



St Helena Hospice

Gender Pay Gap Report for April 2022

Published in February 2023

Legislation

Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires organisation with 250 or more employees to publish statutory calculations annually to show any pay gap between male and female employees.

The legislation requires to carry out six calculations:

1. Mean gender pay gap
2. Median gender pay gap
3. Mean bonus gender pay gap
4. Median bonus gender pay gap
5. Proportion of males and females receiving a bonus payment
6. Proportion of males and females in each pay quartile

The calculations are done on the HR and Payroll records that are valid on 5th April each year and the results will be posted on the St Helena Hospice's website and a government website within a calendar year. Reporting will not involve publishing individual employees' data.

Staff on furlough leave and maternity leave have been excluded from the calculations as per the guidance.

St Helena does not pay bonuses to any of its staff therefore we will be reporting three calculations that we are required to report:

1. Mean gender pay gap: The mean (average) gender pay gap in hourly pay. We calculate this by totalling the hourly rates of all "relevant" male employees and then all "relevant" female employees and dividing by the number of employees in each list. The result is expressed as the difference of male pay over female pay which could be positive or negative.
2. Median gender pay gap: The median gender pay gap in hourly pay. We calculate this by listing all the hourly rates in order from high to low for male employees and then all female employees and identifying the middle value in each list. The result is expressed as the difference of male pay over female pay which could be positive or negative.
3. Proportion of males and females in each pay quartile: Divide the list into 4 equal sections ("quartiles") and calculate the % of male and female employees in each quartile.

St Helena's Results

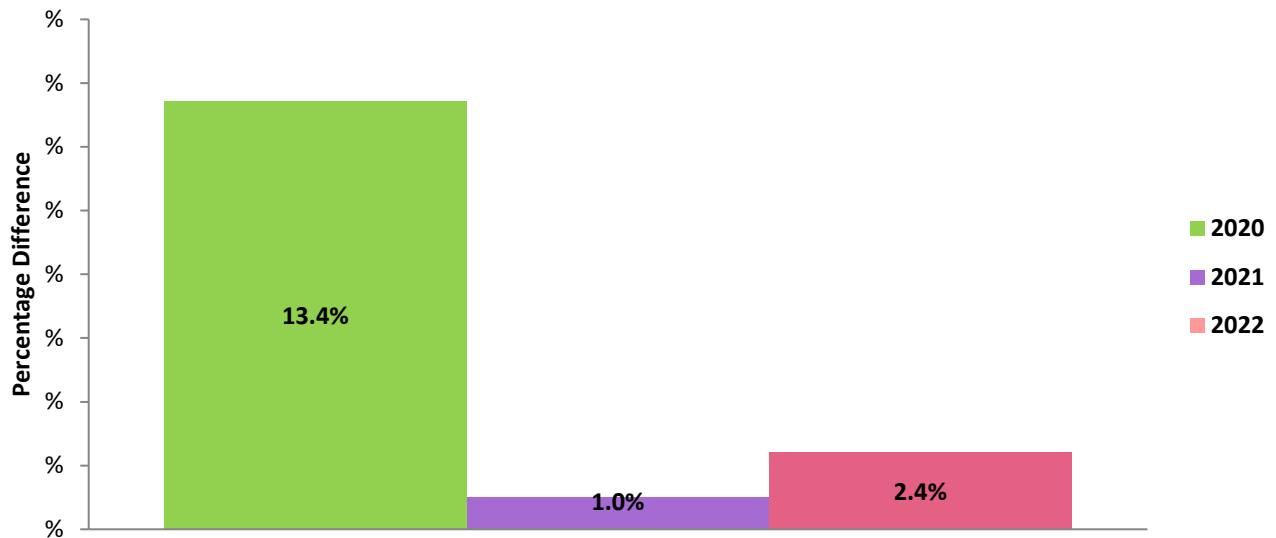
1. Mean gender pay gap:

Male employees were paid on an average **2.4 %** more than female employees.

