



## **Gender Pay Gap Report - 2023**

**Published March 2024**

### **Background**

UK employers with more than 250 employees are required to publish their gender pay gap under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This requires six calculations and presenting the results that show the difference between the average earnings of men and women in our organisation.

The six calculations that such employers are required to show are as follows:

1. Proportion of males to females in each pay quartile
2. Gender pay gap (median)
3. Gender pay gap (mean)
4. Proportion of males to females who are paid bonus pay
5. Gender bonus gap (median)
6. Gender bonus gap (mean)

St Elizabeth Hospice does not pay any bonuses to any of its staff. We are therefore limiting this report to the three calculations that we are mandated to report:

1. Proportion of males to female in each pay quartile
2. Gender pay gap (median)
3. Gender pay gap (mean)

Employers are additionally encouraged to include in their report a comment on the following:

- A. What is causing your Gender Pay Gap
- B. What are you doing about the Gender Pay Gap

### **Introduction - What is the Gender Pay Gap and how is it calculated?**

The gender pay gap is defined as the difference between the average hourly pay received by men and women across the organisation. This report presents the information at the same given point of time that all organisations must use, which is on 5th April 2023.

Gender Pay report 2023

We are required to calculate and present our Gender Pay Gap in two different ways:

The **median pay gap** is the difference between the midpoints in the ranges of hourly earnings of all men and all women. So if we wanted to calculate the median pay for 99 men or women, we would need to rank their hourly earnings in order from lowest to highest and pick the middle-most salary, i.e., the 50th person out of 99. This person would have 49 people paid more than him or her, and 49 people paid less than him or her.

The **mean pay gap** is the difference between average hourly earnings of all men and all women employed by St Elizabeth Hospice. So if we wanted to calculate the mean hourly earnings for 99 people, we would add up the hourly earnings of all 99 people, and then divide the total by 99.

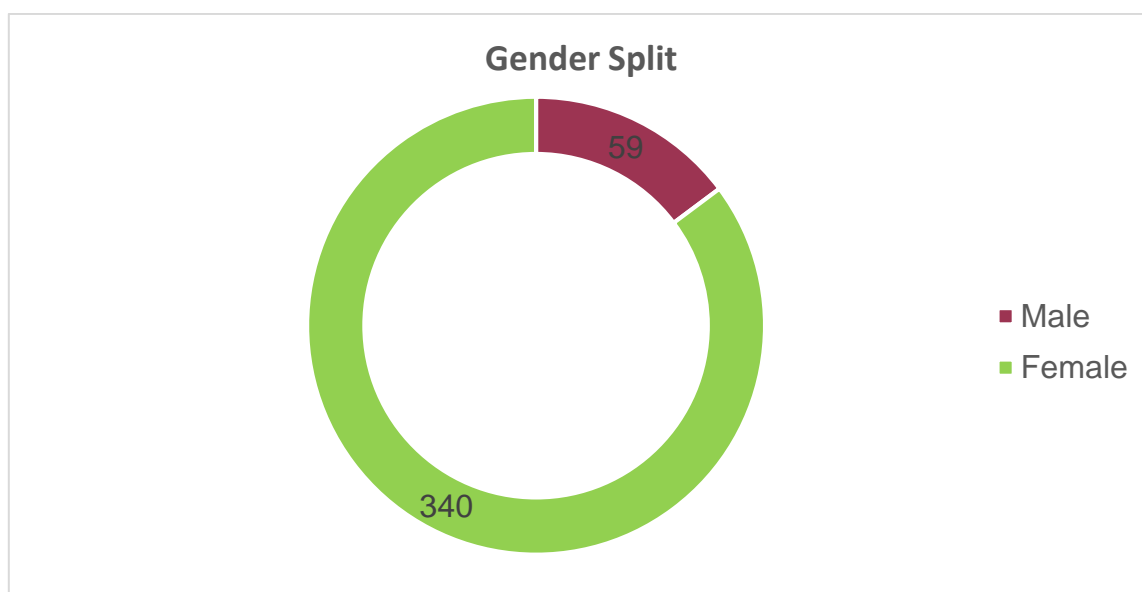
The median is included, and often preferred, because it is felt to remove the influence of very high and very low pay and therefore more fairly represents typical hourly earnings.

