



St Barnabas

Hospice • Care • Support

Gender Pay Gap Reporting

St Barnabas Hospice

St Barnabas Hospice Trust is an employer of around 350 staff. In line with the requirements set out in the Equality Act 2010, a Gender Pay Gap report has been prepared using a snapshot of data from 23rd April 2017.

In order to understand the statistics detailed below, the mean pay gap shows the average hourly rate of male and females, and the median pay gap shows the middle hourly rate value of males and females. The gender pay gap report shows the difference in pay levels between male and female employees, regardless of position held.

What does this mean for St Barnabas Hospice?

St Barnabas Hospice Trust does not pay bonuses and therefore has no figures to report on bonus pay gaps.

Our quartile pay analysis, showing how many men and women are in each quarter of the payroll, is as follows:

It should be noted that four females were on maternity leave and not receiving full pay at the time the data was collated, and are not included within the reporting figures.

St Barnabas Hospice Trust is a predominantly female workforce, making up 83% of our workforce. We support a wide range of flexible and family friendly working arrangements, with 54% of our staff contracted on a part time basis.



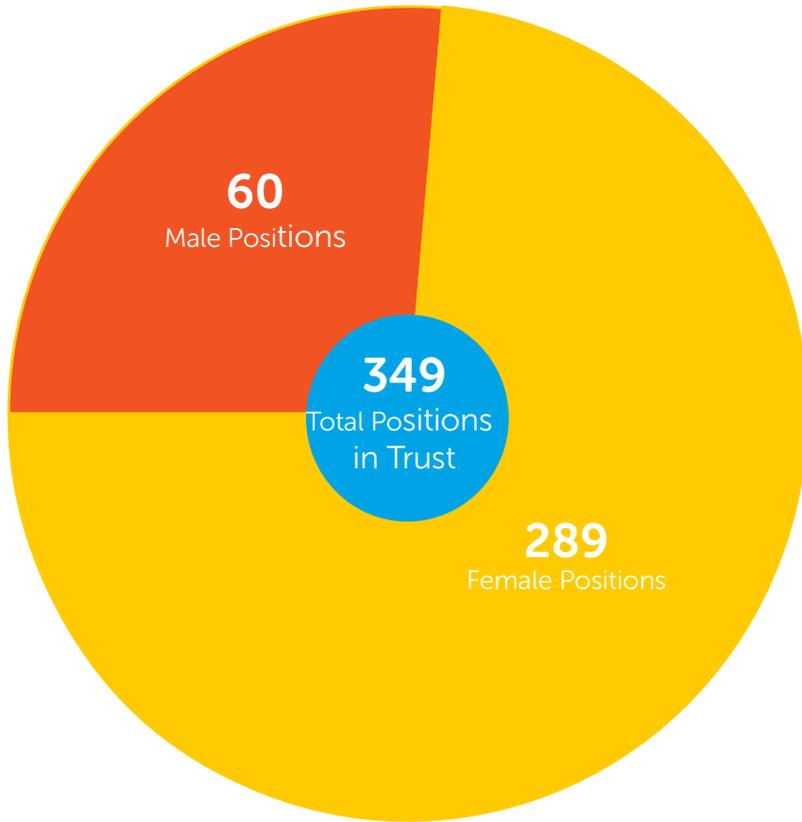
In Summary

The main indicators for St Barnabas Hospice Trust shows there is a small negative median gender pay gap of -1% in the hourly pay for women employed, and a slightly higher positive mean gender pay gap of 5% in the hourly pay for women employed. This is below the UK national average mean pay gap of 18%.

Find out more at
StBarnabasHospice.co.uk

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Registered Charity No. 1053814



Contracts	Female	Male
Full Time Contracts (+35 hours)	120 (42%)	40 (67%)
Part Time Contracts (-39 hours)	169 (58%)	20 (33%)

Quartile	Female	Male
Lower Quartile	74%	26%
Lower Middle Quartile	91%	9%
Upper Middle Quartile	78%	22%
Upper Quartile	89%	11%

Gender Pay Gap for St Barnabas Hospice

St Barnabas Hospice Trust believes it does not currently have a gender pay gap of any significance, however it should be noted that as we operate as a charity in a healthcare, retail and fundraising environment which is predominantly female, any small variations in the male workforce can have a significant impact on our gender pay gap reporting.

St Barnabas Hospice Trust pays all staff at or above the National Living Wage. We operate a Job Evaluation Scheme and are confident that men and women are paid fairly and equally for the same or similar roles. We are committed to ensuring a fairer and more equal society and will continue to review our policies, practices and training programmes to ensure employees are recruited based on their skills, qualifications and abilities for each role.

I confirm the figures included in this report have been calculated in line with the principles contained within The Equality Act 2010 (Gender Pay Gap information) Regulations 2017.



Chris Wheway, CEO of St Barnabas Hospice