



St Wilfrid's Hospice

Making a difference to local lives



Our 2017 Gender Pay Gap Report

The Gender Pay Gap reporting requires employers with 250 or more employees to publish statutory calculations annually (as at 5 April) to show any gap between male and female employees. The figures are calculated using the standard methodologies used in the Equality Act 2010, Regulations 2017, which compares the pay of males and females.

Our Workforce

The workforce at St Wilfrid's Hospice is made up of significantly more females than males.

This is predominantly driven by the environmental and historical factors of occupations consistent within the healthcare sector.

For charities, including St Wilfrid's Hospice, this must be published by the 4th April each year, and within one year of the 'snapshot' data being taken.

St Wilfrid's Hospice took its snapshot data on 5th April 2017.

As a comparison, the NHS overall workforce is made of 77% females (NHS Employers, Gender in the NHS, 2017)

As at 5 April 2017 St Wilfrid's Hospice had 266 employees, 39 male and 227 female.

85% of the Hospice workforce is female.

What is the gender pay gap?

The **gender pay gap** is a measure of the difference between the average earnings of men and women across an organisation, regardless of role or seniority.

The gender pay gap is not the same as equal pay.

Equal Pay relates to men and women being paid equally for equal work

At the 'snapshot' date of 5 April 2017 St Wilfrid's Hospice had a total of 266 employees



What is reported and understanding the definitions

The report is required to publish data on the **mean** and **median** salary pay gap, the proportion of males and females in each pay quartile and the gap between males and females for staff who receive bonus payments.

As no employees currently receive bonus payments, no bonus data is provided.

Gender Pay Gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men.

For example a 4% GPG denotes that women earn 4% less, on average, than men. Conversely a -4% denotes that women earn 4% more, on average, than men.

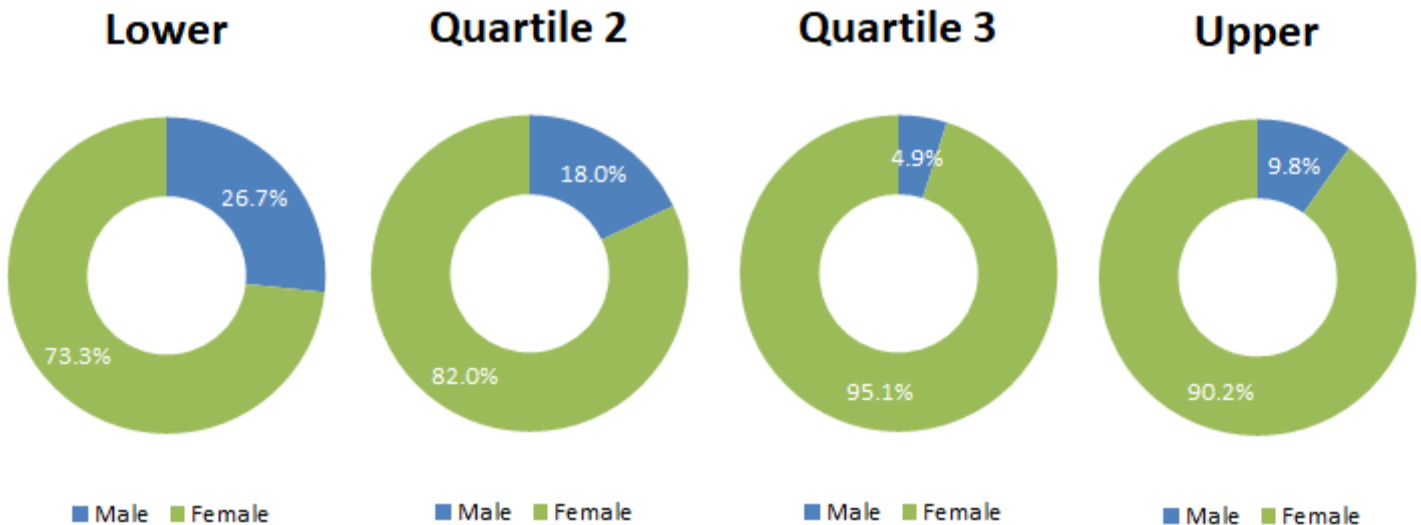
Mean – a measure of the average which is derived by summing the values for a given sample and then dividing the sum by the number of observations (i.e. jobs) in the sample. In earnings distributions, the mean can be disproportionately influenced by a relatively small number of high paying jobs.

Median – the value below which 50% of jobs fall. It is the Office of National Statistics (ONS) preferred measure of average earnings as it is less affected by a relatively small number of high earners and a skewed distribution of earnings.

Pay Gap

Mean	-1.5%
Median	-27.0%

Proportion of colleagues per Pay Quartile



The above image illustrates the gender distribution across four equally sized quartiles, each containing approximately 66 colleagues.

Summary and Statement

As is reflective across the wider health and social care sector, our 2017 gender pay gap report shows that we employ more women than men, with predominantly female nursing staff entering into the middle and upper quartiles. In addition, 69% of all male staff were employed in the lower quartiles and these factors have an impact on the overall median pay gap figures in the report.

The Hospice is committed to the principle of equal pay and determines pay using the St Wilfrid's Hospice Pay Scales for banding and basic salary determination for positions. Many of our roles are banded using the NHS Job Evaluation Scheme, where the job evaluation process considers the requirements of the post and not any personal characteristics of the post holder.

Our commitment to provide flexible working options and family friendly policies, help ensure we provide an equitable work environment for all staff.

I'm incredibly proud to lead an amazing workforce, where the key to our success is great teamwork. We recognise the valuable contribution of all of our people, and the importance of equity and flexibility in being able to make a difference to local lives.



Alison Moorey
Chief Executive



St Wilfrid's Hospice (South Coast) Limited
Grosvenor Road
Chichester
West Sussex
PO19 8FP
Registered Charity in England and Wales No. 281963