

St Barnabas Hospice Trust is an employer of around 330 staff. In lines with the requirements set out in the Equality Act 2010, a Gender Pay Gap report has been prepared using a snapshot of data from 5th April 2018.

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.

In summary, the main indicators for St Barnabas Hospice Trust shows there is a negative median gender pay gap of -11% in the hourly pay for women employed, meaning the median average hourly rate for women is higher than men, and a positive mean gender pay gap of 8% in the hourly pay for women employed, meaning the average hourly pay rate for males is higher than females. Our results are still below the UK national average mean pay gap of 18%.

The median gender pay gap has increased by 8% in favour of women compared to last year however the mean gender pay gap has deteriorated by 3% in favour of men since last year. The median pay gap can be explained by a lower male workforce compared to females, and the majority of these males working in the lower quartile pay sector. The mean hourly pay grade difference can be explained by some female managers and senior staff leaving the organisation, which has affected our overall figures. It should also be noted that 6 females were on maternity leave and not receiving full pay at the time the data was collated, and 7 females and 1 male were on sickness absence and not receiving full pay at the time the data was collated. These employees are not included within the reporting figures. All of the females on maternity leave with in the Upper, or Upper Middle pay quartiles.

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

# Gender Pay Gap Reporting

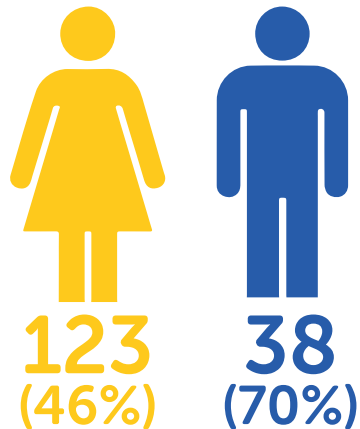


Our quartile pay analysis, showing how many men and women are in each quarter of the payroll, is as follows:

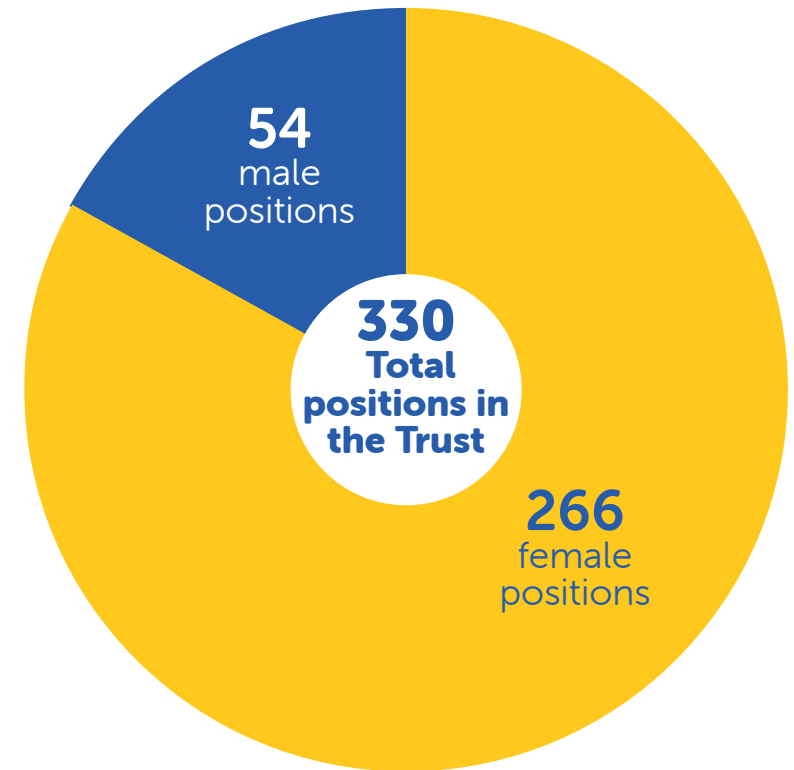
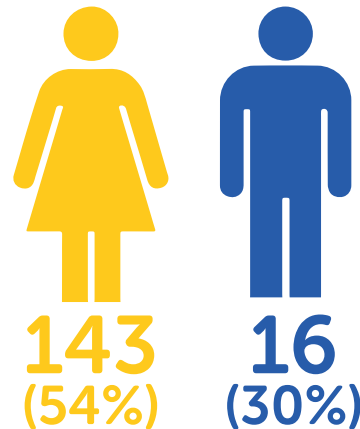
Quartile	Female	Male
Lower Quartile	72%	28%
Lower Middle Quartile	86%	14%
Upper Middle Quartile	87%	13%
Upper Quartile	85%	15%

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 50% of our staff contracted on a part time basis.

### Full Time Contracts (+35 hours)



### Part Time Contracts (-34 hours)



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.