

2024 Gender Pay Gap Report

1. Introduction and Background

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap information) regulations 2017 and the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. These regulations require charities with 250 or more relevant employees to publish gender pay gap information annually, both on the Government website and on their own. This is the first such report the Organisation has published. This report outlines the data that was published on the Government Website as well as some additional narrative and benchmarking, to help us better understand what this means for the Organisation.

The data is based on the number of people employed by the Organisation and what they were paid at the “snapshot date” of 5 April 2024. At that date, Rennie Grove Peace Hospice Care had 288 employees classed relevant Employees and classed as 288 “full-pay relevant employees” and were used in the reporting of hourly pay gap statistics. We are therefore making a statutory report.

2. Workforce Composition and Pay Structures

The Gender breakdown of the Organisation’s workforce at the reporting date was 89% female and 11% male and shows a higher proportion of females to males. This is not uncommon in the care sector – for comparison purposes the NHS is 68.7% female and 31.3% male (source NHS gender pay gap report 2022). The last census (2022) showed the population split in both Hertfordshire and Buckinghamshire as 51.1% female and 48.9% male.

Since the merger in July 2023, Rennie Grove Peace has been reviewing the pay structures from each organisation. There are two active pay scales; one for clinical employees so the Organisation is aligned to NHS pay and one for non-clinical employees benchmarked to market rates. There is currently a legacy pay scale for some legacy Peace Hospice Care employees which is under review. There are a small number of medical employees aligned to NHS pay scales.

The Organisation is working to strengthen its processes for setting pay to be fair, consistent

and transparent which will help as a driver for retention and recruitment. It is essential that fair pay is achieved in a way that is sustainable for the long term. We will be developing clear pay principles following our work post-merger.

3. Rennie Grove Peace Hospice Care Statistics

- Our mean gender pay gap is 2.55%, Mean pay for men is £17.37 and for women is £16.92
- Our median gender pay gap is 2.50%,
- Our mean bonus pay gap is 0%
- Our median gender bonus gap is 0%
- The Organisation does not pay bonuses to any staff

4. Trend

This is the first year Rennie Grove Peace Hospice Care has met the criteria to report on the gender pay gap, so no prior year information is available.

Year	Rennie Grove Peace Hospice Care Mean gender pay gap (%)	Change from previous year (percentage points)
2024	2.55	-

4.1 Our Pay Quartiles Percentages (the Number of Employees in Each Band):

However, this data doesn't tell us enough about our gender pay and what it means for Rennie Grove Peace Hospice Care and how we compare with other organisations, other charities, or organisations with similar numbers of staff. The analysis of Rennie Grove Peace Hospice Care staff by quartile is detailed below.

Group	Mean Pay Male	Mean Pay Female	Pay Gap (mean)	Pay Gap (median)	FTE Female	Percentage of Males	Percentage of Females	Contribution to Pay Gap	Contribution to Pay Gap
Lower Middle Quartiles	12.52	12.53	-0.02%	2.14%	85.00	12.37%	87.63%	-0.02%	- 0.02
Lower Quartiles	11.44	11.26	1.61%	0.00%	42.00	10.64%	89.36%	1.61%	1.61
Upper Middle Quartiles	16.63	16.97	-2.06%	-0.54%	63.00	12.50%	87.50%	-2.06%	- 2.06
Upper Quartiles	30.86	26.15	15.25%	5.54%	66.00	9.59%	90.41%	15.25%	15.25

