

# Pilgrims Hospices Gender Pay Gap Reporting Narrative

## External and Internal Publication

March 2018

### **Introduction**

In April 2017, new UK legislation came into force for all organisations that employ over 250 employees, and this legislation required these employers to report annually on their Gender Pay Gap.

The Gender Pay Gap is different to the Equal Pay Gap, and is defined as the difference in the average hourly rates of male and female employees, regardless of their role or seniority in an organisation. The results from our reports are expressed as a percentage, which is representative of the Gender Pay Gap between our male and female employee's average hourly rates.

In line with the legislation, our results will be available on the gov.uk website, as well as the Pilgrims Hospices public website and internal staff intranet.

### **Background**

Pilgrims Hospices' workforce consists of significantly more female employees than male employees, and this workforce profile is represented in our reports. Our workforce profile also reflects industry trends for clinical and non-clinical staff working in the healthcare sector, ie. considerably more females are working in the healthcare sector.

Our Gender Pay Gap results should be considered within the context of this distribution, as the predominance of female employees to male employees will have a significant influence on our overall Gender Pay Gap.

At 5<sup>th</sup> April 2017, the proportion of male employees to female employees across the organisation was as such:

Employee Type	Percentage
Female Employees	83%
Male Employees	17%

**The Reports**

The table below represents our results and definitions of the figures can be found below:

<b>Gender Pay Gap Reports</b>	<b>Gender Pay Gap % between male and female hourly pay rates and bonus pay</b>
Mean Gender Pay Gap	1.91%
Median Gender Pay Gap	-17.43%
Mean Bonus Gender Pay Gap	-8.32%
Median Bonus Gender Pay Gap	41.67%
Proportion of female employees receiving a bonus	3.13%
Proportion of male employees receiving a bonus	2.32%

<b>Quartile Pay Bands</b>	<b>Lower Quartile</b>	<b>Lower Middle Quartile</b>	<b>Upper Middle Quartile</b>	<b>Upper Quartile</b>
Male	20.9%	19.8%	13.1%	16.3%
Female	79.1%	80.2%	86.9%	83.7%

**Report Definitions**

Our reports are based on the average hourly earnings of all employees paid at 5<sup>th</sup> April 2017, and are not based on the annual salaries our employees receive.

The hourly rate is derived from all earnings received in the April 2017 pay run. For the purpose of Gender Pay Reporting, “earnings” include the monthly salary of each employee before any statutory or voluntary deductions, any enhancements an employee received for working unsocial hours, car allowance, on-call payments and holiday pay.

The definition of the Mean Gender Pay Gap is the percentage gap between the total average hourly rates of all male and female employees.

The definition of the Median Gender Pay Gap is the mid-point of the average hourly rates of male and female employees, where the mid-point is between the highest and lowest hourly rate.

The definition of a bonus payment is a payment that employees received outside of their basic monthly earnings. For the purpose of Gender Pay Reporting, “bonus payments” include medical intensity supplements, additional responsibly payments, supplements, and lottery commission payments.

As previously stated, we do not pay bonuses to our staff. However, for the purpose of this report, and in line with legislation, discretionary payments and commission as detailed above

are considered to be bonus payments for Gender Pay reporting. Therefore, when looking at the bonus gender pay reports it is important to understand them in this context.

The definition of a quartile is the percentage of males and females that are placed in each pay quarter (quartile) when the hourly rates are displayed from highest to lowest value.

### **Key Gender Pay Objectives for the Future**

The overall objectives that have been identified and developed to show the ever-improving commitments Pilgrims Hospices makes as part of our overall approach to equality and diversity:

- Although we do not have a significant Gender Pay Gap, we will continue to apply our current equality policies and practises in relation to pay and terms and conditions of employment.
- Equality will continue to be encouraged and promoted in the workplace to ensure we attract the widest possible pool of candidates.
- We will continue to train and support recruiting managers to undertake equality and diversity training and understanding, along with providing access to mentoring, training and development opportunities to encourage and promote progression into senior roles.

### **Statement**

It is confirmed that Pilgrims Hospices has prepared its 2017 Gender Pay Gap results in line with Mandatory Requirements.

**Helen Bennett**  
**Director of HR and Workforce Development**  
**March 2018**