

Severn Hospice Gender Pay Gap Report

(Based upon snapshot data 5 April 2023)

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 females. 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	15%	85%
Lower middle quartile	18%	82%
Upper middle quartile	6%	94%
Upper quartile	9%	91%

This shows that females have the highest proportional representation in all pay bands and particularly in the upper and upper-middle quartiles (93% and 95% respectively). By way of contrast, proportionally, the highest proportion of males compared to the proportion of females 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	14.54	12.51
Male	13.12	11.23

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	-10.27%
Median Gender Pay Gap	-10.78%

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 female overall can be traced to the fact that a larger proportion of the males, 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 pay that reflects professional qualifications and shift enhancements and this pushes up the hourly pay rate.

We recognise that we have particular challenges around recruiting more males into front-line care roles, where they are under-represented in the sector as a whole.

We operate a simple, fair and transparent pay system. Pay is determined with reference to a job evaluation system based on non-discriminatory factors for our clinical employees. Non-clinical employee salaries are benchmarked externally determined by continuous market testing.

Proposed action

This report makes clear that, although there is a gender pay gap, the higher average pay for females compared to males is due to the higher number of females working in nursing at every level of the organisation. We continue to expand our methods of recruitment practices to increase recruitment of males into care roles where they are currently under-represented. We continue to consider ways we can increase the number of female employees into roles currently predominately represented by males, for example IT.

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 Tudor
Chief Executive
Severn Hospice
20 March 2024