

Gender Pay Gap Report 2023



At St Peter's Hospice, we aim to ensure that decisions on pay are managed in a fair, transparent and sustainable way and that we have a pay structure that will attract, reward and retain employees to maximise the services of the Hospice and recognise and reward all employees appropriately for their contribution.

This report sets out the gender pay gap statistics in relation to the reporting year of 2023/24.

Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we are legally required to publish specified information relating to our gender pay gap.

The following information has been calculated in accordance with the Regulations and is legally compliant.

Definitions

Gender pay gap – the difference between the average pay of men and women across a workforce, expressed as a percentage.

Median gender pay gap – the difference between the median hourly pay for male and female employees. The median pay gap is calculated by finding the middle value in our pay.

Mean gender pay gap – the difference between the mean hourly rate of pay for male and female employees. The mean gender pay gap is calculated by adding up all the salaries and dividing by the number of males and females.

Pay Bands – proportion of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.

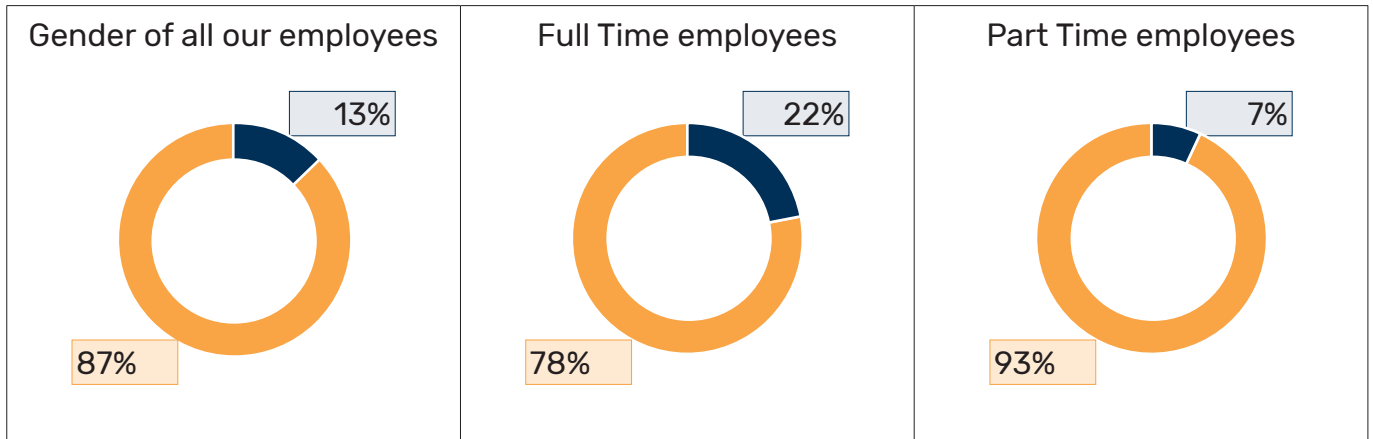
Organisational context

Our Ambition is to **“support people to live well until the end of life”** and our Purpose is **“to give adults in our communities the support, comfort and dignity they need at the end of their life”**.

We intend to deliver our Ambition and Purpose through our Strategic Intentions:

- Be the best we can be
- Be sustainable and resilient
- Build collaborative services that reach all communities.

Our workforce is made up as follows:



Key:  % Males  % Females

Our commitment to equality and diversity

At St Peter’s Hospice, we believe that effective equality, diversity and inclusion are at the heart of high performing teams.

The Hospice’s vision for equality and diversity goes beyond a legal duty. Promoting and valuing peoples’ rights, responsibilities and dignity are at the heart of what we do, and our Hospice values of:

Excellence Compassion Respect Passion Collaboration

The information in this report shows our overall mean and median gender pay gap between male and female employees based on our payroll data of hourly rates of pay as at the snapshot date of 5th April 2023 and includes all full pay equivalent colleagues. Full pay equivalent colleagues are those who are not on reduced pay due to sick or maternity leave.

The regulations also require calculations in respect of bonus earnings, but St Peter’s Hospice does not pay bonuses to any employees and therefore there is no data to report.

