



Gender Pay Gap Reporting – 2019

Introduction

Under 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. This is Birmingham St Mary's Hospice's second report and is based on the snapshot date of 5th April 2019.

What is the Gender Pay Gap?

The gender pay gap is the difference in the average salaries earned by men and women in an organisation. It does not compare salaries earned by men and women in similar roles.

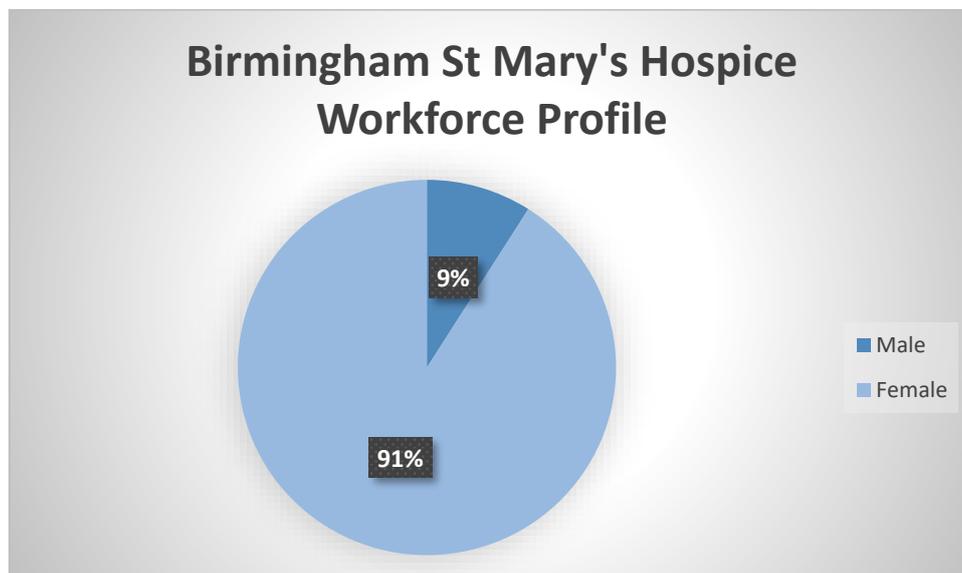
We are required to calculate and present our Gender Pay Gap in two different ways: mean pay and median pay.

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) and the gender pay gap (mean).

What is Birmingham St Mary's Hospice Gender Pay Gap?

Our Workforce

Like many charities, we have more female employees than male employees. Employed on 5th April 2019 (the snapshot date) were 244 full-pay relevant employees. The gender profile of the full-pay relevant workforce is 22 (9%) male and 222 (91%) female.



Mean Gender Pay Gap

The mean gender pay gap is calculated by adding up all of the hourly rates and dividing the result by the number of hourly rates that were in the list.

The mean gender pay gap for Birmingham St Mary's Hospice is -4.43%. Gender pay gap expressed as a negative % reveals that typically male employees have lower pay than female employees.

Median Gender Pay Gap

The median gender pay gap is calculated by 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 gender pay gap for Birmingham St Mary's Hospice is 5.46%. This means the middle pay range for men is typically higher.

Proportion of Males and Females in Each Pay Quartile

This shows the Hospice's workforce divided into four equal sized groups based on hourly pay rates.

	No of employees	No of female employees	No of male employees	% Female	% Male
Lower Quartile	63	57	6	90.48	9.52
Lower Middle Quartile	102	93	9	91.18	8.82
Upper Middle Quartile	66	58	8	87.88	12.12
Upper Quartile	64	59	5	92.19	7.81

Commentary

In 2018, the mean gender pay gap was -8.63% and the median gender pay gap was -3.97%. Whilst our mean gender pay gap is still in favour of females, the gap has reduced since 2018 and our median gender pay gap is now in favour of males. This is because we employ a much smaller proportion of males to females and the males we do employ tend to be in higher paid roles.

Our gender pay gap results reflect that, like many hospices and healthcare organisations, Birmingham St Mary's Hospice employs a largely female workforce. The UK national gender pay gap for full time employees in 2019 was 8.9% and it was 17.3% for all employees, so we compare favourably to the national picture. The West Midlands region has one of the largest gender pay gaps in the UK at 18.3% for all employees.

Birmingham St Mary's Hospice is committed to the principle of equal opportunities and equal treatment for employees regardless of sex, race, religion/belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. 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 but is because of the result of the roles in which men and women work within the organisation and the salaries these roles attract.

What will Birmingham St Mary's Hospice be doing to address the gender pay gap?

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

During 2019, the Hospice has promoted flexible working options as part of recruitment. We report flexible working requests on a quarterly basis to our Human Resources Governance Committee and to the Board of Trustees who monitor trends. The Hospice has also taken a different approach to career and talent development by introducing temporary acting up and secondment arrangements to enhance the development of existing employees. In terms of recruitment and resourcing, the Hospice has utilised alternative routes into employment or work experience such as apprenticeships, work placements and internships.

We have also supported line managers with the introduction of Unconscious Bias workshops to raise awareness, and Recruitment and Selection training.

In 2020 the Hospice will be further developing its integrated HR/Payroll system to report more widely on gender pay such as separate gender pay gap reports for full time and part time employees and the proportion of men and women who apply for jobs or promotion and the number of men and women who are successful.

We are also launching our Equality, Diversity and Inclusion strategy, which will include increasing our links within the community, raising our profile as an employer of choice, and a review of our EDI training.

It is recognised that the healthcare profession generally attracts more females, however our Clinical Education Lead will investigate how many males are training in local universities and whether there are opportunities to increase the number of males who attend the Hospice on placement.

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.



Tina Swani
Chief Executive