



Our 2017 gender pay gap report

St Luke's Hospice Plymouth welcomes the government's initiative to improve pay equality through collecting and reporting gender pay data, as at April each year.

We are voluntarily disclosing our gender pay gap figures ahead of the legal requirement to do so by April 2018.

St Luke's figures have been calculated in line with the regulations set out in the gender pay gap reporting legislation. The calculation methodology has been checked, and I confirm that these figures have been verified and are accurate.

Our 2016 - 2017 Impact Report shows the distribution of male and female staff across our organisation, and I am more than confident that the pay structure we have in place ensures that men and women working with us are paid equally for doing equivalent jobs.



Steve Statham
Chief Executive Officer, St Luke's Hospice Plymouth
1 December 2017

2017 gender pay gap analysis

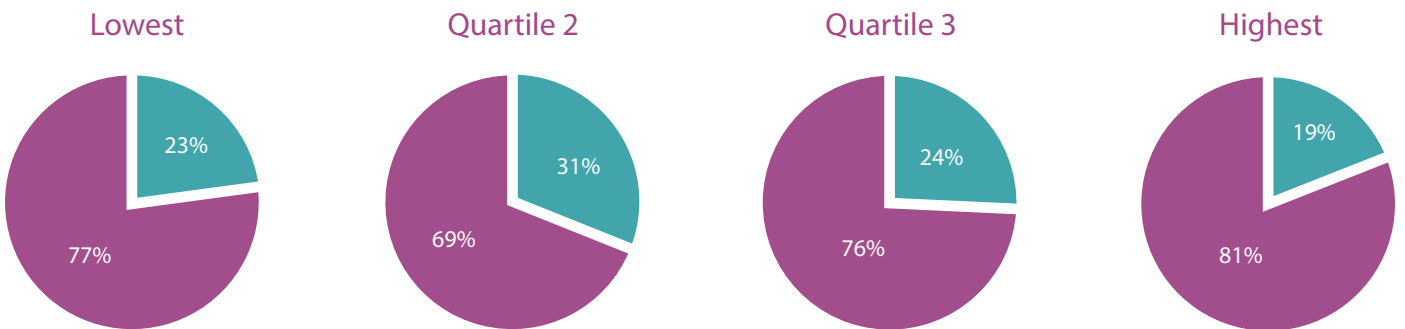
Pay gap

	Difference between men and women	
	Mean	Median
Hourly fixed pay	2%	-10%

The table above shows our overall mean and median gender pay gap between male and female employees based on hourly rates of pay as at the snapshot date (5 April 2017).

As St Luke's does not pay bonuses to staff and therefore there is no figure to report, the figures shown are the full and accurate pay gap between men and women employed by our organisation.

Proportion of colleagues per Pay Quartile



The above image illustrates the gender distribution at St Luke's Hospice Plymouth across four equally sized quartiles, each containing approximately 60 colleagues.