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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, when all hourly rates are lined in order from lowest to highest. The gender pay gap report shows the difference in pay levels between male and female employees, regardless of position held.

Gender Pay Gap Reporting 2023

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In summary, the main indicators for St Barnabas Hospice Trust shows there is a median average hourly pay gap of -3%, meaning the median average hourly rate for women is higher than men. There is a mean average hourly pay gap of 10%, meaning the average hourly pay rate for males is higher than females. Our results are below the UK national average pay gap of 15.4%.

The median gender pay gap has closed by 2% compared to last year, and is in favour of women but the gap is closing. The mean gender pay gap has increased by 2% since last year, and is in favour of men, with the gap widening slightly. The median pay gap can be explained by St Barnabas employing a lower male workforce compared to females, and slightly higher percentage of male staff work in either the very upper, or the very lower quartiles, however the split of males across all quartiles is closing. The mean hourly pay grade difference can be explained again by St Barnabas having a considerably lower male workforce in comparison to female, and of this male workforce a similar number of males work in the upper, upper middle and lower middle quartiles. The number of males within our workforce has reduced, and with now an 88.5% female workforce, there are a higher number of females working to calculate the average hourly wage from. With a predominantly female work force, our gender pay gap figures are significantly impacted by outlier numbers including highly paid males, in for example senior positions, and indeed males paid on or close to the minimum wage. There are also 6 times as many females as there are males to calculate the average hourly rate for. The median average is less impacted by these outlier numbers, and by the lower male workforce (individuals at the very top or bottom of the range). St Barnabas believe the median average salary is a more representative measure of the pay gap at 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.

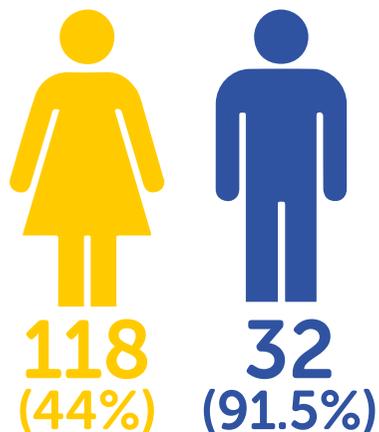
Quartile	Female	Male
Lower Quartile	86%	14%
Lower Middle Quartile	91%	9%
Upper Middle Quartile	91%	9%
Upper Quartile	87%	13%



St Barnabas Hospice Trust is a predominantly female workforce, making up 88.5% of our workforce. We support a wide range of flexible and family friendly working arrangements, with 50.5% of our staff contracted on a part time basis.

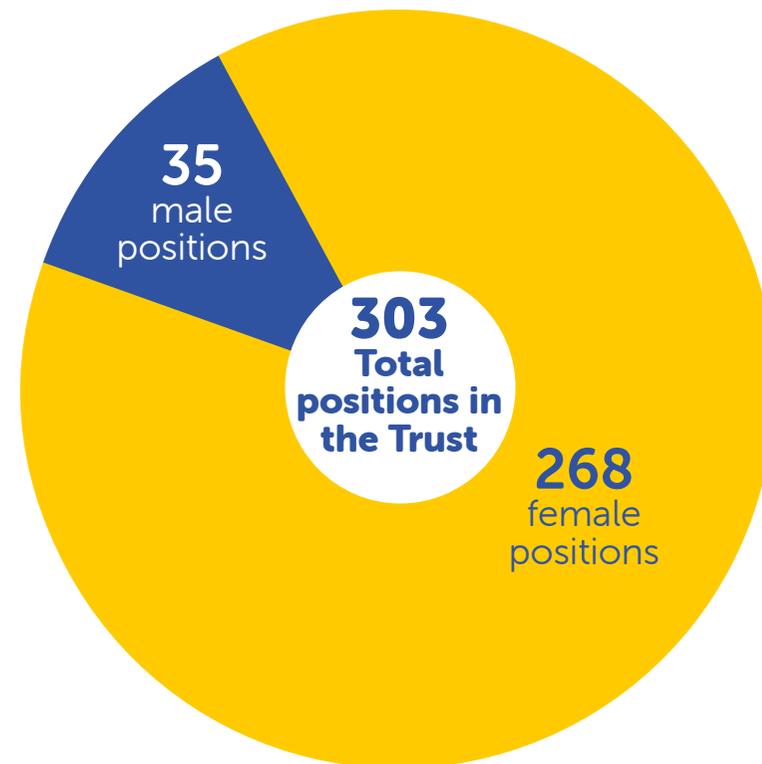
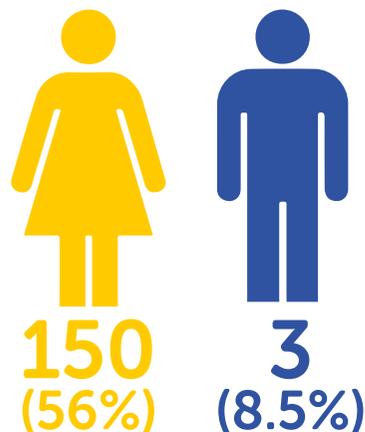
Full Time Contracts

(+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.

Lisa Phillips
Director of People and Education

