



# GENDER PAY GAP REPORT

## 2023



# Foreword

Birmingham St Mary's and John Taylor Hospices merged in 2021. Now unified under one name, Birmingham Hospice, we care for more people than ever before.

Our patients are at the heart of everything we do, and have been throughout our combined 157-year history. From caring for those in our Inpatient Units, to providing vital day services in our Living Well Centres, and supporting families with personalised bereavement counselling, we take care of our community when they need us most.

**We are caring for almost 1,000 patients on average every day – at our hospice sites, in the community, or in their own homes.**

## **Our vision**

We believe in the importance of dying with dignity, in comfort and in a place of your choice.

## **Our commitment**

We want everyone, no matter their age, gender, sexuality, religion or medical condition, to be able to access the care of their choice at the end of life.

## **Our care**

We are the primary provider of hospice care in Birmingham.

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.



Simon Fuller, CEO

We are pleased to see that our Mean (average) pay gap has reduced to 8.73% and work is still ongoing to close both the mean and median gaps.

We are committed to paying our people equally and providing opportunity for all, irrespective of gender. We have 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.

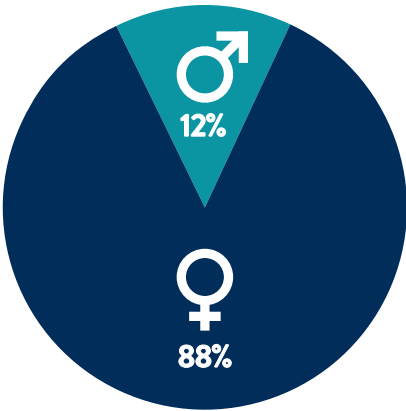


# Our 2023 Gender Pay Gap

**MEDIAN**  
**Median Gender Pay Gap.....11.57%**  
**The UK median Gender Pay Gap ..14.3%**

**MEAN**  
**Mean Gender Pay Gap .....8.73%**  
**The UK mean Gender Pay Gap .....13.2%**

	No. of People	No. of Females	No. of Males	% Female	% Male
Lower Quartile	96	83	13	86.46%	13.54%
Lower Middle Quartile	92	86	6	93.48%	6.52%
Upper Middle Quartile	92	79	13	85.87%	14.13%
Upper Quartile	91	77	14	84.62%	15.38%



**Overall profile**  
**Total Females..325 (88%)**  
**Total Males ..... 46 (12%)**



# Our Commitment

At Birmingham Hospice, 87.6% of our people identify as female – a feature which is reflective of the care sector as a whole. We are proud to support women, and to have 325 females who choose to work here. A high ratio of female people can sometimes have a disproportionate impact in Gender Pay Gap data as the calculations for each gender are based on such notably different-sized groups. We are, however, continuing to aim to close the gap.

We are firmly committed to promoting gender equity and strive to provide opportunities for women – which is why we frequently employ people from all genders into Senior Leadership and Management positions:

- 5 out of 6 (83%) of our Executive Management Team were female.
- 7 out of 9 (78%) of our current Heads of Department were female.

We are confident that we provide equal pay to everyone in the same role, irrespective of their gender identity. In the past two years, we have made significant investment into the salaries of our people, particularly those in lower-earning roles. Additionally, a salary benchmarking approach has been embedded, meaning that all roles are objectively graded and salaries are then benchmarked using a recognised independent database.

We continue to be committed to promoting recruitment opportunities to attract people into the charitable sector. We will grow the usage of our apprenticeship levy funds to attract 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. In addition we have identified a number of



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

personal development opportunities that support increasing the skills of our women in readiness for progression into higher-paid roles.

We will continue to offer flexible working arrangements, family-friendly policies and a broad range of benefits.





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