

## **Saint Francis Hospice**

### **Gender Pay Gap Report as at 5 April 2022**

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 2022.

Over the past year we have made some progress in reducing the gap between men and women. 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, and will continue to monitor and review how the gap can be reduced.

#### **1 Mean gender pay gap between Men and Women is -19.71%**

The average hourly rate for Females is £15.85, and for Males £13.24.

#### **2 Median gender pay gap between Men and Women is -21.09%**

With 209 Female employees, we took the 105th highest hourly rate of pay, which was £14.18 per hour. With 35 Male employees, we took the 18<sup>th</sup> highest hourly rate of pay, which was £11.71 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 61 employees in the lower quartile, 46 are Female and 15 are Male. This means 75.4% are Female and 24.6% are Male.

Of the 61 employees in the lower middle quartile, 51 are Female and 10 are Male. This means 83.6% are Female and 16.4% are Male.

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

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I confirm that the above information is accurate.



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Pam Court  
Chief Executive Officer  
March 2023