

## GENDER PAY GAP REPORT – Reporting period APRIL 2023

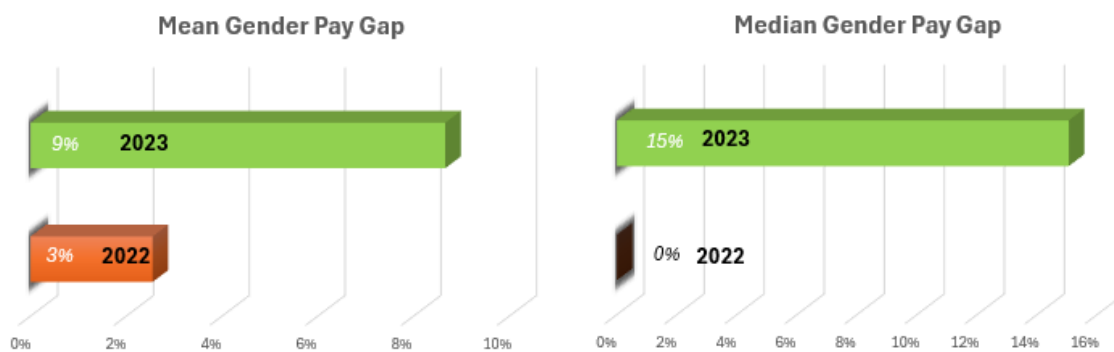
With effect from April 2017 all public sector organisations and all other employers with 250 or more employees must publish details of their gender pay gap in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The gender pay gap is defined as the difference between the average earnings of men and women, expressed relative to men's earnings. For example, 'women earn 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 2023) we had here at St Catherine's 251 employees. These employees were made up of 31 male and 220 female employees.

### **Our Results:**

Mean and Median Gender Pay Gap:



- The calculations for 2023 show that our mean gender pay gap has increased by 9%
- The median pay gap has increased by 15%

With predominantly females in the organisation and a lower number of males in the organisation changes in recruitment profiles can significantly affect the mean and median calculations.

The calculated gender pay gaps are as follows:

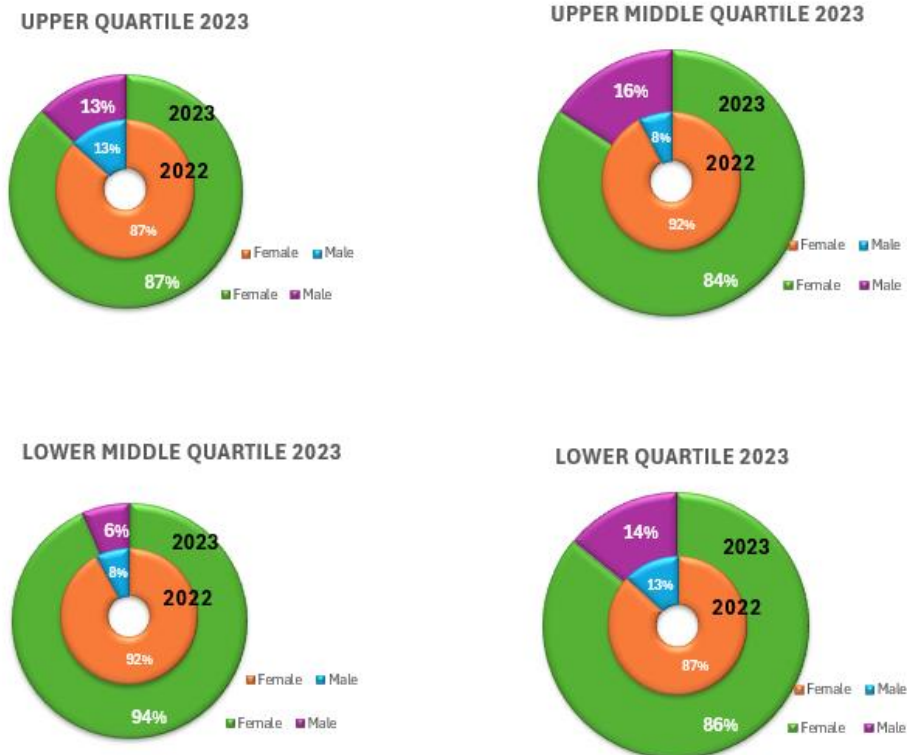
Mean Gender Pay Gap

$(\text{average men's pay} - \text{average women's pay}) / \text{average men's pay}$

Median Gender Pay Gap

$(\text{median men's pay} - \text{median women's pay}) / \text{median men's pay}$

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



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 2023 and 2022. We have more women employed across the organisation, with the highest number in the lower middle quartile and the lowest number in the upper middle. The highest proportion of men in the workforce are seen in the upper middle and lower quartile which has increased in the year, slightly lower in the lower middle quartile and upper middle quartiles. 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. Our Senior management team is currently made up of two males and four females.

St Catherine's Hospice does not have a bonus pay system as such 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.

March 2024