

St Ann's Hospice 2017 Gender Pay Gap Report

Gender pay gap reporting requires employers with 250 or more employees to publish statutory calculations annually (as at 5th April) to show any pay gap between male and female employees. The figures are calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 which compares the pay of males and females. It is important to note that gender pay is not the same as equal pay. Gender pay is looking at average earnings between men and women and does not show differences in pay for comparable jobs.

The figures we have published show:

- The difference as a percentage in the mean (average) hourly rate between males and females.
- The difference as a percentage in the median (middle) hourly rate between males and females.
- The percentage of males and females in each pay quartile (lower, lower middle, upper middle and upper).

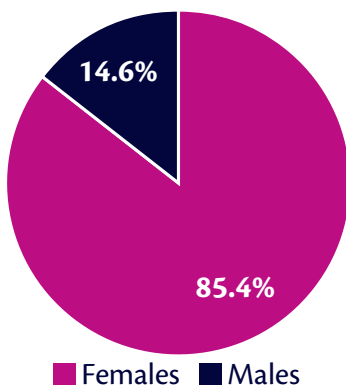
As at 5th April 2017, St Ann's Hospice had 335 in scope employees, 42 male and 293 female.

Hourly rate

- The mean gender pay gap for St Ann's Hospice shows that females are paid 3.9% less than males (UK average, females are paid 14.5% less than males).
£12.18 female hourly rate
£12.68 male hourly rate
- The median gender pay gap for St Ann's Hospice shows that females are paid 5.4% more than males (UK average, females are paid 12% less than males).
£11.20 female hourly rate
£10.625 male hourly rate

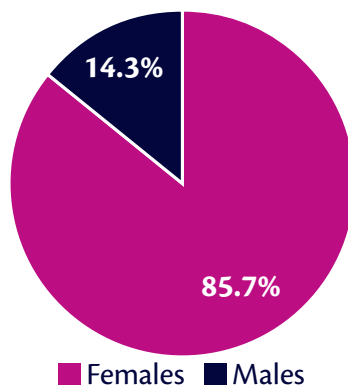
Pay quartiles

A Lower Quartile



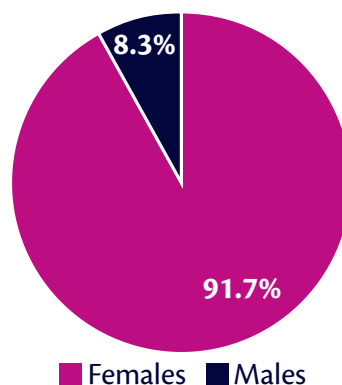
■ Females ■ Males

B Lower Middle Quartile



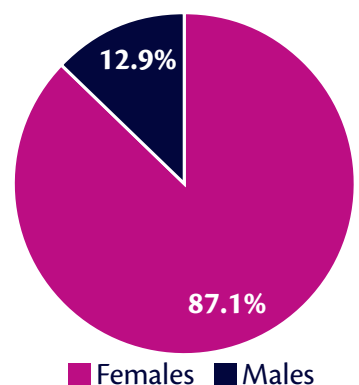
■ Females ■ Males

C Upper Middle Quartile



■ Females ■ Males

D Upper Quartile



■ Females ■ Males

Our workforce is made up of significantly more females than males. This is predominately driven by the environmental and historical factor of occupations more traditionally performed by women and is consistent with the sector. In comparison, the NHS overall workforce is made up of 77% females (NHS Employers, Gender in the NHS, 2017).

Our commitment

St Ann's Hospice is committed to the principle of equality, diversity and inclusion. It is our commitment to promote an inclusive culture and create an environment where every individual has the opportunity to realise their full potential, where decisions are based on merit and that opportunities for training, development and progression are available to all employees.

St Ann's is committed to promoting an inclusive culture and the following strategies are in place to support this:

A comprehensive recruitment process

The hospice aims to ensure all recruitment activity is in line with the organisation's Equality, Diversity and Inclusion Policy and all appointments are made on the basis of individual competence, regardless of a candidate's age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, and sexual orientation.

A fair and transparent pay system

The hospice is committed to the principle of equal pay and determines pay using the St Ann's Hospice Pay Scale (Band 1 to Band 9) for banding, and basic salary determination for all posts. Posts are banded using the NHS Job Evaluation Scheme. The job evaluation process considers the requirements of the post and not the performance or qualifications of the post holder.

A range of flexible working options

The hospice recognises the importance of helping its employees balance their work and home life by considering flexible working arrangements.

Equality, Diversity & Inclusion (EDI) group and representatives

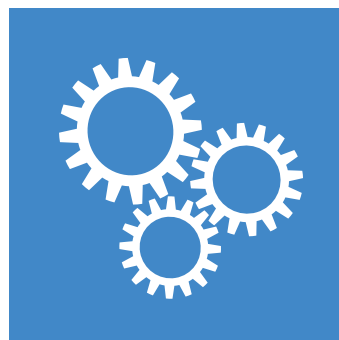
The aim of the EDI Group is to promote equality, tackle discrimination, foster good relationships between diverse groups of people, and improve practice within the organisation. EDI representatives:

- Raise issues around equality and diversity and improve organisational practice;
- Ensure staff have a forum to raise issues which cannot be resolved at a local level;
- Act as a communication channel between managers, staff and volunteers;
- Generate items for discussion at the Equality and Diversity steering group level.

St Ann's Hospice Core Values



Inclusive



Professional



Compassionate



Respectful