



ST BARNABAS HOSPICES (SUSSEX) LTD GENDER PAY GAP STATEMENT

2023

Introduction

The Gender Pay Gap is a measure of the difference between average earnings between men and women across the organisation and is expressed as a percentage of men's earnings.

As an organisation employing more than 250 people, St Barnabas is obliged to publish statistics of its gender pay gap on a yearly basis, on both our own website and a government website. The data in this report is a 'snapshot' of our pay on one specific date, 5th April 2023.

We aim for a gender pay gap that is as close to 0% as possible, but St Barnabas is also committed to providing equal pay, ie no difference in the rate of pay between men and women who carry out the same jobs or work of equal value.

The Gender Pay Gap figures

On the snapshot date, the organisation employed 467 people. The total number of employees has decreased by 9% from twelve months earlier. The proportion of men to women remains stable, with 11% of the workforce being men and 89% being women.



The table below details the specific figures.

			%
Difference in hourly rate of pay - mean			(70.53)
Difference in hourly rate of pay - median			4.84
Difference in bonus pay - mean			(135.04)
Difference in bonus pay - median			(90.12)
Percentage of employees who received bonus pay - male			1.89
Percentage of employees who received bonus pay - female			6.52
Band	Description	Males	Females
A	Includes all employees whose standard hourly rate places them at or below the lower quartile.	13	99
B	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.	8	104
C	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.	22	90
D	Includes all employees whose standard hourly rate places them above the upper quartile.	10	101

Explaining these figures

Our **mean gender pay gap** is (70.53)%, which tells us that, on average, the hourly rate of pay that female employees receive is 70% higher than the rate male employees receive; that equates to a difference of £0.70 ph in monetary terms.

The change from last years figures can be explained by the changes in leadership. In the previous year there was 1 male and 3 females in Director roles, this year there are 5 females in Director positions and no male employees.

The bias in pay is indicative of the workforce being 89% female and there is a notable imbalance in the proportion of male and female employees, and although this is to be expected in the sector in which we operate, we should nevertheless ensure that St Barnabas appeals as an employer of choice, equally to men and women.