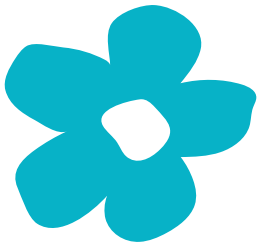
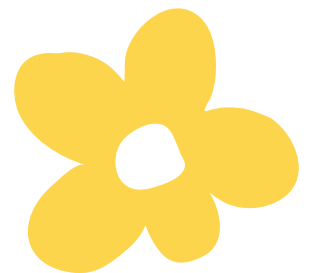




**St Oswald's
Hospice**



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".

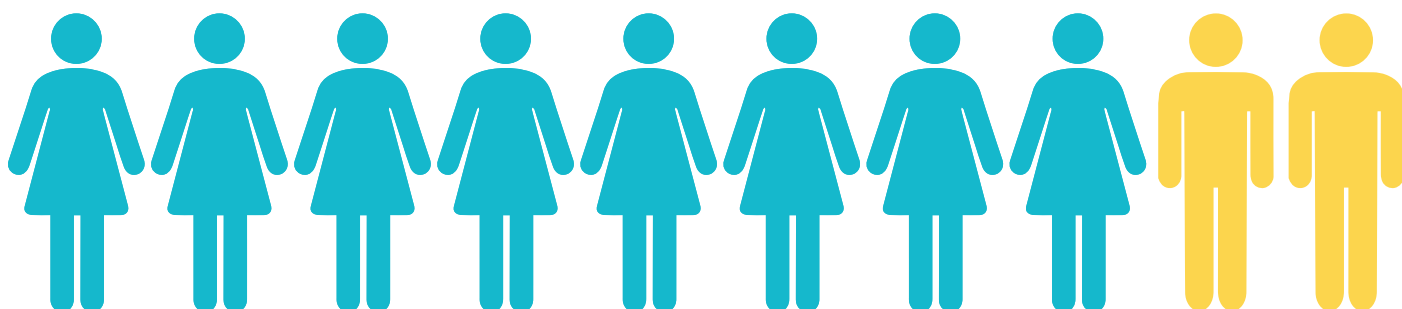


The **median** gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and female full-pay relevant employees. The median hourly rate is calculated by listing all salaries in order of their value and picking out the one right in the middle.

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

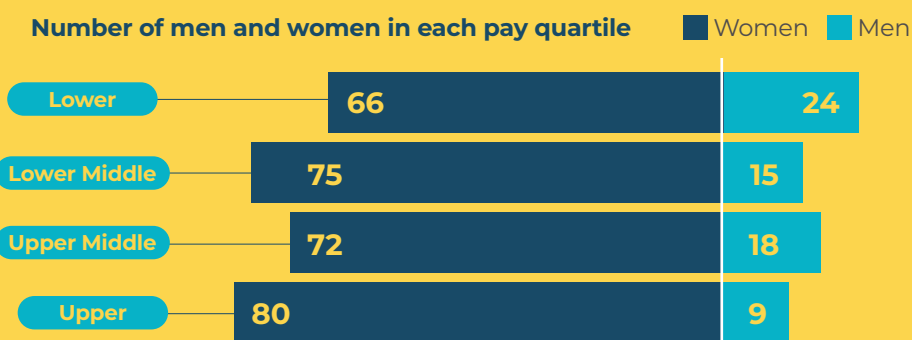
We collected our data for the 5th April 2023 when our workforce consisted of 359 full pay relevant staff.

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 Hospice is predominantly female.

The percentage of female workers compared to men is higher in all 4 quartiles, but highest in the Upper Hourly Pay Quartile.



Mean Pay Gap

The mean GPG expressed as a percentage of men's salaries in 2023 was **-6.2%**. This means that on average men's mean hourly pay in April 2023 was **6.2% less** than women's salaries.

Snapshot date	April 2018		April 2019		April 2020		April 2021		April 2022		April 2023	
	F%	M%	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	£15.96	£15.03
GPG	5%		1%		13%		1.6%		8.56%		6.2%	

Median Pay Gap

The median pay gap for in April 2023 was **-11.9%**. 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 **11.9% 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 1 qualified male nurse across all clinical areas.

Snapshot date	April 2018		April 2019		April 2020		April 2021		April 2022		April 2023	
	F%	M%	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	£13.43	£12.00
GPG	31%		26%		23%		26%		18.3%		11.9%	

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 staff including recruiting managers have been trained in EDI 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:

Sarah Peart, Director of People – April 2024

