

2020 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 5th April 2020. At that, date St Joseph’s Hospice had 248 employees classed relevant Employees and 243 classed as “full –pay relevant employees and were used in the reporting of hourly pay gap statistics. We are therefore reporting on a voluntary basis.

1. Workforce composition and Pay Structures

The Gender breakdown of the Hospices workforce at the reporting date was 78% female and 22% male. This shows a higher proportion of females to males which was once reflective of the local borough of Hackney however in the years since the last census there has been a levelling and whilst female number are higher than male the split is much nearer 50/50. Newham projects a male population outnumbering females and Islington reports that 51% of the population are male 49% are female. The gender representation exactly mirrors the NHS. (Source: NHS employer’s engagement and networks).

The hospice operates three pay scales; for clinical staff the Hospice mirrors agenda for change pay scales (presently we mirror the 2020-21 pay scales). For non-clinical staff we have a separate pay scale and spot pay. 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. the Hospice has strengthened its processes for setting pay by the introduction of Job evaluation, Job matching and market rate review. However, the operation of three pay models is both unwieldy to operate and lacks transparency in consequence of this the Hospice has plans to develop a single pay scale with a pay progression model that underpins the Values and Behaviours Framework that was co-created by Hospice staff

2. St Joseph's Hospice Statistics

- Our mean gender pay gap is -2.0%
- Our median gender pay gap is -1.3%
- Our mean bonus pay gap is 0%
- Our median gender bonus gap is 0%
- The hospice does not pay bonuses to any staff

3. Trend

Year	Install-11420, mean gender pay gap (%)	Change from previous year (percentage points)
2020	-2.0	-6.9
2019	4.8	-0.3
2018	5.1	3.9
2017	1.2	--

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

Band	Description	Males	Females
D	Includes all employees whose standard hourly rate places them in the upper quartile	19.7% (12)	80.3% (49)
C	Includes all employees whose standard hourly rate places them in the upper middle quartile	23.0% (14)	77.0% (47)
B	Includes all employees whose standard hourly rate places them in the lower middle quartile	24.6% (15)	75.4% (46)
A	Includes all employees whose standard hourly rate places them in the lower quartile	18.3% (11)	81.7% (49)

All Bands	All employees	21.4% (52)	78.6% (191)
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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 Xpert HR and National statistics

Group	Mean gender pay gap (%)
St Joseph's Hospice	-2.0
Whole sample	13.7
Sector: Charities / not for profit	6.0
Industry: Not for profit	6.0
All employees	14.4
Human health and social work	21.8

Summary At -2.0%, the mean gender pay gap for Install-11420 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

5.1 St Joseph's Hospice median Gender pay gap

The median gender pay gap for the Hospice -1.3%.

This calculation shows the difference between the median hourly rates 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 (%)
St Joseph's Hospice	-1.3
Whole sample	10.6
Sector: Charities / not for profit	2.2
Industry: Not for profit	2.2
Human Health and social work (Source National Statistics)	15.8
All employees (Source: National Statistics)	: 15.8;

Summary

At -1.3%, 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.

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 (78% of workforce).

5.2 Our Mean gender bonus gap

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	20	35.09
Sector: Charities / not for profit	24.2	34.85
Industry: Not for profit	24.2	34.85
National Statistics	Human health and social work: –	Human health and social work: –

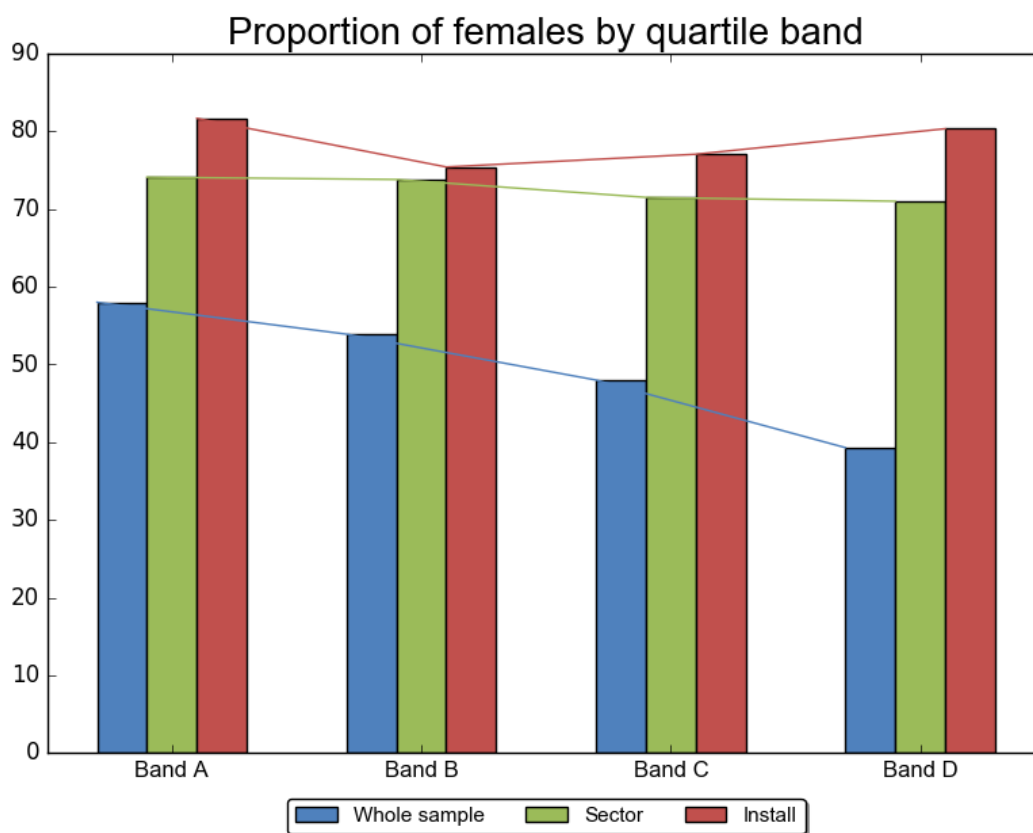
Not enough Hospices have declared their Gender Pay Gap for us to provide comparative data at time of writing. This report will therefore be updated in autumn 2021 when this information must be declared.

5.3 Gender Pay Quartiles

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

Band	Description	Males	Females
D	Includes all employees whose standard hourly rate places them in the upper quartile	19.7% (12)	80.3% (49)
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This reveals a fairly even distribution across the pay quartiles perhaps more so for men than women

5. Summary

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

This is the fourth year the hospice has been required to produce a gender pay gap report and the second year where we asked the company that analyses our data to provide trend analysis our ability to analyse trend is therefore developing. 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. A new HR IS system was implemented during 2020 in order to provide the hospice with even more rigorous data sets going forward. The previous system was still in force when we reported for 2020. 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.

We will continue to invest in rigorous processes for both setting and progressing pay in the Hospice as part of our commitment to managing the talent of the hospice staff team and move to a single transparent pay and pay progression system that embeds the Hospice's clear values and behaviours framework that was co-created by the staff team.