

### Gender Pay Gap Reporting Statement

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires St Giles Hospice, along with other organisations over 250 staff, to publish our gender pay gap annually.

The gender pay gap is defined as the difference in the average earning of men and women over a defined time period, regardless of role or seniority.

We are publishing data on the mean and median salary pay gap and the proportion of male and female staff in each pay quartile. As we do not pay any of our staff bonuses the requirement on reporting relating to pay gaps and bonus payments is not relevant to St Giles Hospice.

The ‘snap shot’ data used for these calculations was taken on 5 April 2017.

At that time we had a total of 400 staff, 369 female and 31 male.

Gender Pay Gap Statistics for St Giles Hospice	
Mean gender pay gap	10%
Median gender pay gap	15%

### Gender Split by Pay Quartiles

Quartile Pay Bands	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	10%	6%	8%	11%
Female	90%	94%	92%	89%

### Summary

The West Midlands has the highest gender earnings gap amongst UK regions at 27%. The hospice has a pay gap significantly less than this.

Our workforce is comprised of 91% female and 9% male employees. Of male employees, a slightly greater percentage fall into the upper and lower quartiles for pay. A slightly higher percentage of women’s pay falls into the lower middle and upper middle quartiles. Unlike most hospices at the time of the snapshot we had a high proportion of female staff employed in our social care service at pay rates that reflect the domiciliary care sector rather than healthcare. This fact has had an impact on the overall gender pay gap for the organisation.



Sarah Riches Deputy CEO