

Pilgrims Hospices Gender Pay Gap Reporting Narrative

March 2022

Snapshot Date: 5th April 2021

Introduction

Pilgrims Hospices publishes its Gender Pay Gap Data in line with the Gender Pay Gap Regulations 2017; this report is the fifth annual reporting of data as of the above Snapshot date.

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.

At 5th April 2021, the gender split in the Pilgrims Hospices' workforce was as follows:

Gender	Percentage
Female Employees	81%
Male Employees	19%

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 2021 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 three of our employees in the preceding 12 months to the 5th April 2021

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 5th April 2021.

Quartile Pay Bands	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	66%	79%	90%	87%
Male	34%	21%	10%	13%

The table below represents our results for 2021:

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 £
Mean Gender Pay Gap (Most commonly reported figure)	-11.63%	+£1.72
Median Gender Pay Gap	-19.24%	+£2.31
Mean Bonus Gender Pay Gap		
Median Bonus Gender Pay Gap		
Proportion of female employees receiving a bonus	1.05%	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 identified a pay differential in favour of male employees, albeit a minimal one due to the reporting guidelines as a result of the COVID-19 Pandemic. However, the 2021 report

reflects the anticipated result of a Gender Pay Gap in favour of females as a result of the workforce profile which is reflected in both the mean and median figures for the year.

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 2021 Gender Pay Gap results in line with mandatory requirements.



Helen Bennett
Chief Executive Officer



Barnaby Rolfe
Senior HR Business Partner

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