

## **Gender Pay Gap report for 2021**

This report sets out the gender pay gap statistics for St Peter's Hospice in relation to the reporting year of 2021/22.

### **Introduction**

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we are legally required to publish specified information relating to our gender pay gap.

The following information has been calculated in accordance with the Regulations and is legally compliant.

### **The gender pay gap**

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

The gender pay gap has many contributing factors which will differ from organisation to organisation, across sectors and across geographical locations.

It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.

### **Organisational context**

St Peter's Hospice is a local charity that provides care and support to adults who are living with a progressive life-limiting illness in the Bristol, South Gloucestershire, and North Somerset area. We have been established for over 40 years with much of our support provided in people's homes.

People receiving our care have a wide range of conditions, including cancer, heart failure, lung disease and neurological illness. Support is focused around the physical, psychological, social, and spiritual issues that can arise as a result of serious illness, in order to improve the quality of a person's life. Everyone is unique, and we provide support with that in mind.

### **Our commitment to equality and diversity**



## **St Peter's Hospice**

St Peter's Hospice is committed to providing equality of opportunity and treatment for individuals, regardless of race, gender, colour, religion, beliefs, age, disability, nationality, ethnic origin, sexual orientation, marital or civil partnership status, gender reassignment, or offending background.

The Hospice's vision for equality and diversity goes beyond a legal duty. Promoting and valuing peoples' rights, responsibilities and dignity are at the heart of what we do, and our Hospice values of Excellence; Compassion; Respect; Passion and Collaboration.

We believe that effective equality, diversity and inclusion are at the heart of high performing teams. While we recognise the legal and moral obligations to us as a service provider, a public body, a charity, and an employer, we are not just fulfilling them because we must, we are doing so because we want to and we believe that they are an essential part of our success.

The information below shows our overall mean and median gender pay gap between male and female employees based on our payroll data of hourly rates of pay as at the snapshot date of 5<sup>th</sup> April 2021 and includes all full pay equivalent colleagues. Full pay equivalent colleagues are those who are not on reduced pay due to sick or maternity leave.

The regulations also require calculations in respect of bonus earnings, but St Peter's Hospice does not pay bonuses to any employees and therefore there is no data to report.

## **What is our average gender pay gap?**

The UK gender pay gap is the percentage difference between men's and women's median hourly earnings, across all jobs in the UK; it is not a measure of the difference in pay between men and women for doing the same job.

The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings (excluding overtime).

The median pay gap is calculated by finding the middle value in our pay.

**-15.4%**

*Our median gender pay gap*

For comparison, the median gender pay gap among all employees published by the Office of National Statistics (ONS) in October 2020 was 15.5%. The gender pay gap for Southwest England was 9.2%.

The mean gender pay gap is calculated by adding up all the salaries and dividing by the number of males and females.

**-1.5%**

*Our mean gender pay gap*

## **Trend Analysis**

	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
Mean Gender Pay Gap	6.1%	3.5%	12.8%	-1.5%
Median Gender Pay Gap	-11.4%	-8.3%	14.7%	-15.5%

When reviewing the trend analysis over the past 4 years, it is important to note that the 2020 figures are based on a significantly reduced headcount due to the Covid19 pandemic and the resulting Coronavirus Job Retention Scheme (furlough).

As of 5<sup>th</sup> April 2021, the snapshot date for the calculations, we still had 140 employees on furlough due to the Coronavirus pandemic and therefore they are not included as "relevant employees" under the Gender Pay Gap reporting stipulations.

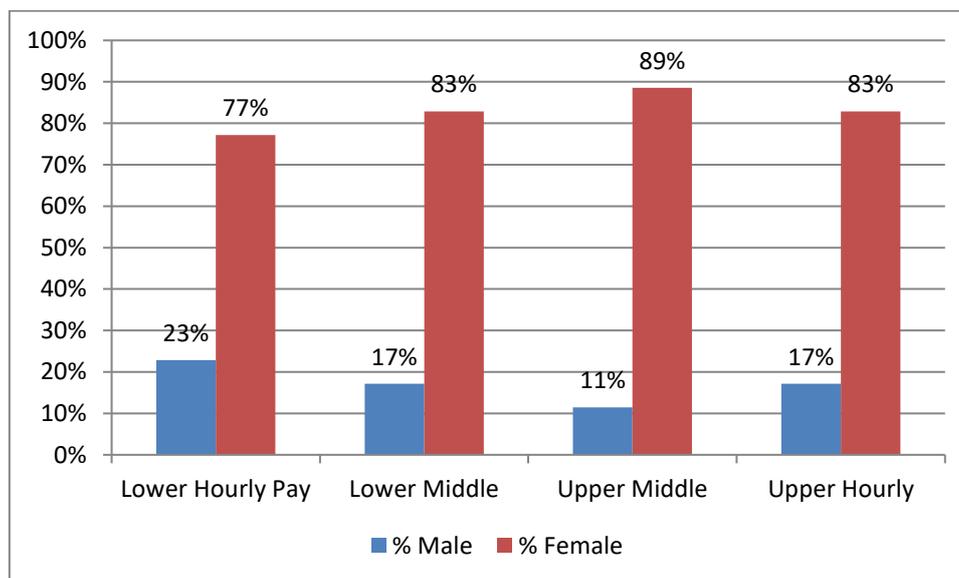
If the employees had not been on furlough and had been working as usual as per previous years, our figures would have been as below.

	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
Mean Gender Pay Gap	6.1%	3.5%	6.0%	5.2%
Median Gender Pay Gap	-11.4%	-8.3%	-0.4%	2.6%

### Salary Pay quartiles

The following table separates our entire workforce into four equal quartiles based on the hourly pay that are paid to these employees. These quartiles are then further broken down into the proportion, expressed as a percentage, of male and female employees in each quartile.

<b>Lower</b>		<b>Lower middle</b>		<b>Upper middle</b>		<b>Upper</b>	
<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>
<b>23%</b>	<b>77%</b>	<b>17%</b>	<b>83%</b>	<b>11%</b>	<b>89%</b>	<b>17%</b>	<b>83%</b>



### Addressing gender pay disparity

We are committed to reducing, and subsequently closing, any identified gender pay disparity. This commitment, however, is made in line with our understanding that time and exploration of several different actions may be needed to achieve this aim. We will therefore continue to monitor our Gender Pay Gap data over the next few years as we emerge from the pandemic.



**St Peter's  
Hospice**

**Confirmatory statement**

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

**Signed:** 

**Name:** Frank Noble

**Job title:** CEO

**Date of statement:** 10<sup>th</sup> March 2022

**Contact**

Please direct any queries relating to this gender pay gap report to Rob Rowe, Director of People & Support Services by contacting him on [rob.rowe@stpetershospice.org](mailto:rob.rowe@stpetershospice.org).