. With 37 Male employees, we took the 19th highest hourly rate of pay, which was £9.15 per hour.

3 Mean bonus gender pay gap between Men and Women is -128.82%

22 Female employees and 1 Male employee received a bonus between 1 April 2017 and 31 March 2018. Six Female employees received four bonus payments, nine received three payments, two received two payments, and five received one payment. The Male employee received one bonus payment. The average individual payment received by Female employees was £309.41, with the Male employee receiving £135.22.

4 Median bonus gender pay gap between Men and Women is -108.65%

60 bonus payments were made to Female employees, with the average of the 30th and 31st payments being £282.14. The one Male bonus payment was £135.22.

5 Proportion of males and females receiving a bonus payment

There were 255 relevant Female employees, 22 of which received a bonus, and 37 relevant Male employees, of which one received a bonus. This means 8.63% of relevant Female employees received a bonus and 2.70% of relevant Male employees received a bonus.

6 Proportion of males and females in each pay quartile

Of the 73 employees in the lower quartile, 51 are Female and 22 are Male. This means 69.86% are Female and 30.14% are Male.

Of the 73 employees in the lower middle quartile, 69 are Female and 4 are Male. This means 94.52% are Female and 5.48% are Male.

Of the 73 employees in the upper middle quartile, 67 are Female and 6 are Male. This means 91.78% are Female and 8.22% are Male.

Of the 73 employees in the upper quartile, 68 are Female and 5 are Male. This means 93.15% are Female and 6.85% are Male.

I confirm that the above information is accurate.

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Pam Court
Chief Executive Officer
March 2019