

St Barnabas Hospice Trust is an employer of around 340 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 2019.

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 median average hourly pay gap of -8%, meaning the median average hourly rate for women is higher than men. There is a mean average hourly pay gap of 7%, 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 17.3%.

The median gender pay gap has closed by 3% compared to last year, and is still in favour of women. The mean gender pay gap has closed by 1% since last year, and is still in favour of men. The median pay gap can be explained by a lower male workforce compared to females, and 37.5% of our male workforce working in the lower quartile pay sector. The mean hourly pay grade difference can be explained again by St Barnabas having a lower male workforce, and of this male workforce a similar number of males work in the upper and upper middle quartiles. With an 84% female workforce, there are a higher number of females working in all quartiles to calculate the average hourly wage from. Additionally, it should be noted that 6 females were on maternity in April 2019, 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 2020



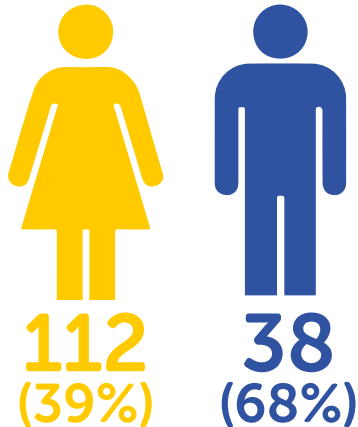
Our quartile pay analysis, showing how many men and women are in each quarter of the payroll, is as follows:

Quartile	Female	Male
Lower Quartile	76%	24%
Lower Middle Quartile	85%	15%
Upper Middle Quartile	88%	12%
Upper Quartile	86%	14%

St Barnabas Hospice Trust is a predominantly female workforce, making up 84% of our workforce. We support a wide range of flexible and family friendly working arrangements, with 56% of our staff contracted on a part time basis.

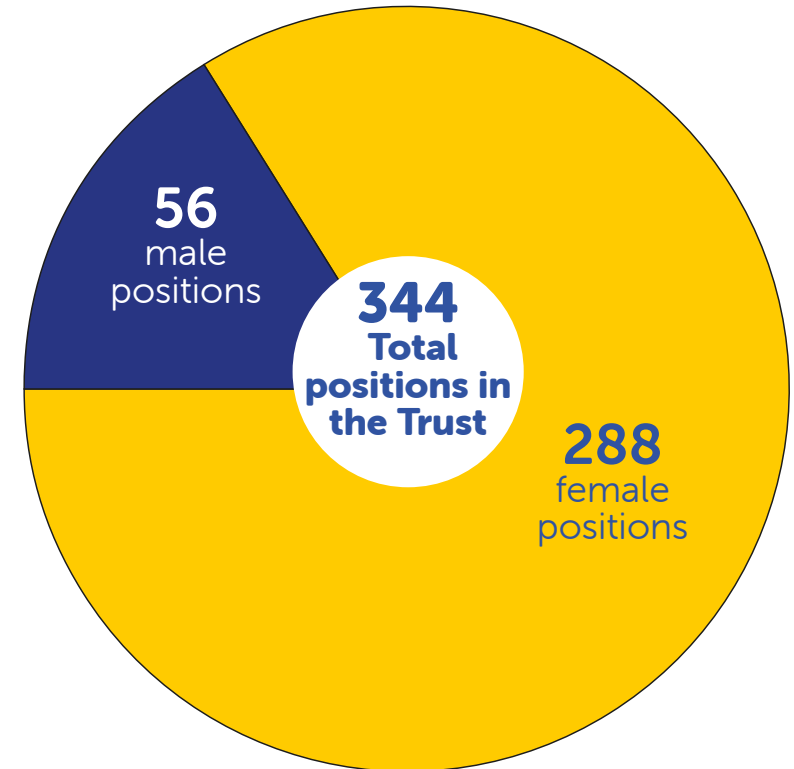
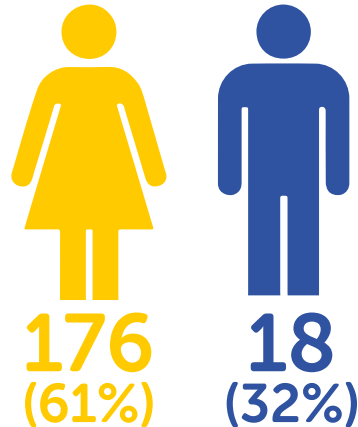
Full Time Contracts

(+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.