£14.60 male hourly rate

£14.25 female hourly rate

Mean Gender Pay Gap for years 2020 to 2022



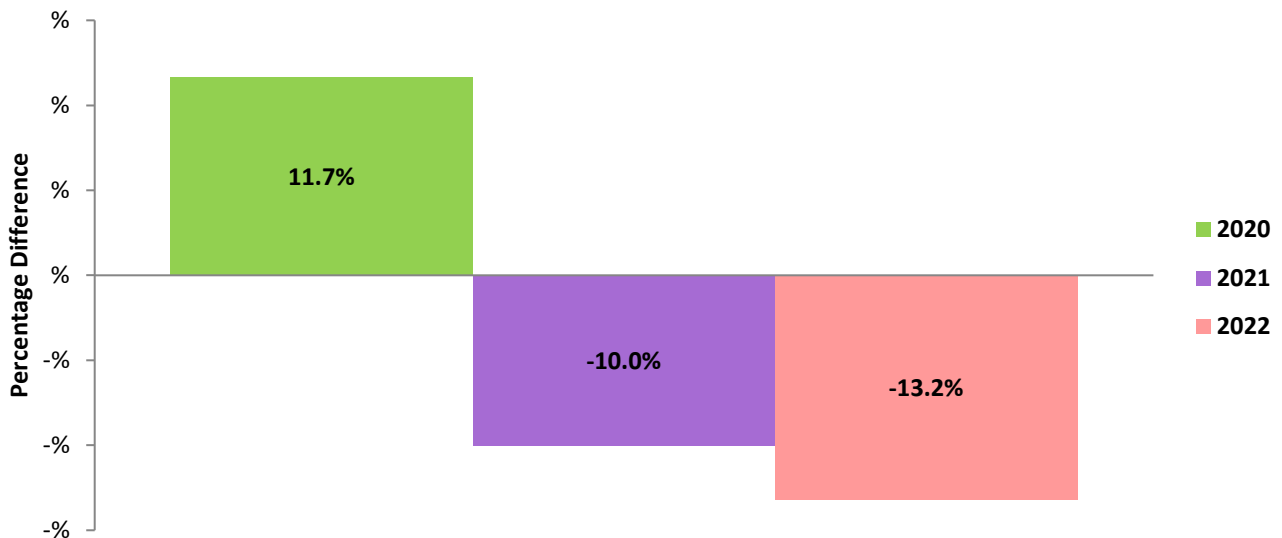
2. Median gender pay gap:

Median hourly rate of female employees was **13.2 %** more than male employees.

