



Severn Hospice Gender Pay Gap Report

(Based upon snapshot data 5 April 2018)

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.

Figures must be calculated using a specific reference date each year. For charities, this is April 5 and reports are required to be available by the following April 5.

The hospice provides palliative care and treatment to people living with a terminal illness, a sector which is predominantly staffed by women. This is the case with the hospice which is 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	17%	83%
Lower-middle quartile	11%	89%
Upper-middle quartile	9%	91%
Upper quartile	11%	89%

This shows that women have the highest proportional representation in all pay bands and particularly in the upper, middle and lower-middle quartiles (89%, 91% and 88% respectively). By way of contrast, proportionally, the highest proportion of men compared to the proportion of women is in the lower pay band quartile.

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

	Mean Pay Rate	Median Pay Rate
Female	13.28	11.47
Male	13.21	9.81

From the same source data we derive the mean gender pay gap.

Table 3 Mean and Median Gender Pay Gap

Mean Gender Pay Gap	-0.5%
Median Gender Pay Gap	-16.92%

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 -0.5% 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. 30% of our male workforce is in retail. A much smaller proportion of our female workforce (15%) is in retail. The female non-retail workforce is more likely to be in nursing posts subject to shift enhancements and this pushes up the hourly pay rate.

Nevertheless, we believe that the reason for the overall explainable 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 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.

**Heather Palin
Chief Executive
Severn Hospice
8 March 2019**