

Pilgrims Hospices Gender Pay Gap Reporting Narrative

March 2024

Snapshot Date: 5th April 2023

Introduction

Pilgrims Hospices publishes its Gender Pay Gap Data in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017; this report is the seventh 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 regardless of their role or work level.

This is different to equal pay which compares the pay of men and women who perform the same role or roles of equal value.

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 roles in the bottom two quartiles.

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 2023, 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 2023 pay period. For the purpose of Gender Pay reporting, "earnings" include the employee's monthly salary, enhancements an employee may have received for working any unsocial hours, and allowances such as monthly car allowance payments (before any statutory or voluntary deductions are made).

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**.

Pilgrims Hospices 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 2023.

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 table below represents the quartile percentage rates for all employees as of 5th April 2023:

Quartile Pay Bands	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	77%	75%	86%	86%
Male	23%	25%	14%	14%

The table below represents our results for 2023:

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 is 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 <i>(most commonly reported figure)</i>	-8.2%	- £1.37
Median Gender Pay Gap	- 21.2%	- £2.72
Mean Bonus Gender Pay Gap		
Median Bonus Gender Pay Gap		
Proportion of female employees receiving a bonus	0.8%	N/A
Proportion of male employees receiving a bonus	0%	N/A

Year on Year Comparison

The mean and median figures in this year's report have shown an encouraging decrease to **-8.2% (2022: 14.5%)** and **-21.2% (2022: 21.4%)** in the gender pay gap, in favour of female employees at the snapshot date of 5th April 2023.

There was a reduction of males in the lower quartile from 36% (2022) down to 23% (2023), which is clearly reflected by a 10% increase of males in the lower-middle quartile from 15% (2022) up to 25% (2023). But also impacted by unfilled vacancies in this quartile created by female staff leaving during the year.

The **smallest pay gap** is seen in the upper-middle quartile, being a mean in favour of females of just £0.01 (<0.1%), and a median gap of £0.12 (7%). Positively impacted this year in the favour of males by the engagement of a male Hospice Services Manager.

The **largest pay gap** is seen in the upper quartile, being a mean gap in favour of males of £3.60 (11.5%), and a median gap of £7.60 (25.9%), influenced by the engagement of a male Speciality Doctor at our Thanet Hospice and a male Head of HR & Education.

Overall the **mean pay** for females has decreased by £0.28, and for males has increased by £0.67, representing an inspiring narrowing of the mean pay gap of £0.95 (41%), from £2.31 (2022) down to £1.37 (2023).

Overall the **median pay** for females has increased by £0.67, and for males by £0.58, representing a widening of the median pay gap already in favour of females of £0.09 (3.4%), from £2.63 (2022) up to £2.72 (2023). This is a reflection of the difficulty to recruit males in clinical positions in this quartile.

Our commitment to Gender Pay

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

- Take positive action to improve equality in our workplace. For example, by;
 - placing job adverts to target particular groups, to increase the number of applicants from that group
 - including statements in job adverts to encourage applications from under-represented groups
 - Investigate the gender representation in each quartile in comparable organisations in our sector to see if these issues are consistent
- 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 2023 Gender Pay Gap results in line with mandatory requirements.



Helen Bennett
Chief Executive Officer



James Smith
Head of HR and Education

March 2024