

St Barnabas Hospices Gender Pay Gap Statement 2020



Prepared by Louise Westphalen, Interim People Services Director
July 2021

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 2020.

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 489 people, 419 of whom were contracted on regular hours and the remainder were categorised as 'bank' staff, working ad hoc hours. The total number of employees is stable, having increased just 2.3% from twelve months earlier. The proportion of men to women also 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	(0.48)%		
Difference in hourly rate of pay - median	2.29%		
Difference in bonus pay - mean	(86.44)%		
Difference in bonus pay - median	(165.58)%		
Percentage of employees who received bonus pay - male	5.77%		
Percentage of employees who received bonus pay - female	5.03%		
Band	Description	Males	Females
A	Includes all employees whose standard hourly rate places them at or below the lower quartile.	13%	87%
B	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.	8%	92%
C	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.	14%	86%
D	Includes all employees whose standard hourly rate places them above the upper quartile.	8%	92%

Explaining these figures

1. Our **mean gender pay gap** is (0.48)%, which tells us that, on average, the hourly rate of pay that female employees receive is 0.48% higher than the rate male employees receive; that equates to a difference of £0.07ph in monetary terms. Comparing this year's mean figure to that for April 2019 of (5.0)%, there has been an improvement in reducing any gap, and we have just about achieved the target of 0%.

The figure reported for all employees across the UK is 15.5% (7.4% for full time employees), which is a lower figure than the previous year, so the trend is for the gender pay gap to be reducing year-on-year, but the figure of 15.5% highlights the achievement at St Barnabas.

Our **median gender pay gap**, which tells us the percentage difference at the mid-point of all salaries from the highest to the lowest, is 2.29%. This would suggest that the average pay of women may be marginally lower than the average pay of men, and perhaps not as close to 0% as the mean figure would have us believe.

2. In terms of **bonus** figures, the percentage of men and women receiving a bonus, at 5.77% and 5.03% respectively, shows very little change from the previous year. The figures for the difference between the bonuses than men and women received are (86.44)% for the mean and (165.58)% for the median, and it is notable that the mean figure in particular has decreased substantially from the previous year, so there is less difference in 2020.
3. The analysis of **pay gap by quartile** (Bands A to D in the table above) again shows insignificant change from the previous year across the quartiles.

The percentage of men and women employed also remains constant at 11% and 89% respectively.

Conclusions

St Barnabas has achieved a mean gender pay gap figure so close to 0% that this should be celebrated as having achieved equality of pay in terms of the gender pay gap. Of course, that should not lead to complacency, and we will continue to place great importance on taking all steps to maintain this level.

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.