



St David's Hospice Care

Gender Pay Gap Report 2018

From 2017 onwards, any UK organisation employing 250 or more employees has to publically report on its gender pay gap. The gender pay gap shows the difference in the average earnings between all males and all females in an organisation.

St David's Hospice Care is committed to being an equal opportunities employer in terms of recruitment, pay and progression within the organisation. We are proud of our history of promoting female employees within the organisation and welcome this initiative as a further tool in understanding the relationship between gender and pay within the hospice.

I confirm the information published in this report is accurate. The calculations have been undertaken in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and the guidance jointly published by ACAS and The Government Equalities Office.

Emma Saysell MBE
Chief Executive

The Calculations

The regulations require organisations to report six different measures. Three of these measures relate to bonus payments. As no employee at St David's Hospice Care receives bonus payments these do not apply to the hospice. The remaining three measures are:

- **The mean (average) gender pay gap in hourly pay**
This is the average if we add up hourly pay rates for all employees and divide that figure by the number of employees. The calculation is done once for male employees and again for female employees. It is expressed as the difference of male pay over female pay which could be positive or negative.
- **The median gender pay gap in hourly pay**
We calculate the median hourly pay rate by listing all the hourly pay rates in order and identifying the middle point. The calculation is done once for male employees and again for female employees. It is expressed as the difference of male pay over female pay which could be positive or negative.
- **The proportion of male and female employees within each quartile pay band**
We take the list of all hourly pay rates in order and split them into four equal sections or quartiles and report the proportions of male and female employees in each quartile. This measure may help in understanding our pay gap.

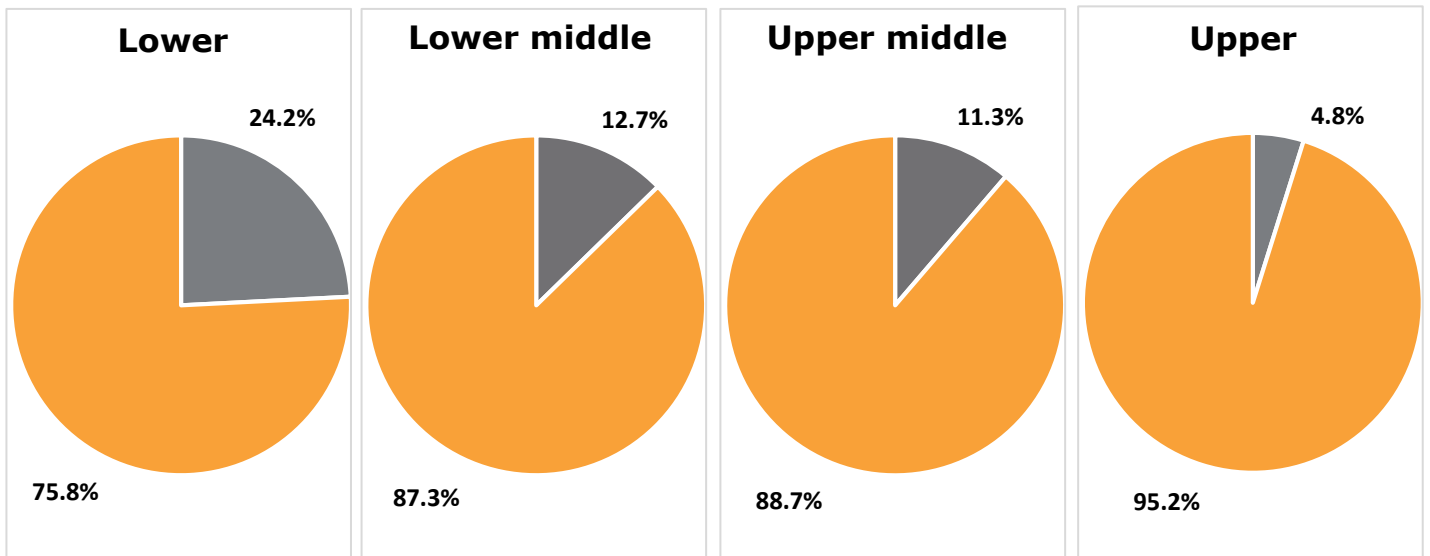
All of the calculations are based on the hourly rates of pay at the snapshot date which is 5 April 2018.

Gender Pay Gap

Mean	-17.3%
Median	-40.9%

The mean (average) pay of female employees is 17.3% more than male employees and the median pay of female employees is 40.9% more than male employees.

Proportion of Employees Within Quartiles



 Female employees  Male employees

Supporting Narrative

The hospice is unusual as an employer as it has a significant negative mean gender pay gap. This means that overall, female employees are paid significantly more than male employees in the organisation.

The negative median gender pay gap is larger than the mean gender pay gap which indicates that typically a female employee earns significantly more than male employees and the pay gap is not restricted to the very highest or lowest paid employees.

The hospice has drawn the following conclusions from the results:

- The results are not an indication of unequal pay. The hospice employs people in many occupations. Nursing, as a profession, attracts more females than males. Since nursing is more highly remunerated than other occupations employed by the hospice, such as retail, where the gender split is more even, the hospice will tend to pay its female employees more than its male employees.
- The hospice employs a very small number of male employees (13% of the workforce). Therefore a small change in the male workforce, especially in senior roles, could significantly affect the average hourly pay for male employees. This would consequently reduce the mean gender pay gap considerably.
- The hospice has been successful in promoting female employees to senior positions within the organisation. As at 5 April 2018, four of the six members of the Senior Management Team, including the Chief Executive, were female. This has impacted on the result when compared to the UK as a whole and to the hospice's more immediate peer group.

Taking Action

- We will continue to recruit, appoint, retain and promote the best people without bias towards gender.
- Whilst the hospice welcomes applications from male candidates to occupations where the UK workforce is predominantly female, the hospice considers it beyond its charitable objectives to affect substantial change in the proportion of males entering the profession.
- We will continue to improve gender monitoring in regards to various aspects of employment including recruitment, promotion and the impact of parental leave and part time working to identify improvements.
- The hospice does not consider our gender pay gap to be an area of significant concern at this time.