

## Severn Hospice Gender Pay Gap Report

(Based upon snapshot data April 5 2017)

As Severn Hospice employs more than 250 people it is required by law to publish an annual gender pay gap report showing the difference in average female earnings compared to average male earnings.

It is noteworthy that 44 per cent of our staff are employed in nursing roles.

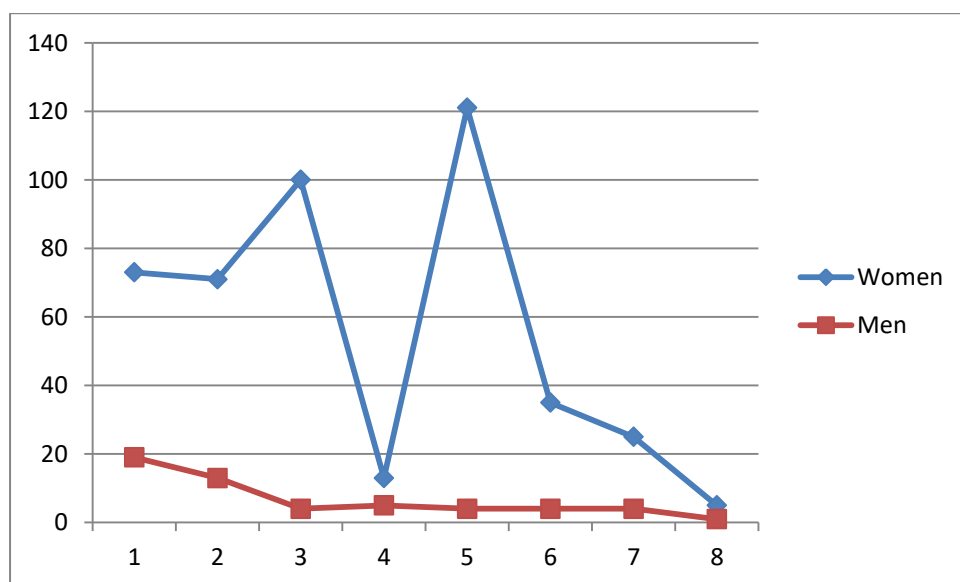
This contributes to the fact that Severn Hospice employs a predominantly female workforce as evidenced by the percentage gender/pay band distribution at each pay quartile below;

**Table 1      Gender/Pay Band Distribution**

Band/Quartile	Males	Females
Lower quartile	16%	84%
Lower middle quartile	13%	87%
Upper middle quartile	10%	90%
Upper quartile	13%	87%

This shows that women have the highest proportional representation in all pay bands and particularly in the upper; middle and lower middle quartiles (87%, 90% and 87% respectively). By way of contrast, proportionally, the highest proportion of men compared to the proportion of women is in the lower pay band quartile.

This is clearer in the following graph which shows **the number and gender of staff in each of eight pay grades** (with 8 being the highest).



**Table 2 Mean and median pay rates for female and male staff**

	Mean Pay Rate	Median Pay Rate
<b>Female</b>	<b>13.44</b>	<b>11.52</b>
<b>Male</b>	<b>13.51</b>	<b>10.53</b>

From the same source data we derive the mean gender pay gap which is as follows:

**Table 3 Mean and Median Gender Pay Gap**

<b>Mean Gender Pay Gap</b>	<b>0.57%</b>
<b>Median Gender Pay Gap</b>	<b>-9.40%</b>

Please note that Severn Hospice does not pay bonuses and so the statutory requirement to report on this issue is not applicable.

**Our statement**

**Severn Hospice does not have a material gender pay gap when mean gender pay is considered (i.e. just 0.57% variance)**

However consideration of the median, indicates that a higher level of pay to women overall can be traced to the fact that a larger proportion of the men, as a group, are in lower paid jobs at the Hospice which can be seen clearly in the graph (above).

The simple reason for this is that the majority of middle and senior graded posts at the hospice are in nursing and, across the UK, this remains a profession in which women are overwhelmingly in the majority.

Nevertheless, we believe that the reason for our positive gender pay gap position is because we operate a simple, fair and transparent pay system. Pay is determined with reference to a job evaluation system based on non-discriminatory factors; a small number of roles paid outside this structure are remunerated on salaries determined by market testing.

**Proposed action**

This report makes clear that, though there is no material gender pay gap, the slightly higher average pay for women compared to men when the median is considered is due to the higher number of women working in nursing at every level of the organisation.

It may be desirable to attract more male employees into nursing care, however, the profession does not appear to attract significant numbers of men. Consequently we will continue to recruit from a pool of eligible workers which is predominantly female.

In summary, it is the view of Severn Hospice that the gender pay gap is not an issue of concern.

I confirm that the information in this statement is accurate.

**Paul Cronin**  
**Chief Executive**  
**Severn Hospice**  
**April 5 2018**