### **The Headcount Profile of our workforce**

On the snapshot date of 5<sup>th</sup> April 2023, there were 399 'full pay relevant' employees in scope of the Gender Pay Gap calculations. This represents an increase of 67 employees (20%) in 2022, which is attributed to the Hospice's continued growth following our merger with East Coast Hospice, increased staffing in our Community & Facilities Teams, and expansion of our Short Breaks services.

### **The Gender Profile of our workforce**

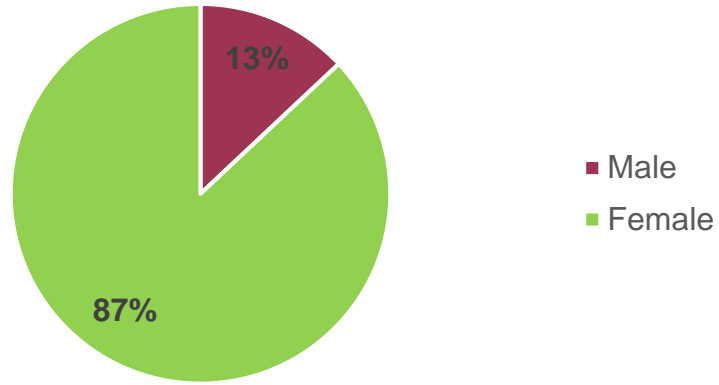
On 5 April 2023, 86% of our employees at St Elizabeth Hospice were female. This represents a marginal decrease in the number of female staff compared to the 2022 figures. Our predominantly female gender profile remains similar to other hospices and the charity sector in general.



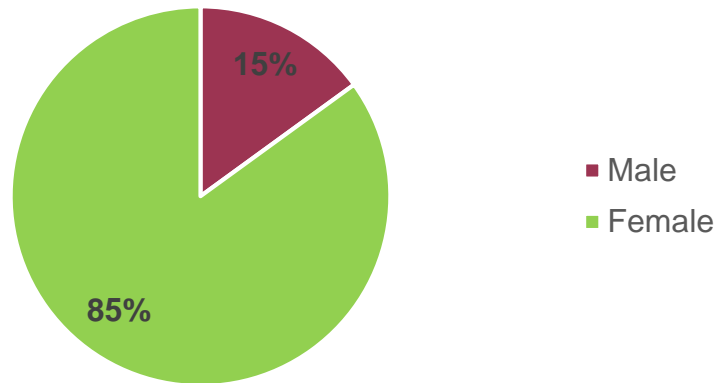
### **1. The Proportion of males to females in each pay quartile**

The charts below are made by splitting the whole workforce into four equal sized bands based on hourly pay, from highest to lowest. The percentage of men and women is then calculated for each band.

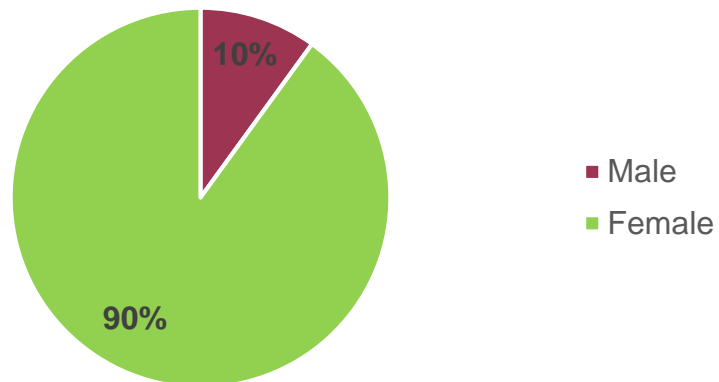
### Upper Quartile (75 to 100%)

