



St Oswald's
Hospice

Gender Pay Gap Reporting

Quality time for everyone

What is Gender Pay Gap reporting?

Since 2017 St Oswald's Hospice, 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 Oswald's Hospice 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.

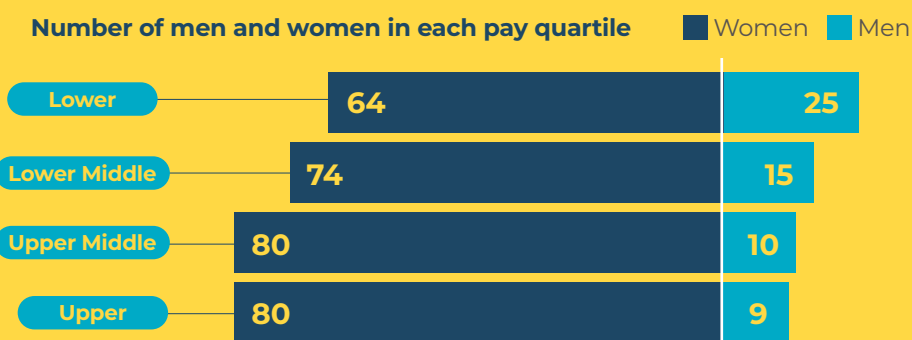
Our Gender Pay Gap Data

We collected our data for the 5th April 2022 when our workforce consisted of 357 full pay relevant staff.

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

Quartiles

Quartiles In common with many hospices, St Oswald's Hospice 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.



Mean Pay Gap

The mean GPG expressed as a percentage of men's salaries in 2022 was **-8.56%**. This means that on average men's mean hourly pay in April 2022 was **8.56%** less than women's salaries.

Snapshot date	April 2018		April 2019		April 2020		April 2021		April 2022	
	F%	M%	F%	M%	F%	M%	F%	M%	F%	M%
Gender										
Mean Pay	£12.93	£12.26	£13.41	£13.26	£15.25	£17.51	£14.24	£14.02	£14.25	£13.13
GPG	5%		1%		13%		1.6%		8.56%	

Median Pay Gap

The median pay gap for in April 2022 was **-18.3%**. 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 **18.3%** higher for the woman.

The positive skew towards women is mainly due to the greater proportion of women in professional roles, as qualified nurses, and senior managers; we have 2 qualified male nurses across all clinical areas.

Snapshot date	April 2018		April 2019		April 2020		April 2021		April 2022	
	F%	M%	F%	M%	F%	M%	F%	M%	F%	M%
Gender										
Median Pay	£11.73	£8.94	£12.14	£9.64	£15.56	£12.64	£12.21	£9.64	£12.33	£10.42
GPG	31%		26%		(-)3.1%		(-)25.7%		(-)8.3%	

Employee Comparison

Employer	Employer Size	% Difference in hourly rate (Mean)	% Difference in hourly rate (Median)	% Women in lower pay quartile	% Women in lower middle pay quartile	% Women in upper middle pay quartile	% Women in top pay quartile
The Newcastle Upon Tyne NHS Foundation Trust	5000 to 19,999	25.2	5.3	78	78	84	68
Everyturn	250 to 499	13.7	6.5	78	81	74	63
St Cuthbert's Care	250 to 499	5.5	5.8	94	89	70	80
St Oswald's Hospice	250 to 499	-8.6	-18.3	71.9	83.1	88.9	89.9

Taking Action

St Oswald's Hospice has a clear recruitment policy in place with an emphasis on making sure recruitment decisions are based on assessment against clearly defined job description 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 Equity, 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 our staff and 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:

Deborah Heron, Director of People – April 2023

