



**St Oswald's
Hospice**

Gender Pay Gap Reporting

Quality time for everyone

What is Gender Pay Gap reporting?

Since 2017 St Oswalds, like all organisations employing over 250 people, has been required to publicly report its Gender Pay Gap (GPG) each year.

The GPG shows the difference in the average earnings between all men and women in an organisation:



The **mean** gender pay gap is the difference between the mean (average) hourly rate of pay of male “full-pay relevant” employees and female “full-pay relevant employees”.



Full-pay relevant employees are staff, who on the snap shot date (which is always on 5th April) were paid their usual full basic pay. Using this data ensures that we are comparing “like with like”.

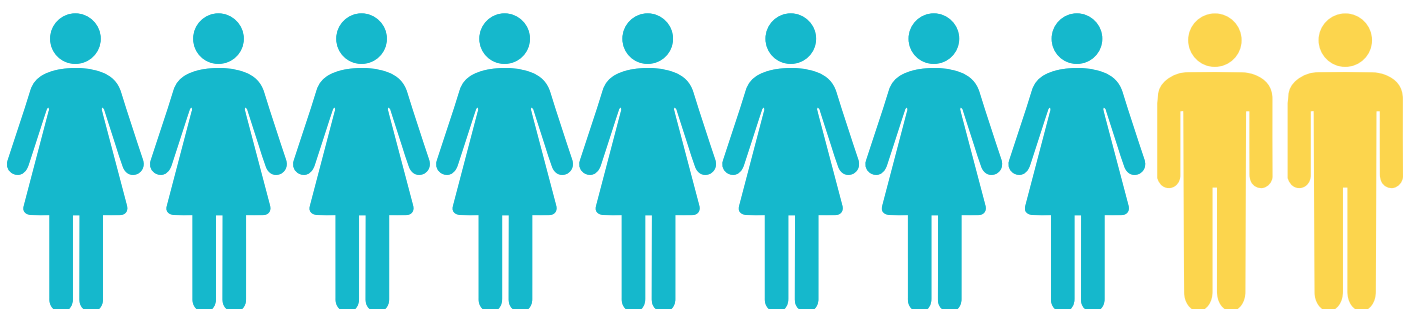


The **median** gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and female full-pay relevant employees. The median hourly rate is calculated by listing all salaries in order of their value and picking out the one right in the middle.

What do we have to report?

We are required to report in six different ways: the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who receive bonuses, and the number of men and women according to quartile pay bands. St Oswalds does not pay bonus to any member of staff and so we do not report on this element.

Gender pay gap reporting does not mean that organisations have to report on equal pay. Equal pay is about differences in the actual earnings of men and women doing equal work. Gender pay gap reporting is about the proportions of men and women in higher level roles.



Our Gender Pay Gap Data

We collected our data for the 5th April 2021 when our workforce consisted of 298 full pay relevant staff.

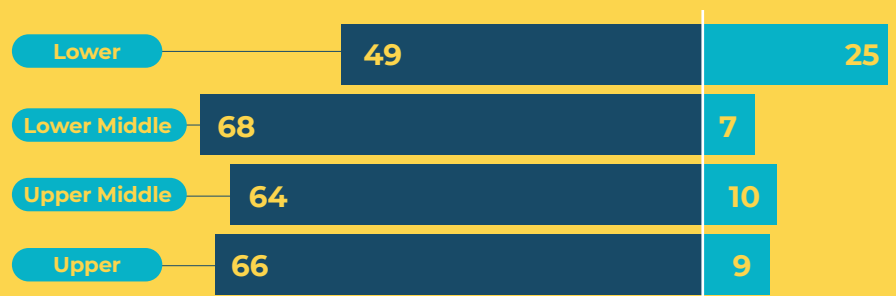
Staff on a reduced salary, for example, due to maternity or sickness leave were excluded from the calculations.

Quartiles

In common with many hospices, St Oswald's is predominantly female. The percentage of female workers compared to men is higher in the upper 3 quartiles, but highest in the Lower Middle hourly Pay quartile.

Number of men and women in each pay quartile

■ Women ■ Men



Mean Pay Gap

The mean GPG expressed as a percentage of men's salaries in 2021 was **-1.6%**. This means that on average men's mean hourly pay in April 2021 were 1.6% less than women's salaries. This trend is clear year on year with the exception of the snapshot taken on April 2020 when salaries were skewed by excluded staff on furlough.

Snapshot date	2017		2018		2019		2020		2021	
Gender	F%	M%	F%	M%	F%	M%	F%	M%	F%	M%
Mean Pay	£13.29	£12.79	£11.73	£12.26	£13.41	£13.26	£15.25	£17.51	£14.24	£14.02
GPG	4%		5%		1%		13%		1.6%	

Median Pay Gap

The median pay gap for in April 2021 was **25.6%**. This means that from the group of full pay relevant staff included in the data the difference between the individual man and woman on the median point was 25.7% higher for the woman with women earning £1.26 for every £1 that men earn when comparing median hourly pay.

This positive skew towards women is mainly due to the greater proportion of women in professional roles, as qualified nurses, and senior managers; we continue to have only one qualified male nurse across all clinical areas.

Snapshot date	2017		2018		2019		2020		2021	
Gender	F%	M%	F%	M%	F%	M%	F%	M%	F%	M%
Median Pay	£11.92	£9.27	£11.73	£8.94	£12.14	£9.64	£15.56	£12.64	£12.21	£9.64
GPG	29%		31%		26%		(-)3.1%		(-)25.7%	

Taking Action

St Oswald's has a clear recruitment policy in place with an emphasis on making sure recruitment decisions are based on assessment against clearly defined job descriptions and person specifications to make sure that we appoint the best candidates regardless of their gender or other factors covered by the Equality Act

Our Equality, Diversity and Inclusion (EDI) group continues to review and develop workforce and patient facing EDI strategies and all recruiting managers have been trained in EDI. We have also rolled out EDI training to the rest of our staff and it is now a mandatory training requirement

We have also reviewed and make use of our website and branding to promote images of a gender balanced staff group with the aim of attract more men.

Author:

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