

## 2018 Gender Pay Gap Report

### 1. Introduction and background

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap information) regulations 2017 and the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. These regulations require charities with 250 or more relevant employees are required to publish gender pay gap information annually, both on the Government website and on their own. This is the second such report the Hospice has published. This report outlines the data that was published on the Government Website as well as some additional narrative and benchmarking, in order to help us better understand what this means for the Hospice.

The data is based on the number of people employed by the Hospice and what they were paid at the “snapshot date” of 5<sup>th</sup> April 2018. At that date St Joseph’s Hospice had 237 employees classed as “full –pay relevant employees and were used in the reporting of hourly pay gap statistics.

### 2. Workforce composition and Pay Structures

The Gender breakdown of the Hospices workforce at the reporting date was 77% female and 23% male. This shows a higher proportion of females to males which reflects the local borough of Hackney. The gender representation exactly mirrors the NHS. (Source: NHS employers infographic 2018).

The hospice mirrors agenda for change pay scales for the majority of staff (presently we mirror the 2018-19 pay scales) with a job matching system in place which requires roles to be evaluated for pay through a fair and robust process. A small number of staff receive spot salaries (5%), and a small number of medical staff directly employed by the hospice (2.3%) are paid in line with the NHS Pay and conditions circular for medical and dental staff.

### 3. St Joseph’s Hospice Statistics

- Our mean gender pay gap is 5.1%
- Our median gender pay gap is -4%
- Our mean bonus pay gap is 0%
- Our median gender bonus gap is 0%
- The hospice does not pay bonuses to any staff

Our pay quartiles percentages (the number of employees in each band):

Band	Description	Males	Females
A	Includes all employees whose standard hourly rate places them <b>at or below the lower quartile</b>	18.6% (11)	81.4% (48)
B	Includes all employees whose standard hourly rate places them <b>above the lower quartile but at or below the median</b>	32.2% (19)	67.8% (40)
C	Includes all employees whose standard hourly rate places them <b>above the median but at or below the upper quartile</b>	22.0% (13)	78.0% (46)
D	Includes all employees whose standard rate places them <b>above the upper quartile</b>	20.0% (12)	80.0% (48)

However, this data doesn't tell us enough about our gender pay and what it means for St. Joseph's Hospice and how we compare with other organisations, other charities, or organisations with similar numbers of staff so we have undertaken some further benchmarking

#### 4. Benchmarking and narrative

The following analysis benchmarks St Joseph's Hospice data against benchmarks derived from participants in the XpertHR Gender Pay Gap reporting service, which includes

- Whole sample – all organisations
- Sector – organisations in the same broad Sector – Charities/ Not for profit
- Employees – organisations with a similar number of employees

Additionally, our results have been benchmarked against data from the office for National statistics Annual Survey of Hours and Earnings 2017

Group	Mean gender pay gap (%)	Mean gender pay gap (£)
St. Joseph's Hospice	5.1	0.81
Whole sample	16.6	2.97
Sector: Charities / not for profit	11.3	1.90
Industry: Not for profit	11.3	1.90
National Statistics (ASHE 2017)	All employees: 17.4; Human health and social work: 25.0; Other services: 22.1	All employees: 3.06; Human health and social work: 4.71; Other services: 3.60

## Summary

At 5.1%, the mean gender pay gap for St. Joseph's Hospice is significantly below the whole sample figure. It is significantly below the figure for organisations in the same sector and significantly below the figure for organisations in the same industry.

Compared to last year the mean gender pay gap for St. Joseph's Hospice has increased by 3.9 percentage points (2017: 1.2%). This is in part due to a more reliable data set

### 4.1 St Joseph's Hospice median Gender pay gap

The median gender pay gap for the Hospice -4.0%.

This calculation shows the difference between the median hourly rate of pay that male and female relevant employees receive. Our median rates of pay for each gender are:

- A median male hourly rate of £13.98
- A median female hourly rate of £14.54

How does this compare?

