

2021 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 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 2021. At that date, St Joseph’s Hospice had 256 employees classed relevant Employees and 228 classed as “full –pay relevant employees and were used in the reporting of hourly pay gap statistics. We are therefore reporting as an in scope employer.

1. Workforce composition and Pay Structures

The Gender breakdown of the Hospices workforce at the reporting date was 76.3% female and 23.7% male. This is the same as in 2020. 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 is similar the NHS, which reports a workforce comprising 67.8% women and 32.2% Male (Source: NHS gender pay gap report 2021).

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. During 2021 some work was undertaken to reduce the pay scales from three to two by taking those staff on spot pay and transferring them to the Hospices non clinical pay scale which has been renamed the Professional staff pay scale to recognise the contribution of those staff in a more inclusive way and allowing pay to progress. We will measure the impact of this action in 2022 Gender Pay Gap Report.

The Hospice has continued to strengthen its processes for setting pay by further embedding Job evaluation, Job matching and market rate review. The hospice now contributes to a national salary survey and market rate service, which has introduced even more rigour into pay setting processes. This is the beginning of the work detailed in the 2020 report to develop an inclusive and transparent pay and pay progression model that underpins the Values and Behaviours Framework it is pleasing to note that this first step has been well received by affected staff

2. St Joseph’s Hospice Statistics

- Our mean gender pay gap is -3.0%, this is an absolute difference of £0.64 per hour
- Our median gender pay gap is 0.2%, this is an absolute difference of £0.04 per hour
- 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)
2021	-3.1	1.0
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	26.3% (15)	73.7% (42)
C	Includes all employees whose standard hourly rate places them in the upper middle quartile	22.8% (13)	77.2% (44)
B	Includes all employees whose standard hourly rate places them in the lower middle quartile	33.3% (19)	66.7% (38)
A	Includes all employees whose standard hourly rate places them in the lower quartile	12.3% (7)	87.7% (50)
All Bands	All employees	23.7% (54)	76.3% (174)

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

We have benchmarked our results against data from the Xpert HR and National statistics

Source	Group	Mean gender pay gap (%)
St Joseph's Hospice, Hackney		-3.1
All 2020-21 reports	Whole sample	13.0

All 2020-21 reports	Sector: Charities / not for profit	7.2
All 2020-21 reports	Industry: Not for profit	7.2
National Statistics	All employees	14.4
National Statistics	Human health and social work	21.8

Summary at -3.1%, the mean gender pay gap for the 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.

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?

Source	Group	Median gender pay gap (%)
St Joseph's Hospice		0.2
All 2020-21 reports	Whole sample	10.1
All 2020-21 reports	Sector: Charities / not for profit	3.3
All 2020-21 reports	Industry: Not for profit	3.3
National Statistics	All employees	15.4

National Statistics	Human health and social work	15.8
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Summary

At -0.2%, 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 (76.3% 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?

