

2023 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 fourth 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 2023. At that date, St Joseph’s Hospice had 325 employees classed relevant Employees and classed as 259 “full –pay relevant employees and were used in the reporting of hourly pay gap statistics. We are therefore making a statutory report.

2. Workforce composition and Pay Structures

The Gender breakdown of the Hospices workforce at the reporting date was 73.35% female and 26.64% male. This is a slight shift toward greater numbers of males being employed by the Hospice in reality this shift is negligible. This shows a higher proportion of females to males which was once reflective of the local borough of Hackney however the last census data confirms the trend of a levelling and whilst female numbers are higher than male the split is increasingly near 50/50 (50.2% female to 49.8% male. Newham’s male population outnumbers females 55% male to 45% female 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 68.78% women and 31.3% Male (Source: NHS gender pay gap report 2022).

The hospice has continued its work on levelling up pay and has eliminated the final remaining spot salaries from its remuneration strategy and in practice consequently there are now two pay scales; for clinical employees the Hospice mirrors agenda for change pay scales (presently we mirror the 2023-24 pay scales). For professional support employees a separate pay scale is operated. There are plans to build on an extensive market rate review undertaken

by the Hospice to deliver one pay spine for the Hospice and a second for its Trading Company Five Sisters Managed services. However it is essential that this is achieved in a way that is sustainable for the long term and is congruent with the Hospices' values and its ambitions. Funding pressures have an impact here. 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's work to strengthen its processes for setting pay continues to be embedded into practice providing a clear and transparent basis for setting pay; - which comprise

- Job evaluation using a nationally recognised scheme
- Trained in- house job evaluators with access to independent review
- Use of salary survey data to which the Hospice contributes

We have also established some clear pay principles which have been developed and supported at trustee level to inform the work to reduce the gender pay gap and underscore the increasingly robust processes for setting and progressing pay.

3. St Joseph's Hospice Statistics

- Our mean gender pay gap is 3.56%, reduced from 2022 report of 6.01% Mean pay for men is £24.89 and for women is £24.01 which is a difference of 0.89%
- Our median gender pay gap has increased from 6.75 to 6.85%,
- Our mean bonus pay gap is 0%
- Our median gender bonus gap is 0%
- The hospice does not pay bonuses to any staff

4. Trend

Year	St. Joseph's Hospice Mean gender pay gap (%)	Change from previous year (percentage points)
2023	3.56	2.45
2022	6.01	2.91
2021	-3.1	1.0
2020	-2.0	-6.9
2019	4.8	-0.3
2018	5.1	3.9
2017	1.2	--

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

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.

Group	Mean Pay Males	Mean Pay Females	Pay Gap (mean)	Pay Gap (median)	Percentage of Males	Percentage of Females	Contribution to Pay Gap
Lower quartile	15.69	14.88	5.17%	3.62%	23.44%	76.56%	-1.84%
Lower middle quartile	19.82	20.45	-3.18%	-4.32%	22.22%	77.78%	-5.25%
Upper middle quartile	25.79	26.06	-1.05%	0.09%	31.25%	68.75%	5.71%
Upper quartile	34.96	36.09	-3.23%	-1.03%	30.16%	69.84%	4.94%

