

## **Saint Francis Hospice**

### **Gender Pay Gap Report as at 5 April 2020 (reported March 2021)**

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 2020.

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 -25.04%**

The average hourly rate for Females is £15.43, and for Males £12.34. The gap has reduced by £0.50 since last year.

#### **2 Median gender pay gap between Men and Women is -34.24%**

With 221 Female employees, we took the 111<sup>st</sup> highest hourly rate of pay, which was £13.76 per hour. With 37 Male employees, we took the 19<sup>th</sup> highest hourly rate of pay, which was £10.25 per hour. This median has reduced from 37.42% last year, this is the second year where we have a reduction in the Median.

#### **3 Mean bonus gender pay gap between Men and Women is -101.72%**

14 Female employees and 1 Male employee received a bonus between 1 April 2019 and 31 March 2020. All employees received one bonus payment in the year. The average individual payment received by Female employees was £316.84, with the Male employee receiving £157.07.

#### **4 Median bonus gender pay gap between Men and Women is -72.42%**

14 bonus payments were made to Female employees, with the average of the 7<sup>th</sup> and 8<sup>th</sup> payments being £270.82. With 4 payments to the Male employee, the bonus payments was £157.07. This is an increase since last year which was 65.55%.

#### **5 Proportion of males and females receiving a bonus payment**

There were 221 relevant Female employees, 14 of which received a bonus, and 37 relevant Male employees, of which one received a bonus. This means 6.33% of relevant Female employees received a bonus and 2.70% of relevant Male employees received a bonus. Bonuses are only paid in one Directorate and these payments have now ceased.

#### **6 Proportion of males and females in each pay quartile**

Of the 65 employees in the lower quartile, 46 are Female and 19 are Male. This means 70.8% are Female and 29.2% are Male. This is a similar position to last year.

Of the 64 employees in the lower middle quartile, 56 are Female and 8 are Male. This means 87.5% are Female and 12.5% are Male.

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

Of the 65 employees in the upper quartile, 62 are Female and 3 are Male. This means 95.38% are Female and 4.62% are Male.

I confirm that the above information is accurate.



Pam Court  
Chief Executive Officer  
March 2021