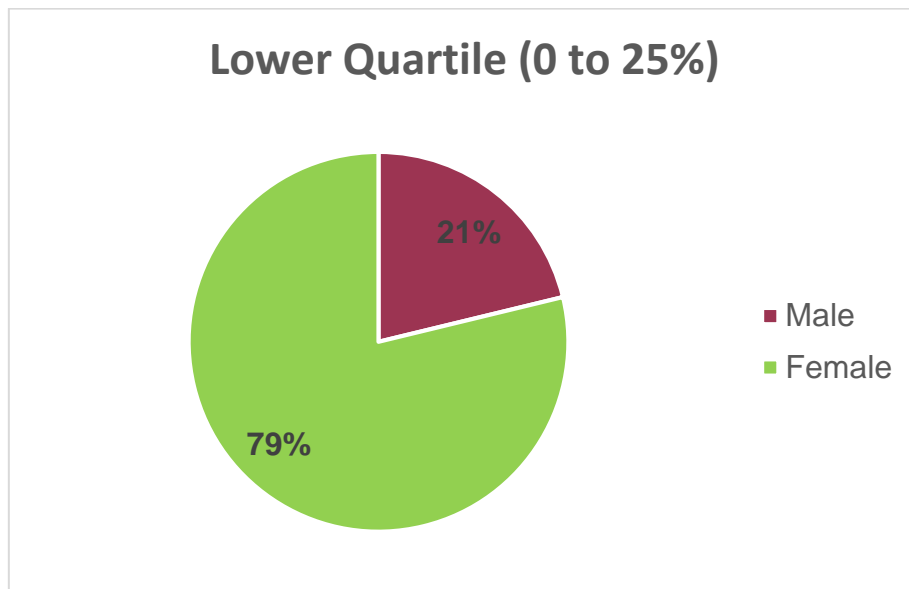


### Upper Middle Quartile (50 to 75%)



### Lower Middle Quartile (25 to 50%)





This is an encouraging set of data for the hospice. The percentage of women and men in each quartile is comparable between three Upper, Upper Middle and Lower Middle Quartiles, meaning that there is almost the same proportion of women and men in our best paid roles as there is in our lower paid roles. The percentage of women in our lowest paid roles is lower than in other quartiles, a statistic which has improved since 2022.

## 2 - Our Median Gender Pay Gap at St Elizabeth Hospice

Our Median Pay Gap has been calculated at -1.8% which means that women earn 1.8% more per hour at the median point than men – this equates to a difference of 22p per hour.

## 3- Our Mean Gender Pay Gap at St Elizabeth Hospice

Our Mean Pay Gap has been calculated at 1.1% which means that men earn 1.1% more per hour on average than women – this equates to a difference of 18p per hour.

Please see the information relating to calculations 2 and 3 below.



## **A - What is causing our Gender Pay Gap**

St Elizabeth Hospice is reporting a mean gender pay gap in favour of men, of 1.1%, which is an improvement on 2022's figure of 4.5%. The mean pay gap is influenced by outliers of very high and very low pay and does not report typical hourly earnings. As we have a predominately female workforce and a small number of male employees even slight fluctuations in the male workforce can have a significant impact on our gender pay gap, specifically our "mean" calculation.

We believe that the "median" Gender Pay Gap is the more significant measure in our organisation, which is supported by the Office of National Statistics guidance on which of:

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/methodologies/guidetointerpretingannualsurveyofhoursandearningsasheestimates>

*"Why is the median used as the main measure of earnings?"*

*We use the median because the distribution of earnings is skewed, with more people earning lower salaries than higher salaries. When using the mean to calculate the average of a skewed distribution, it is highly influenced by those values at the upper end of the distribution and thus may not be truly representative of the average earnings of a typical person. By taking the middle value of the data after sorting in ascending order, the median avoids this issue and is consequently considered a better indicator of "typical" average earnings."*

## **B. What are we doing about our Gender Pay Gap?**

We believe that given the statistical context listed above, there is no cause for concern for St Elizabeth Hospice in this data and no specific action plan is needed.

Our median gender pay gap of -1.8% is markedly narrower than the national median of 14.3% and is consistent with other hospice providers nationally.

As an equal opportunities employer, we believe in employing the best people to deliver our services, regardless of their gender or other characteristics. Our non-clinical salaries are benchmarked independently and our clinical salaries follow national pay scales. Application forms are anonymised before shortlisting decisions are made to reduce opportunities for unconscious bias and as part of our Equality, Diversity and Inclusion strategy we continue to explore how we can attract more men into our organisation to create a more even gender balance, given that we have more women than men at most levels of our organisation.

### **Declaration**

We confirm that St Elizabeth's Hospice gender pay gap calculations are calculated in accordance with the guidance and requirements prescribed by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Marlini Finney**

**Chief Operating Officer**