Group	Median gender pay gap (%)	Median gender pay gap (£)
St Joseph's Hospice	-4.0	-0.56
Whole sample	12.4	1.86
Sector: Charities / not for profit	8.1	1.28
Industry: Not for profit	8.1	1.28
National Statistics (ASHE 2017)	All employees: 18.4; Human health and social work: 18.8; Other services: 23.6	All employees: 2.52; Human health and social work: 2.72; Other services: 2.98

## Summary

At -4.0%, the median gender pay gap for St Joseph's Hospice is significantly below the whole sample figure. It is significantly below the figure for organisations in the same sector and significantly below the figure for organisations in the same industry.

Compared to last year the median gender pay gap for St Joseph's Hospice has increased by 13.1 percentage points (2017: -17.1%).

Note: A minus figure means that the female median rate is higher than the male median rate. This is likely to be due to the high proportion of females employed by the hospice (77% of workforce).

### 4.2 Our Mean gender bonus gap

In 2018 we reported a bonus pay gap. This was based derived from the practice of the hospice of giving a cash gift equal to the amount spent on Christmas events. This is not a true bonus and this practice has not been repeated. St Joseph's Hospice does not make bonus payments to staff. Consequently our mean gender bonus is 0%

How does this compare?

Group	Mean gender bonus gap (%)	Mean gender bonus gap (£)
St Joseph's Hospice	--	--
Whole sample	33.0	945.70
Sector: Charities / not for profit	5.6	51.16
Industry: Not for profit	5.6	51.16
National Statistics (ASHE 2017)	All employees: 71.0; Human health and social work: --; Other services: - -	All employees: 1652.00; Human health and social work: --; Other services: --

### 4.3 Gender Pay Quartiles

St Joseph's Hospice pay quartiles, percentage in each band (number of employees in each band)

Band	Description	Males	Females
A	Includes all employees whose standard hourly rate places them <b>at or below the lower quartile</b>	18.6% (11)	81.4% (48)
B	Includes all employees whose standard hourly rate places them <b>above the lower quartile but at or below the median</b>	32.2% (19)	67.8% (40)
C	Includes all employees whose standard hourly rate places them <b>above the median but at or below the upper quartile</b>	22.0% (13)	78.0% (46)
D	Includes all employees whose standard rate places them <b>above the upper quartile</b>	20.0% (12)	80.0% (48)

How does this compare?

Group	Band A (lowest paid)	Band B	Band C	Band D (highest paid)
St Joseph's Hospice	Male: 18.6% Female: 81.4%	Male: 32.2% Female: 67.8%	Male: 22.0% Female: 78.0%	Male: 20.0% Female: 80.0%
Whole sample	Male: 48.7% Female: 51.3%	Male: 55.7% Female: 44.3%	Male: 61.2% Female: 38.8%	Male: 67.2% Female: 32.8%
Sector: Charities / not for profit	Male: 31.3% Female: 68.7%	Male: 33.2% Female: 66.8%	Male: 35.5% Female: 64.5%	Male: 42.2% Female: 57.8%
Industry: Not for profit	Male: 31.3% Female: 68.7%	Male: 33.2% Female: 66.8%	Male: 35.5% Female: 64.5%	Male: 42.2% Female: 57.8%

## 5. Summary

Overall, the hospice does not appear to have a significant gender pay gap.

The composition of our highest paid staff (band D of the quartile report) is comprised of 80% female and 20% male which sets us higher than the composition of high earners in other organisations in the sector (42% male and 57.8% female). This high percentage of female high earners also broadly mirrors the composition of the workforce at the hospice as a whole (77% female) and reflects the high number of females employed in clinical roles in the NHS workforce composition figures (77%). This gives reassurance that there is no 'glass ceiling' preventing females from entering into high paid positions at the hospice.

This is the second year the hospice has been required to produce a gender pay gap report and therefore a trend analysis is somewhat limited. A more robust data set was provided for the period under report presents an ongoing desire on the part of the Hospice to improve its reporting in this area. However, this does show a smaller overall pay gap than in 2017. However, we will continue to trend analyse data and continue to benchmark the Hospice against other organisations within the sector as well as benchmarking against other hospices in future where possible.