

GENDER PAY GAP REPORTING - 2018

Introduction

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Employers are required to make six calculations and to publish the results to show the difference between the average earnings of men and women in the organisation.

The six calculations are as follows:

1. Proportion of males to females in each pay quartile
2. Proportion of males to females who are paid bonus pay
3. Gender pay gap (median)
4. Gender bonus gap (median)
5. Gender pay gap (mean)
6. Gender bonus gap (mean)

As Birmingham St Mary's Hospice does not pay any bonuses to any of its staff, we are limiting this report to the three calculations we are required to report on:

- the proportion of males to female in each pay quartile
- the gender pay gap (median),
- the gender pay gap (mean).

Because Birmingham St Mary's Hospice had over 250 relevant employees on our payroll on 5th April 2018 we are required by law to report on our Gender Pay Gap.

This report provides a summary of our current gender pay position; the data required under the reporting requirements with a brief explanation of what the data is telling us; the context for the figures reported and a mandatory statement from the Chief Executive.

Summary

The main indicators show that we have a moderate pay gap: the mean and median hourly pay for women employed by Birmingham St Mary's Hospice is slightly higher than for men. We compare favourably against national, regional and sector data.

Gender Pay Gap Report

The gender pay gap is defined as the difference between the average hourly pay received by men and women across the organisation. We are required to calculate and present our Gender Pay Gap in two different ways; mean pay and median pay.

A **mean** average involves adding up all of the hourly rates and dividing the result by the number of hourly rates were in the list. A **median** average involves listing all of the hourly rates in numerical order and is the difference between the midpoints on the range of hourly earnings for men and for the midpoint on the range for women.

The median is included, and often preferred, because it is felt to remove the influence of very high and very low pay and therefore more fairly represents typical hourly earnings.

Employed on 5th April 2018 (the snapshot date) were 233 full-pay relevant employees. The gender profile of the full-pay relevant workforce is 28 (12.02%) Male and 205 (87.98%) Female. This gender profile is not uncommon in the charity sector or in care work.

The **Mean** gender pay gap for Birmingham St Mary's Hospice is **-8.63%***

The **Median** gender pay gap for Birmingham St Mary's Hospice is **-3.97%***

**gender pay gap expressed as a negative % reveals that typically male employees have lower pay than female employees.*

Proportion of Males and Females in each pay **quartile**:-

		Males	Females
Band D	Upper (highest)	7	51
Band C	Upper middle	4	54
Band B	Lower middle	8	50
Band A	Lower (lowest)	9	50

This shows the Hospice's workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile).

Commentary

We have a moderate pay gap, in favour of women. There may be a number of factors that have a bearing on the data, such as the nature of the business which attracts a lot of women (both in care and retail) reflected in the fact we have a predominantly female workforce. All of our top earning staff are also female.

We are committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We pay employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). The Hospice has a robust salary structure which shows progression through pay scales, alongside a process of job evaluation, to ensure a fair structure. We are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather the gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Comparison with others - The national picture

The UK has one of Europe's most significant gender pay gaps and is 17.9%. If you only look at full-time workers the pay gap drops to 8.6%.

The Office for National Statistics research concluded that whilst several factors affect men's and women's pay, and thus the gender pay gap, occupation has the largest effect on pay gap and explains 23.0% of the differences between men's and women's hourly pay

Our mean and median gender pay gap is significantly lower than that for the whole economy and also than the West Midlands (regional gap of 9.8%).

Comparison with others - The Charity sector

There have been two studies that report different gender pay gaps using the median hourly gender pay figure, one 5.4% in favour of men, the other 8% in favour of men, this is compared to the national picture of 8.6% in favour of men (as reported by CharityJob). When compared to the national average the figures don't look too bad, however when you look further at the distribution within the quartiles, nearly all the charities featured in these reports have a disproportionate percentage of men in the upper quartiles and women are over-represented in the lower ones.

Charities are over two-thirds women, and according to a CAF UK Giving report, more women want to work in charities, like charities, trust them more than men do, support them more than men do, volunteer more, and petition and campaign more. This becomes important when we look at our Hospice data.

Our pay gap compares favourably with that of other organisations, including those within the charity sector.

Proposed Actions

While our gender pay gap compares favourably with that of organisations both across the whole UK economy, regionally and within the sector, this is not a subject about which we are complacent, and we are committed to doing everything that it can to reduce the gap.

Steps we have already taken to promote gender diversity in all areas of its workforce include the following:-

- Equality Impact Assessments are always used when developing policies and procedures
- Using an external analyst to job evaluate all roles in the Hospice
- We have a single, transparent pay system.
- Involving our staff VOICE forum to get feedback and generate ideas that will contribute to a Reward Strategy
- The Flexible Working Policy has been refreshed to ensure it supports a culture which promotes diversity and a healthy work/life blend
- Being the first Hospice to have been assessed, and achieved, the Investors in Diversity Award
- A 3 year Equality, Diversity and Inclusion (EDI) Action Plan has been developed that is owned by our EDI Committee for delivery
- Commenced a review of our job descriptions, person specifications and adverts to use gender neutral language
- In the process of implementing an integrated HR/Payroll system that will enable detailed EDI reporting so that we can clearly identify any gaps that we need to address.

The Hospice are also committed to:-

- Creating and developing an evidence base to identify any barriers to gender equality and inform priorities for action.
- Ensuring related policies and practices are up to date, such as pay, reward and recognition, recruitment and induction, equality and dignity at work, talent and people development
- Providing training and support to line managers, including recruitment and selection, and specifically around unconscious bias
- Managing family-friendly leave successfully and making the most of flexible working. We want to ensure we look at flexible working from the right perspective, and ensure

all promotions can successfully function with flexible working arrangements in place, including those to more senior levels.

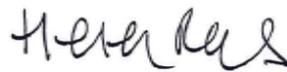
- Encouraging and reviewing career and talent development so that capable employees of all genders can progress.

Declaration

We confirm that Birmingham St Mary's Hospice gender pay gap calculations are calculated in accordance with the guidance and requirements prescribed by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Tina Swani
Chief Executive



Helen Reeves
HR Manager