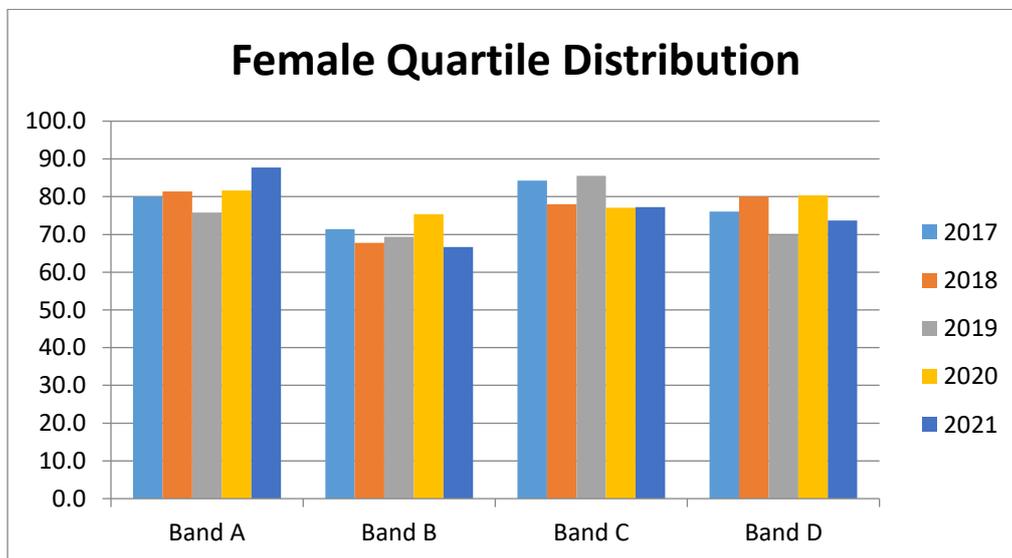
Group	Mean gender bonus gap (%)	Mean gender bonus gap (£)
St Joseph's Hospice	--	--
Whole sample	20	34.3
Sector: Charities / not for profit	24.2	17.9
Industry: Not for profit	24.2	17.9
National Statistics	All employees	66.8
National Statistics	Human health and social work	--

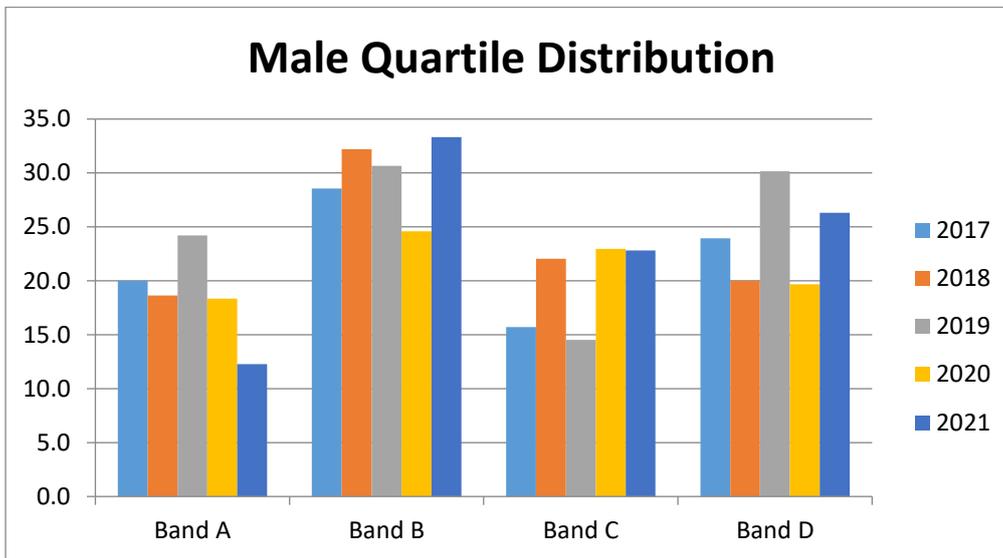
Not enough Hospices have declared their Gender Pay Gap for us to provide comparative data at time of writing. This report will be updated when this information is declared.

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	26.3% (15)	73.7% (42)
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This reveals a reasonably even distribution across the pay quartiles particularly for Females and the plotted trend since 2017 is remarkably consistent in terms of how pay is distributed across the bands for both genders.

5. Summary

Overall, the hospice does not appear to have a significant gender pay gap. Although the increase in pay gap is an unwelcome trend. It will be important to note the impact of in year work in next years' pay gap report.

This is the fifth year the hospice has been required to produce a gender pay gap report and the third 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. The new HR IS system implemented during 2020 has continued to provide the hospice with even more rigorous data set for this report. We continue to develop the capabilities of the HR IS system. 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 transparent pay and pay progression system that embeds the Hospice's values and behaviours framework that the staff team co-created.