

## 2019 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 259 workers classed as “relevant employees” 249 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 4.8% or an absolute difference of £0.97 per hour
- Our median gender pay gap is -8.2% or an absolute difference of -£1.32 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

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 at or below the lower quartile	24.2% (15)	75.8% (47)
B	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median	30.6% (19)	69.4% (43)
C	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile	14.5% (9)	85.5% (53)
D	Includes all employees whose standard rate places them above the upper quartile	30.2% (19)	69.8% (44)

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

Source	Group	Mean gender pay gap (%)
Your organisation	Install-11420	4.8
All 2018-19 reports	Whole sample	13.1
All 2018-19 reports	Sector: Charities / not for profit	5.6
All 2018-19 reports	Industry: Not for profit	5.6
National Statistics	All employees	16.2

National Statistics	Human health and social work	23.4
Source	Group	Median gender pay gap (%)

#### Summary

At -8.2%, the median 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.

Compared to last year the median gender pay gap for the Hospice has decreased by 4.2 percentage points (2018: -4.0%).

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

The median gender pay gap for the Hospice -8.2%.

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 £16.13
- A median female hourly rate of £17.45

How does this compare?

St. Joseph's Hospice	-	-8.2
All 2018-19 reports	Whole sample	9.5
All 2018-19 reports	Sector: Charities / not for profit	1.6
All 2018-19 reports	Industry: Not for profit	1.6
National Statistics	All employees	17.3
National Statistics	Human health and social work	17.7

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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).

### 4.3 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>	24.2% (15)	75.8% (47)
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D	Includes all employees whose standard rate places them <b>above the upper quartile</b>	30.2% (19)	69.8% (44)
All Bands	All employees	24.9% (62)	75.1% (187)