

Pilgrims Hospices Gender Pay Gap Reporting Narrative

March 2023

Snapshot Date: 5th April 2022

Introduction

Pilgrims Hospices publishes its Gender Pay Gap Data in line with the Gender Pay Gap Regulations 2017; this report is the sixth 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 2022, the gender split in the Pilgrims Hospices' workforce was as follows:

Gender	Percentage
Female Employees	79%
Male Employees	21%

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 2022 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 2022.

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 2022:

Quartile Pay Bands	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	64%	85%	85%	88%
Male	36%	15%	15%	12%

The table below represents our results for 2022:

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)	-14.48%	+£2.31
Median Gender Pay Gap	-21.39%	+£2.63
Mean Bonus Gender Pay Gap		
Median Bonus Gender Pay Gap		
Proportion of female employees receiving a bonus	1.09%	N/A
Proportion of male employees receiving a bonus	0.00%	N/A

Year on Year Comparison

The results for the 2021 report returned to reflecting a favourable gender pay gap for female employees as a result of reporting guidelines as a result of the COVID-19 Pandemic.

The mean and median figures in this year’s report have shown an increase of 2.75% and 2.15% respectively in the gender pay gap in favour of female employees at the snapshot

date of 5th April 2022. The reason for this increase is due to the recruitment of a full time female consultant into the senior medical team.

Our commitment to Gender Pay

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

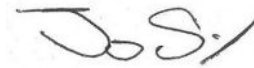
- Continue to apply our current equality, diversity and inclusion policies and practices in relation to pay, and terms and conditions of employment.
- Continue to encourage and promote equality, diversity and inclusion in the workplace to ensure we attract the widest possible pool of candidates for each 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 2022 Gender Pay Gap results in line with mandatory requirements.



Helen Bennett
Chief Executive Officer



James Smith
Head of HR and Education

March 2023