5. Benchmarking and Narrative

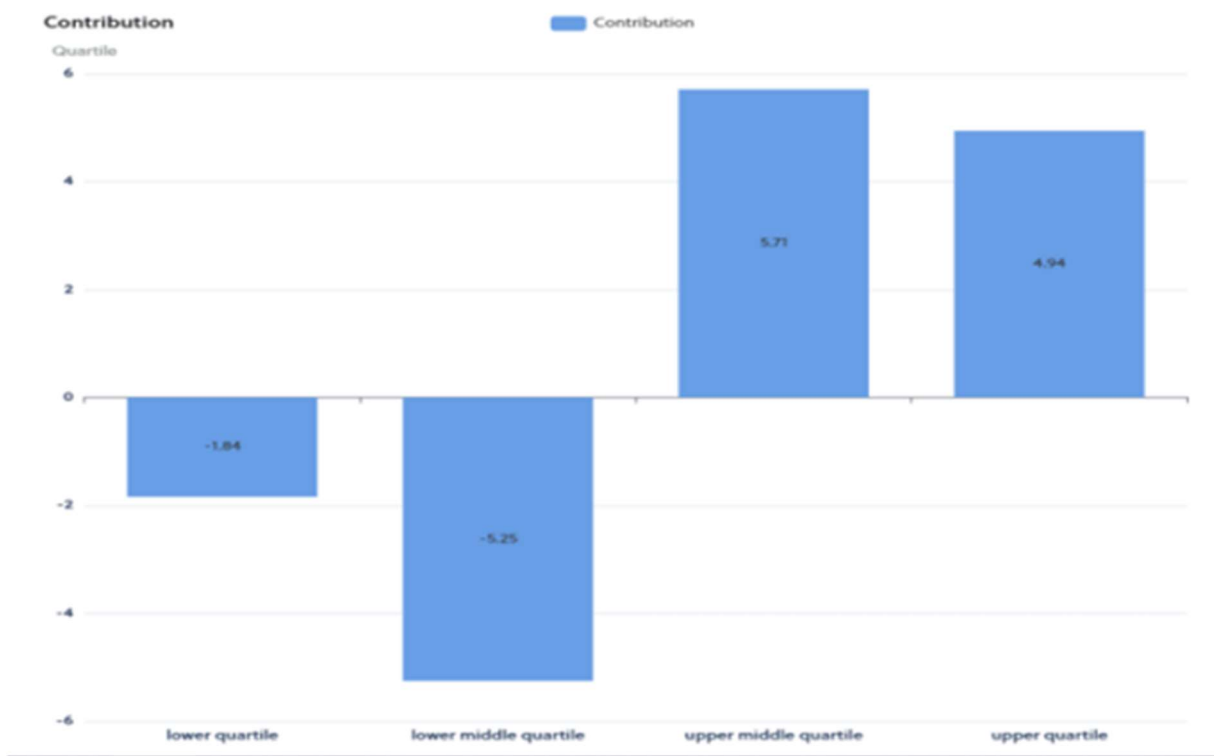
It is not easy to compare our gender pay gap with other hospice, due to different reporting years etc., however, a cursory glance against other organisations published on the internet shows a lower gender pay gap for Rennie Grove Peace Hospice Care than others in the sector.

5.1 Rennie Grove Peace Hospice Care Gender Pay Gap

The median gender pay gap for the Organisation is 2.50%. Median Pay per hour for men is £16.54 and for women is £16.13 which a difference of £0.41.

This calculation shows the difference between the median hourly rates of pay that male and female relevant employees receive. Contribution of each Quartile to the Pay Gap

The contribution section shows how a given quartile contributes in percentage points to our mean pay gap



5.2 Workforce Representation by Quartiles

This graph shows the data broken down into 4 equally sized groups ranging from the lowest to the highest paid employees. This graph shows the difference in the actual numbers of employees within the separate pay quartiles.



5.3 Pay Ranges by Quartiles

This chart shows the pay ranges that provide the averages of Mean and Median for comparison.



5.4 Our Mean Gender Bonus Gap

Rennie Grove Peace Hospice Care does not make bonus payments to staff. Consequently, our mean gender bonus is 0%.

Not enough hospices have declared their Gender Pay Gap for us to provide comparative data at time of writing. This report will be updated when this information is declared.

5.5 Gender Pay Quartiles

Each Quartile has its own separate pay gap, comparing them show what levels of pay present the key imbalances and breaks down the Organisation's overall pay gap



6. Summary

Overall, the Organisation does not appear to have a significant gender pay gap.

This is the first year that the Organisation has been required to produce a gender pay gap report, and future years will enable us to develop a trend. However, we will continue to analyse data and continue to benchmark the Organisation against other organisations within the sector as well as benchmarking against other hospices in future where possible.