

## Pilgrims Hospices Gender Pay Gap Reporting Narrative

April 2021

**Snapshot Date: 5<sup>th</sup> April 2020**

### **Introduction**

Since April 2017, Pilgrims Hospices has been publishing its Gender Pay Gap Data in line with the Gender Pay Gap Regulations 2017; this report is the fourth annual reporting of data as of the above Snapshot date.

The Gender Pay Gap is differentiated from the 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**

In line with Health and Social Care sector trends, Pilgrims Hospices employs considerably more female than male employees. Female employees are over-represented in a number of qualified clinical positions which in turn attract a higher rate of pay. Male employees are over-represented in a number of the lowest paid roles.

Our Gender Pay Gap information should be considered within the context of this distribution of female to male employees, which has historically had a significant impact on our overall Gender Pay Gap; however, this has differed as of the snapshot date due to the COVID-19 pandemic which is discussed later in this report.

At 5<sup>th</sup> April 2020, the gender split in the Pilgrims Hospices' workforce was as follows:

| Gender           | Percentage |
|------------------|------------|
| Female Employees | 85%        |
| Male Employees   | 15%        |

### **Report Definitions**

The figures used in this report are based on the average hourly rates for all employees as of the snapshot date as opposed to the annual salaries our employees receive.

The hourly rate is calculated from the earnings received by employees in the April 2020 pay period. 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, and allowances such as monthly car allowance payments.

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 commission payments paid to two of our employees in the preceding 12 months to the 5<sup>th</sup> April 2020

The definition of a pay quartile is a quarter, or 25% of employees, grouped by their hourly rate of pay i.e. the lower quartile includes the 25% of employees with the lowest hourly rates of pay.

**The Results**

The below table represents the quartile percentage rates for all employees as of 5<sup>th</sup> April 2020.

| Quartile Pay Bands | Lower Quartile | Lower Middle Quartile | Upper Middle Quartile | Upper Quartile |
|--------------------|----------------|-----------------------|-----------------------|----------------|
| Female             | 82%            | 85%                   | 88%                   | 85%            |
| Male               | 18%            | 15%                   | 12%                   | 15%            |

The table below represents our results for 2020:

NB: In line with Gender Pay Gap Reporting Guidelines, as no male employees received a bonus in the relevant pay period, the bonus pay gap cannot be included in this report and therefore excluded from the below table.

| Gender Pay Gap Reports                                     | Gender Pay Gap % between male and female hourly pay and bonus pay | Gender Pay Gap £ |
|--|---|------------------|
| <b>Mean Gender Pay Gap (Most commonly reported figure)</b> | <b>+2.46</b>  | <b>-42p</b>      |
| Median Gender Pay Gap                                      | -18.07  | £2.34            |
| Mean Bonus Gender Pay Gap                                  |   |                  |
| Median Bonus Gender Pay Gap                                |   |                  |
| Proportion of female employees receiving a bonus           | 0.70%   | N/A              |
| Proportion of male employees receiving a bonus             | 0.00%   | N/A              |

### **Year on Year Comparison**

Historically, Pilgrims Hospices has continuously reported a Gender Pay Gap in favour of female employees which is usually represented in both the mean and median figures. The 2020 analysis indicates that while the median Gender Pay Gap continues to show a significant gap in favour of female employees, the mean Gender Pay Gap has reversed and now shows a pay differential in favour of male employees, albeit a minimal one.

While a change in pay trends would normally indicate that there had been a significant shift in the workforce profile, further analysis demonstrates that this is not the case. Having compared the detailed pay data from 2019 and 2020, Pilgrims Hospices has identified that the impact of COVID-19 has distorted the data.

Restrictions related to COVID-19 resulted in almost 50 staff being placed on furlough during the April 2020 pay period. These staff were predominantly from Pilgrims Hospices' retail operation and included a significant proportion of the organisation's lowest paid male employees. As per government guidance on the preparation of Gender Pay data, furloughed employees were excluded from the calculations, which, combined with the relatively low number of male staff overall, had the effect of artificially inflating average hourly pay for male employees for the purposes of Gender Pay Gap reporting.

Had COVID-19 not resulted in these staff being furloughed, or had the guidance not required these individuals being excluded from the analysis, Pilgrims Hospices would have continued to report a significant mean Gender Pay Gap in favour of female employees. The organisation is therefore satisfied that the 2020 results do not represent a problem which needs to be addressed.

Looking forward, it is anticipated that furlough is likely to be in place as of the 2021 snapshot date, which may result in a similar distortion of the 2021 Gender Pay data.

### **Our commitment to Gender Pay**

Pilgrims Hospices is committed to ensuring fair Gender Pay across the organisation. Despite reporting a Gender Pay Gap in favour of male employees for the first time, the organisation does not have concerns regarding the this data, as our detailed analysis evidenced this was a distortion as a result of reporting guidance relating to furloughed employees.

In order to demonstrate commitment to ensuring a fair Gender Pay Gap within our organisation, Pilgrims Hospices pledges to:

- Continue to apply our current equality, diversity and inclusion policies and practices in relation to pay, and terms and conditions of employment.
- Continue to encourage and promote equality, diversity and inclusion in the workplace to ensure we attract the widest possible pool of candidates for each vacancy.
- 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.

**Statutory Statement**

It is confirmed that Pilgrims Hospices have prepared its 2020 Gender Pay Gap results in line with mandatory requirements.

**Helen Bennett**  
**Chief Executive Officer**

**Sheryl Hope**  
**Head of Workforce**

**April 2021**