



GENDER PAY GAP REPORT

2022



Foreword

In August 2021 two hospices (Birmingham St Mary's and John Taylor) came together to provide end of life and palliative care services across Birmingham. Now, as Birmingham Hospice, we are reporting our Gender Pay Gap for the first year.

The gender pay gap is the difference between the average earnings of men and women over a defined period. The data presented is for the 2022 reporting period and, as we do not pay bonuses, the information is based on salaries only.

We provide free, high-quality, compassionate care and support to terminally ill adult patients, their families and carers in our facilities and out in the community. By the nature of the work, we are predominantly female-orientated which is similar to other charitable organisations, including hospices.

We have an ambitious five-year strategy:

OUR VISION A future where everyone with a life-limiting illness will live and die with dignity and in comfort



OUR MISSION We will enable more people from all communities to access the care of their choice at the end of life



Simon Fuller, CEO

Underpinning this is a very clear People Strategy which incorporates a need to grow the diversity of our people to serve the communities we operate within. This includes attracting more males at all levels within our organisation and appointing women into higher paid roles, both through new recruitment and by developing the women we have.



Our 2022 Gender Pay Gap

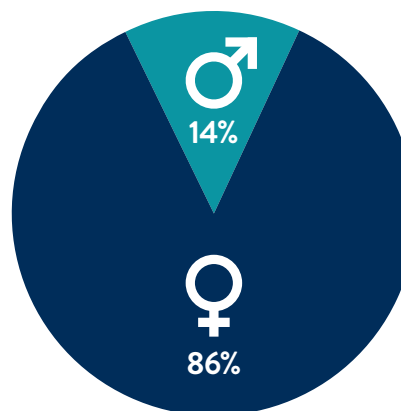
MEDIAN

Median Gender Pay Gap.....**1.08%**
The UK median Gender Pay Gap ..**14.9%**

MEAN

Mean Gender Pay Gap **16%**
The UK mean Gender Pay Gap **13.9%**

	No. of People	No. of Females	No. of Males	% Female	% Male
Lower Quartile	97	77	20	79.38%	20.62%
Lower Middle Quartile	95	88	7	92.63%	7.37%
Upper Middle Quartile	92	80	12	86.96%	13.04%
Upper Quartile	91	77	14	84.62%	15.38%



Overall profile

Total Females...322 (86%)
Total Males 53 (14%)



Our Commitment

Recruitment

While we have good, accessible recruitment processes in place, we need to add more channel diversity and increase reach into our community. This will be achieved through implementation of simple processes that grow our accessibility and are focused on the person; both values and skills.

We will launch an apprenticeship scheme aimed at attracting both men and women into a diverse range of roles with the aim of 'breaking the cycle' of lower paid care roles being traditionally female.

Personal Development and Growth

We will implement development programmes with clear career pathways that allow us to retain and grow people within our organisation, with a focus on programmes that support women to gain higher paid roles. We will continue to develop more flexibility to support people to progress.



We declare that the data provided within this report has been calculated in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

I confirm that these figures have been verified and are accurate.

Michelle Stuteley,
Director of People
and Culture





Birmingham Hospice is the new name for Birmingham St Mary's Hospice and John Taylor Hospice.