5. 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

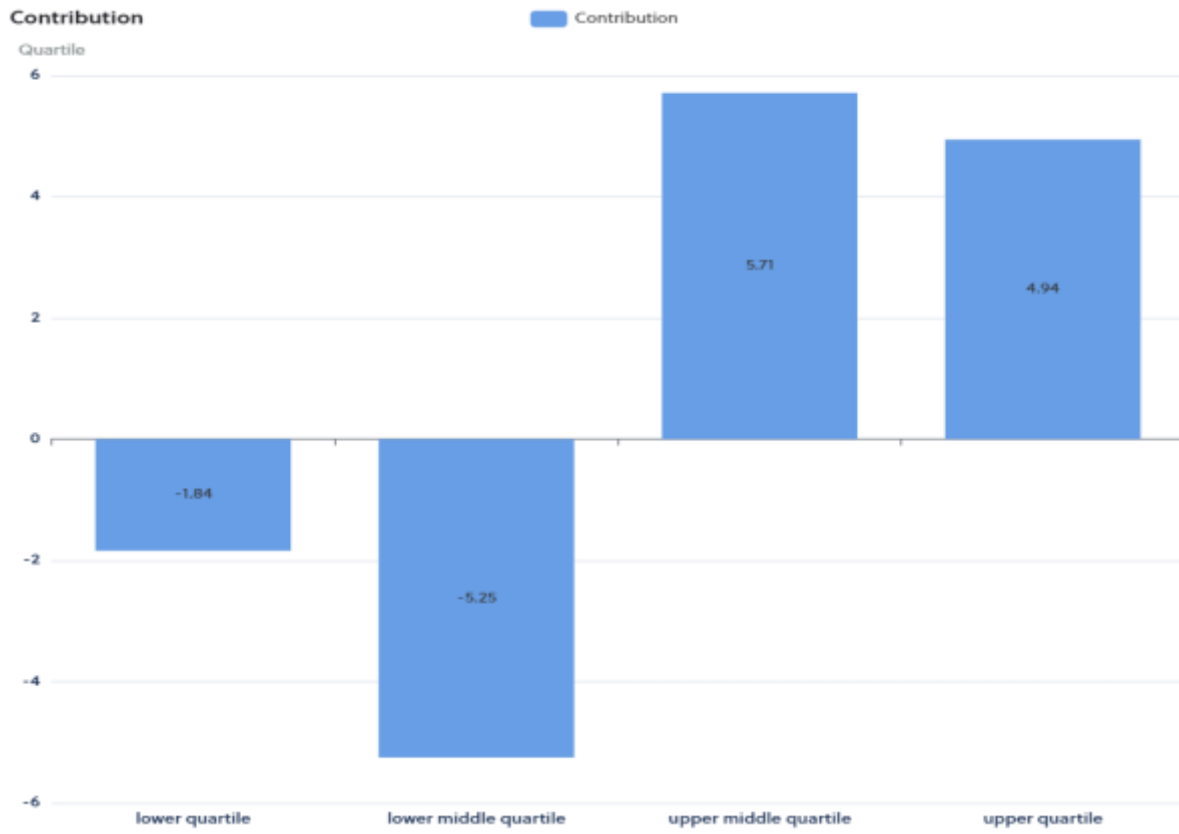
5.1 St Joseph's Hospice median Gender pay gap

The median gender pay gap for the Hospice 6.85%. Median Pay per hour for men is £24.09 and for women is £22.44 which a difference of £1.65

This calculation shows the difference between the median hourly rates of pay that male and female relevant employees receive.

5.2 Contribution of each Quartile to the Pay Gap

The contribution section shows how a given quartile contributes in percentage points to our mean pay gap



5.3 Workforce representation by Quartiles

This graph shows the data broken down into 4 equally sized groups ranging from the lowest to the highest paid employees. This graph shows the difference in the actual numbers of employees within the separate pay quartiles



5.4 Pay Ranges by Quartiles

This chart shows the pay ranges that provide the averages of Mean and Median for comparison



5.5 Our Mean gender bonus gap

St Joseph's Hospice does not make bonus payments to staff. Consequently, our mean gender bonus is 0%.

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.

5.6 Gender Pay Quartiles

Each Quartile has its own separate pay gap, comparing them show what levels of pay present the key imbalances and breaks down the Hospices overall pay gap



6. Summary

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

This is the sixth year the hospice has been required to produce a gender pay gap report. 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 HR IS system implemented during 2020 has continued to provide the hospice with even more rigorous data set for this report, including for example clarity on the impact of overtime pay for each occupational group. We have a continuous development plan for fully exploiting all 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 an increasingly transparent pay and pay progression system that embeds the Hospice's values and behaviours framework that the staff team co-created and which is itself being further developed.