

Severn Hospice Gender Pay Gap Report

(Based upon snapshot data 5th April 2019)

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

The Hospice provides palliative care and treatment to terminally ill patients, 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	20%	80%
Lower middle quartile	12%	88%
Upper middle quartile	7%	93%
Upper quartile	9%	91%

This shows that women have the highest proportional representation in all pay bands and particularly in the upper; middle and lower middle quartiles (91%, 93% 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 are as follows.

	Mean Pay Rate	Median Pay Rate
Female	14.31	12.41
Male	13.30	10.20

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

Table 3 Mean and Median Gender Pay Gap

Mean Gender Pay Gap	-7.52%
Median Gender Pay Gap	-21.67%

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 has a gender pay gap.

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. 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. Also, some senior male employees have left since the last snapshot date and have either not been replaced or have been replaced by women.

Nevertheless, 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 a gender pay gap, the higher average pay for women compared to men 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
5th April 2019