

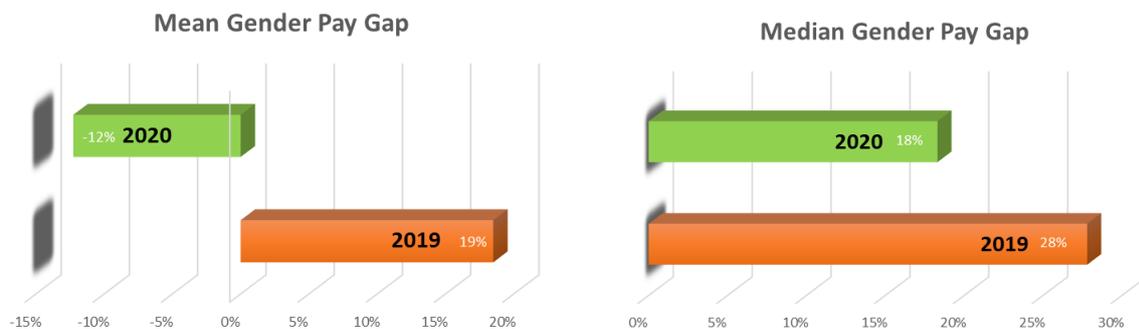
## GENDER PAY GAP REPORT – Reporting period APRIL 2020

With effect from April 2017 all public sector organisations and all other employers with 250 or more employees must publish details of their gender pay gap in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The gender pay gap is defined as the difference between the average earnings of men and women, expressed relative to men's earnings. For example, 'women earn 15% less than men per hour'.

The Gender pay gap calculations are based on calculating the hourly pay rates earned by those employed by the hospice on 5th April each year who count as 'full pay' employees. As at the relevant capture date (5 April 2020) we had here at St Catherine's 218 employees. These employees were made up of 25 male and 193 female employees. That number includes bank staff who worked in April, but excludes those not on 'full pay', i.e. those on maternity leave or on less than full sick pay

Our Results:

Mean and Median Gender Pay Gap:



- The calculations for 2020 show that our mean gender pay gap has decreased from 2019 at -12%
- The median pay gap has decreased from 2019 at 27.8% to 19% in 2020

With a lower number of males in the organisation changes in recruitment profiles can significantly affect the mean and median calculations. We have a number of high earning females in the organisation and one high earning male employee was on sabbatical at the point of data capture.

The calculated gender pay gaps are as follows:

Mean Gender Pay Gap

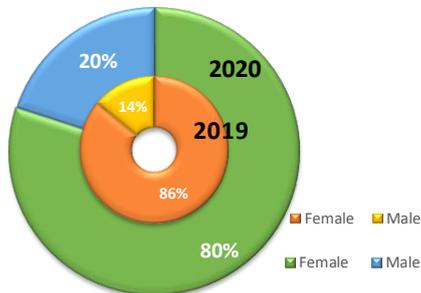
(average men's pay - average women's pay)/average men's pay)

Median Gender Pay Gap

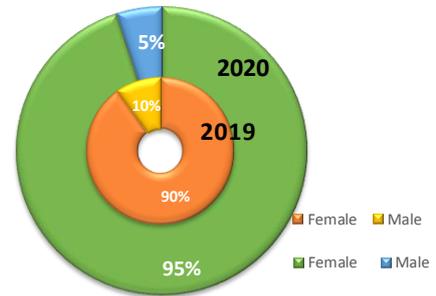
(median men's pay – median women's pay)/median men's pay

The proportion of males and females in each quartile pay band:

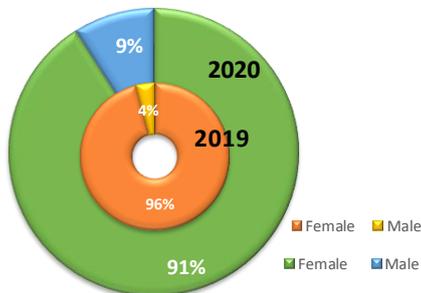
UPPER QUARTILE 2020



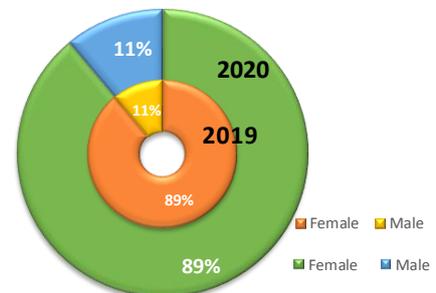
UPPER MIDDLE QUARTILE 2020



LOWER MIDDLE QUARTILE 2020



LOWER QUARTILE 2020



St Catherine's takes pride in being an equal opportunities employer. The charts above illustrate the percentages of male and female employees in the four quartiles for 2020 and 2019. There has been limited change year on year. We have more women employed across the organisation, with the highest number in the upper middle quartile and the lowest number in the upper quartile.. The highest proportion of men in the workforce are seen in the upper quartile which has increased in the year, slightly lower in the upper middle quartile and lower quartile, with the lowest number seen in the lower middle quartile. This impacts directly on the gender pay gap calculations performed in accordance with the regulations.

St Catherine's is confident that male and female employees are paid equally for doing equivalent jobs across the organisation. Moreover, our Medical physicians are the highest paid grade of employees and, currently, all these colleagues are females.

St Catherine's Hospice does not have a bonus pay system we are unable to report on and bonus pay gap figures. At St Catherine's we remain committed to equality and aim to pay all our employees a salary which reflects the role, and in line with our charitable objectives. Our aim is to ensure that all our employees are rewarded fairly.

April 2020