

St Barnabas Hospices Gender Pay Gap Statement 2019

Gender pay gap reporting and our pay arrangements

The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation and is expressed as a percentage of men's earnings.

At St Barnabas Hospices we are committed to ensuring equality of opportunity in the workplace. Decisions on pay rates are made by measuring the 'size' of a job through job evaluation and by benchmarking with the respective pay market. In the case of registered nursing jobs, these are paid against a structure which mirrors NHS pay arrangements.

We aim to pay all our employees a fair salary which is proportionate to the requirements and complexity of the role, in line with our charitable objectives. We want to ensure that the great people we employ are rewarded fairly and equitably for their work and that we value their diverse contributions towards ensuring the very best outcomes for the people we serve.

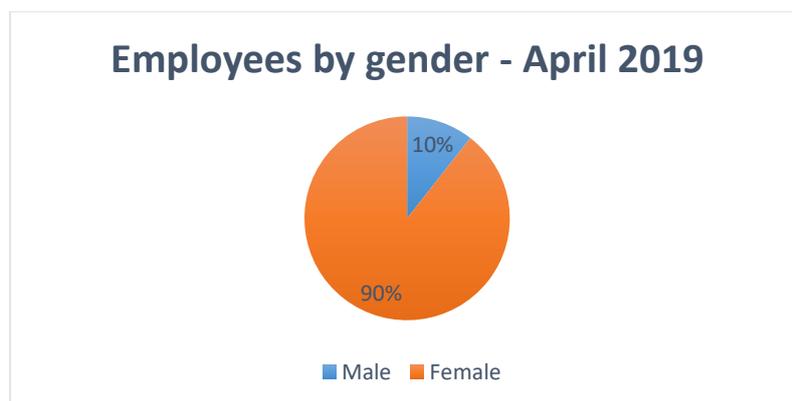
We are committed to addressing any issues of unfairness that we identify through exploring our gender pay gap.

We are obliged to carry out gender pay gap reporting by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This requires us to make six calculations showing the difference in average earnings of men and women in the charity. These help us to look at:

- gender equality in pay generally
- the balance of male and female employees at different pay levels
- whether we are successful in managing and rewarding talent across the genders.

The calculations and results

On 5 April 2019 the charity employed 478 people, of which 48 were male (10%) and 430 female (90%). Although the number of people employed has risen (from 473 in April 2018) the balance between men and women remains similar with only a 1% increase on the number of women employed.



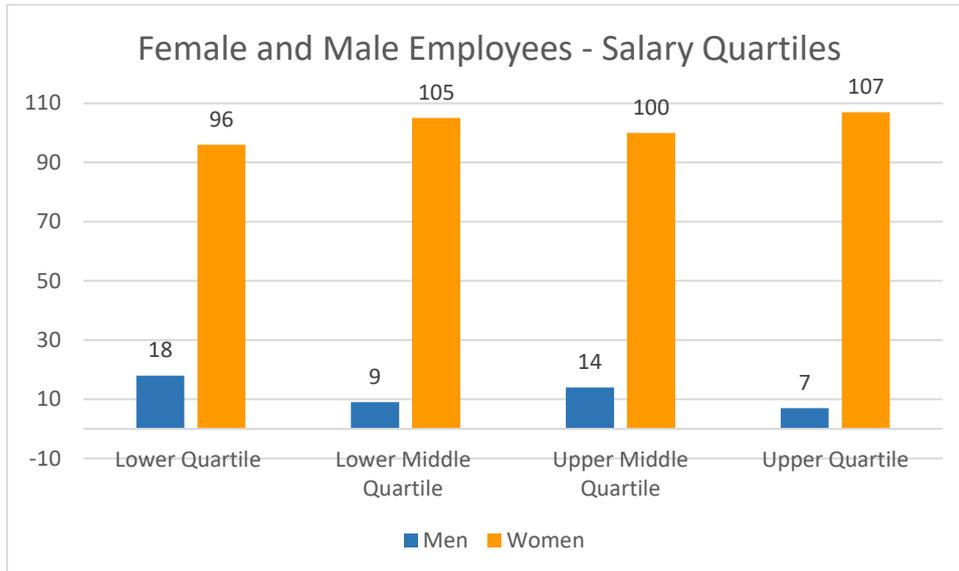
Average pay – Mean average

The mean average hourly pay for men and women was £14.50 and £15.25 respectively. Using this measure, men are paid on average 5.22% less than women.

Average pay – Median average

The median average hourly pay for men and women was £12.84 and £13.38 respectively. Using this measure, women are paid on average 4.26% more than men.

This shows that at April 2019, the majority of men earned less than women.



This graph shows that proportionately the largest number of men work in the lower salary quartile.

Bonus payments

In the twelve months prior to 5 April 2019, 17 women (3.95% of female employees) in our Retail Department received a bonus payments; three men (6.25% of male employees) received a bonus payment, again in our Retail department.

Conclusions

Against the profile of our service users, men are clearly underrepresented at all pay levels.

Despite an increase in men receiving bonuses this year, the organisation needs to continue to work towards attracting more men into roles at all levels of the charity.

As we look to further close the UK gender pay gap, we will continue to drive for a better balance between men and women. We will also continue to train and educate our staff in applying inclusive hiring practices and the removal of unconscious bias.

Our mission is to ensure all opportunities are accessible to everyone and we have a committee focused on diversity and inclusion to ensure that this happens and support us in providing an inclusive and diverse culture throughout our organisation.