What is our gender pay gap data?

Our median gender pay gap:

0.7%

This means that, on average, women earn £0.9993 for every £1 earned by men.

Our mean gender pay gap:

6.9%

This means that, on average, women earn approximately £0.93 for every £1 earned by men. While this gap is relatively small, it still highlights the importance of ongoing efforts to achieve pay equality between genders.

For comparison, the median gender pay gap among all employees published by the Office of National Statistics (ONS) in 2023 was 14.3%. The gender pay gap for Southwest England was 15.7%.

Trend Analysis

	2019	2020	2021	2022	2023
Mean Gender Pay Gap	3.5%	12.8%	-1.5%	6.7%	6.9%
Median Gender Pay Gap	-8.3%	14.7%	-15.5%	-0.7%	0.7%

When reviewing the trend analysis over the past 5 years, it is important to note that the 2020 and 2021 figures were based on a significantly reduced headcount due to the Covid19 pandemic. In these years, a large proportion of employees were on furlough due to the Coronavirus pandemic and not included as “relevant employees” under the Gender Pay Gap reporting stipulations.

All relevant employees were included in our calculations again from 2022. As of 5th April 2023, the snapshot date for the latest calculations, the figures show that although our “gap” is small, it has increased and the median has swung to a positive percentage, so achieving full pay equality remains an important goal.

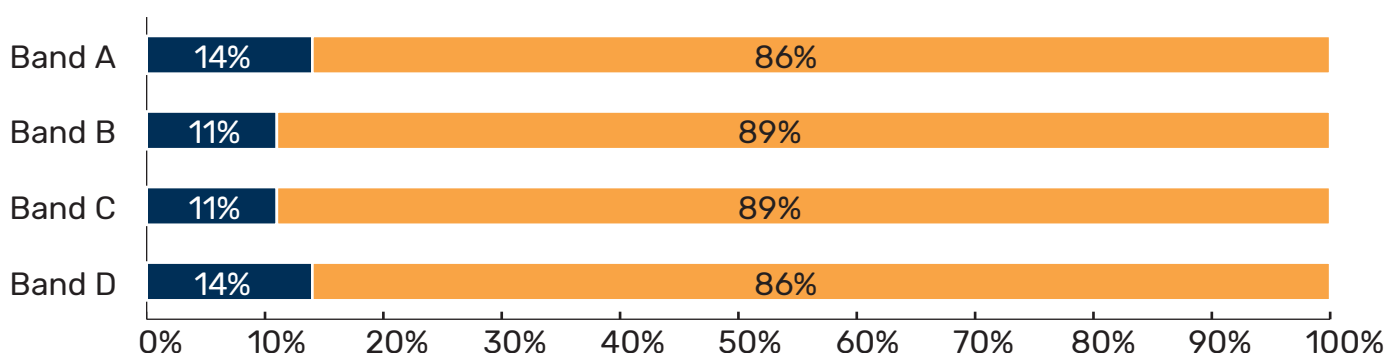
The gender pay gap refers is not merely a statistical figure; it reflects broader societal norms, historical biases, and systemic challenges. By understanding the gender pay gap, we can take meaningful steps toward creating a fairer workplace.

We are committed to transparency, accountability, and continuous improvement. Through this report, we aim to foster dialogue, encourage action, and drive positive change. Together, we can create a workplace where everyone thrives, regardless of gender.

Pay Bands

The following chart shows the split of where men and women sit in terms of the quartile pay bands.

Band A	standard hourly rate	=	above upper quartile
Band B	standard hourly rate	=	above median but at or below the upper quartile
Band C	standard hourly rate	=	above lower quartile but at or below the median
Band D	standard hourly rate	=	at or below the lower quartile



Key:  % Males  % Females

Overall, we are 86% female organisation, and we believe these figures show the fair distribution of males and females across our organisation and in the four quartiles.

Confirmatory statement

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

Name: Susan Hamilton

Job title: CEO

Date of statement: March 2024

Contact

Please direct any queries relating to this gender pay gap report to Hayley Pirouet, Director of People & Support Services by contacting her on Hayley.pirouet@stpetershospice.org