

Pilgrims Hospices Gender Pay Gap Reporting Narrative

External Communication

March 2019

Introduction

Pilgrims Hospices, having more than 250 employees on our payroll at 5th April 2018 is required by UK law to report annually on our Gender Pay Gap Data. This is our second annual Gender Pay Gap report, and is the result of all relevant information at 5th April 2018.

A Gender Pay Gap is not the same as an Equal Pay Gap. Where equal pay relates to the pay of men and women working in the same role or at the same level, the Gender Pay Gap takes into account all roles at all levels across the organisation. The Gender Pay Gap is defined as the difference between the average hourly pay received by male and female employees across the organisation, expressed as a percentage that represents the Gender Pay Gap between male and female employees' average hourly pay.

Pilgrims Hospices Workforce Profile

Pilgrims Hospices employs considerably more female than male employees and therefore our Gender Pay Gap results are representative of this workforce profile. This workforce profile is also largely comparable to the healthcare and charity sector overall.

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

At 5th April 2018, the gender split in the Pilgrims Hospices' workforce was as such:

Gender	Percentage
Female Employees	82%
Male Employees	18%

Report Definitions

Our reports are based on the average hourly rates of all employees paid at 5th April 2018, they are not based on the annual salaries our employees receive.

The hourly rate is calculated from the earnings received by employees in the April 2018 pay run. For the purpose of Gender Pay reporting, "earnings" include the employee's monthly salary before any statutory or voluntary deductions are made, enhancements an employee may have received for working any unsocial hours, monthly car allowance payments and holiday pay.

The Mean Gender Pay Gap is the percentage gap between the average hourly rates of all male and female employees. This is the most commonly reported figure when organisations state their gender pay gap percentage.

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

We do not pay bonus payments to our staff, however for the purpose of Gender Pay Reporting “bonus payments” include discretionary additional responsibility payments, supplements and lottery commission payments paid to our employees in the preceding 12 months to the 5th April 2018.

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 lowest to highest value.

The Results

The table below represents our results for 2018:

Gender Pay Gap Reports	Gender Pay Gap % between male and female hourly pay and bonus pay
Mean Gender Pay Gap (Most commonly reported figure)	-4.8%
Median Gender Pay Gap	-26.7%
Mean Bonus Gender Pay Gap	-107.9%
Median Gender Pay Gap	-125.5%
Proportion of female employees receiving a bonus	1.8%
Proportion of male employees receiving a bonus	1.6%

Quartile Pay Bands	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	73%	80%	86%	86%
Male	27%	20%	14%	14%

Key Gender Pay Objectives for the Future

As our Gender Pay Gap for 2018 comes out in favour of females, we do not have an issue with a gender pay gap across the organisation. We have identified the following objectives to continue our commitment to our overall approach to equality and diversity, for all employees regardless of their gender:

- Continue to apply our current equality and diversity policies and practices in relation to pay, and terms and conditions of employment.
- Equality and diversity will continue to be encouraged and promoted in the workplace to ensure we attract the widest possible pool of candidates for each vacancy.
- Continue to train and support recruiting managers to undertake equality and diversity training, along with providing access to mentoring, training and development opportunities to encourage and promote progression into senior roles.

- Ensure our Board of Trustees understand the diversity of our workforce and support our equality objectives.

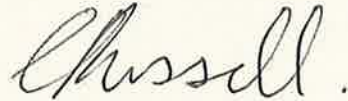
These are largely reflective of the work we committed to as detailed in our 2017 report and have continuously implemented throughout 2018.

Statutory Statement

It is confirmed that Pilgrims Hospices have prepared its 2018 Gender Pay Gap results in line with mandatory requirements.



Helen Bennett
Director of HR and Workforce Development



Cate Russell
Chief Executive Officer

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