



Gender Pay Gap Reporting

St Oswald's Hospice

2018/19



What is gender pay gap reporting?

From 2017 onwards, any UK organisation employing over 250 people has to publicly report on its pay gender gap in six different ways:

- the mean gender pay gap
- the median gender pay gap
- the mean gender bonus gap
- the median gender bonus gap
- the proportion of men and women who receive bonuses
- the number of men and women according to quartile pay bands.

The gender pay gap shows the difference in the average earnings between all men and women in an organisation:

MIND THE GAP

The **mean** gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees. Full pay relevant employees are those staff, who on the snapshot date, were paid their usual full basic pay and 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 that of female full-pay relevant employees.

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 more about proportions of men and women in higher level roles.



Our Gender Pay Gap Data

We collected our data on the 5th April 2018, when our workforce consisted of 233 women and 59 men.

The figures show that the St Oswald's has a **negative mean gender pay gap of 5%** and a **negative median gender pay gap of 31%**. In summary, women employed by St Oswald's Hospice and St Oswald's Hospice Promotions are, by the GPG calculations set out by central government, paid on average higher than men.

In April 2017 St Oswald's reported a **negative mean gender pay gap of 4%** and a **negative median gender pay gap of 29%**. This means there has been very little change in our pay gap over the reporting periods.

It should also be noted the mean and median salary for both women and men fell in the period. The reporting requirements ask that we also report on differences in mean and median bonus payments between men and women. No staff employed by St Oswald's are paid bonus therefore this is not an issue.

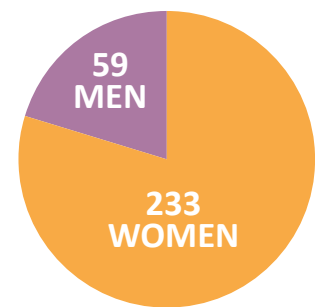
Salary analysis

In common with many hospices St Oswald's is predominantly female; the percentage of female workers increases across the quartiles ranges from **67% in the lower quartile** to **89% in the upper quartile**.

Of the top 5 salaried posts in Upper Quartile four are occupied by medical consultants or staff grade / associate specialist doctors. The 5th post is that of Chief Executive. It is this which impacts on our mean gender pay gap.

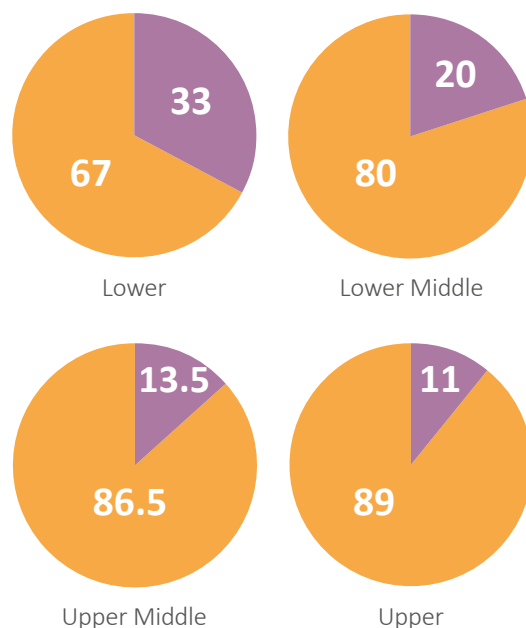
The median gender pay gap is skewed positively towards women. This is mainly because of the greater proportion of women in professional roles, as qualified nurses, and senior managers and we only have 1 qualified male nurse across all our clinical areas.

The mean gender pay gap could easily be impacted with small changes to the proportion of male to female qualified staff.



	Women's earnings are:	Men's earnings are:
Mean gender pay gap in hourly pay		5% lower
Median gender pay gap in hourly pay		31% lower
Difference in mean bonus payments	No men or women were given a bonus, so we have nothing to report in this area	
Difference in median bonus payments	No men or women were given a bonus, so we have nothing to report in this area	

Proportion of men and women in each pay quartile (%) ■ Women ■ Men





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.

Plans to deliver update training in equality were deferred to enable us to take advantage of shaping national training that was developed by Hospice UK. This has fed into planned training for all line managers that is now booked in over the whole of 2019/20. Our aim is to train all managers in equality, diversity and inclusion over 2019/20 and then roll this training out to staff in the follow year. We are also establishing a new Equality, Diversity and Inclusion steering group that will oversee our work in this area.

We also expected that our marketing review would aid how we attract more men into our organisation to create a more even gender balance. We now expect this exercise to come to fruition in 2019 along with a redevelopment of the website which we are using to present more male focussed images as well as in our recruitment campaigns across all social media.

We also plan to improve reporting on the gender spread of male and female applicants for all posts.



J. R. Ellam

James Ellam
Chief Executive
St Oswald's Hospice