£10.62 male median hourly rate

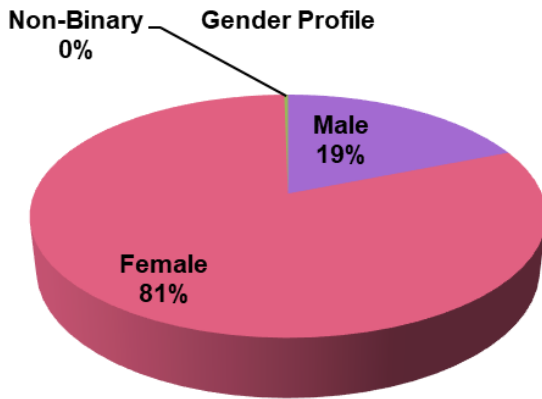
£12.02 female median hourly rate

Median Gender Pay Gap for years 2020 to 2022

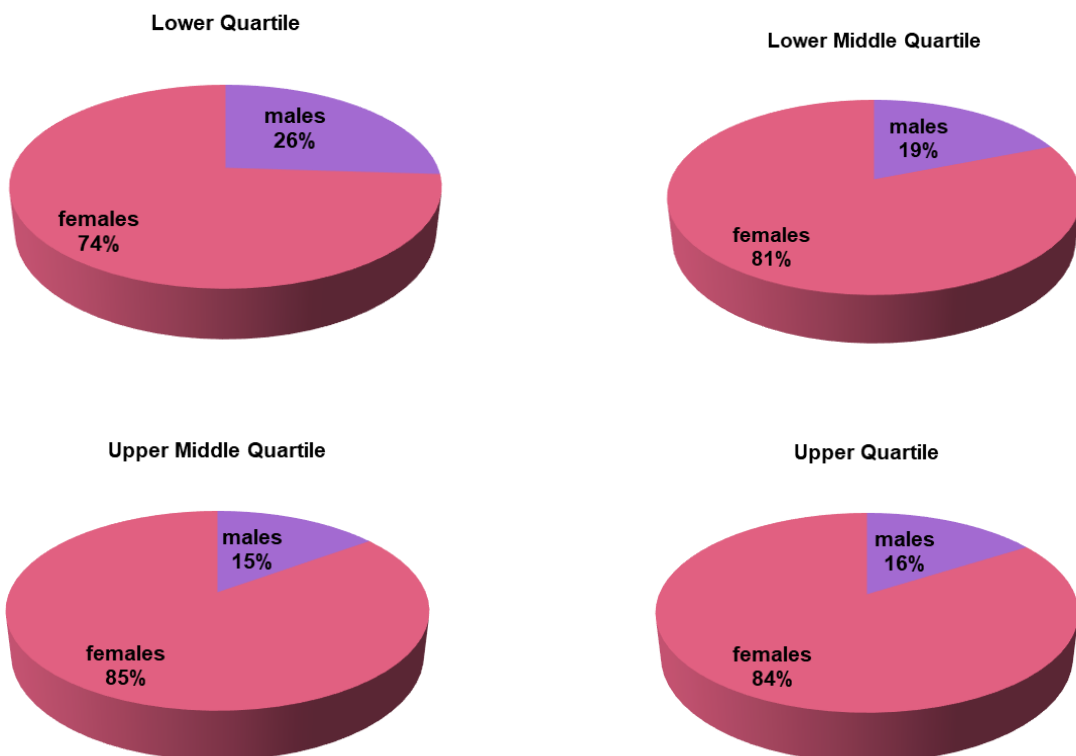


3. Proportion of males and females in each pay quartile

As on 5 April 2022 St Helena employed 354 employees. 286 of these employees were female (81%) and 67 were male (19%). This is not uncommon for a charitable hospice organisation because we operate in a sector that is predominately female and so it is no surprise that our workforce reflects so.



Gender profile in each pay quartile band



The calculations below shows mean and median pay gap in each quartile.

Quartile	Mean Pay	Median Pay	What this means
Lower	-0.5%	0.0%	In this quartile mean pay for female employees was 0.5% more than male employees. Median pay was equal for male and female employees.
Lower Middle	1.8%	2.1%	In this quartile, male employees average (mean) pay was 1.8% more than female employees' average pay. Median pay for male employee was 2.1% higher than female employees.
Upper Middle	-2.1%	0.0%	In this quartile, female employees average pay was 2.1% more than male employees average pay. Median pay was equal for male and female employees.
Upper	22.5%	12.2%	In this quartile, mean pay of male employees was 22.5% more than female employees. The median pay point for male employees was 12.2% more than for female employees.

Conclusion

The overall calculation suggests that the male employees average (mean) pay is higher than female employees average pay by 2.41% and female employees median pay is higher than male employees median pay by 13.2%.

We do not believe this is an accurate representation because the mean pay gap is influenced by very high and very low pay and does not report typical hourly earnings, and as we have a predominately female workforce and a very small number of male employees even small fluctuations in the male workforce can have a significant impact on our gender pay gap, specifically our "mean" calculation.

The median pay gap suggests that the female employees median pay is higher than male employees median pay however this doesn't mean there is inequality in pay.

It is important to note that gender pay is not the same as equal pay. Gender pay is looking at average earnings between male and female employees and does not show differences in pay for comparable jobs.

St Helena Hospice is confident that the pay gap reported shows no evidence of gender bias or inequality of pay. St Helena is committed to being an equal opportunities employer and the following strategies continue to be in place to support this:

St Helena aims to ensure that our recruitment process is fair, non-discriminatory and in line with the Organisation's equality diversity and inclusion policy. It is the individual's ability to carry out the role that determines selection for employment rather than any other characteristic including gender. Being in a sector predominately female oriented, St Helena endeavours to recruit from the pool of eligible individuals applying for the role and we may not be able to attract and employ male candidates for all the roles.

St Helena is committed to the principle of equal pay. Pay is determined using St Helena's pay scale for the roles. All new roles are evaluated using the NHS Job Evaluation Scheme by an external consultant and benchmarked against national pay scales e.g. NHS Agenda for Change and local labour markets.

HR policies and guidelines are reviewed regularly and supported by training and development. We have flexible working policies and practices and 56% of our staff have taken advantage of these to enable them to work in a way that is best for them.

Mark Jarman-Howe
Chief Executive