

Trinity Hospice & Palliative Care Services Limited ("Trinity") Gender Pay Gap Information April 2022

Gender Pay Gap Background

The UK government has introduced legislation requiring obligatory reporting on gender pay for all companies employing more than 250 employees, in line with its commitment to eliminate the gender pay gap within a generation. While the UK gender pay gap is at its lowest levels since the Office for National Statistics commenced recording the gap, the government are hopeful that the legislation will result in employers taking positive action and implementing change to help eradicate the gap.

The data includes the following:

- The mean gender pay gap
- The median gender pay gap
- The mean gender bonus gap
- The median gender bonus gap
- The proportion of male employees receiving a bonus
- The proportion of female employees receiving a bonus

Trinity Gender Pay Gap April 2022

The mean gender pay gap and median gender pay gap for Trinity show that, both on a mean average basis and median average basis, women at Trinity earn more than men.

The data relating to the gender bonus gap show that a greater proportion of men than women received a bonus and that it was of a higher amount, on both a mean average basis and median average basis.

Trinity April 2022 Gender Pay Gap Data in Context

The gender mix of staff at Trinity on 5th April 2022 was 84% female and 16% male. Women occupy the majority of senior management and clinical posts at Trinity, while

45% of male employees are employed in roles in the lowest pay quartile. Trinity is committed to the fair and equal treatment of all employees, in all aspects of their employment, regardless of their gender.

The gender bonus gap data for April 2022 has been calculated from bonus payments made to only three individuals in the year. These were “recognition” awards of relatively minor amounts, made to recognise exceptional dedication and performance in the year by these individuals. Trinity does not operate a company bonus scheme, and no other employees received a bonus payment. The amounts paid to these staff members cumulatively represented less than 0.1% of total salaries paid in the year. A recognition award payment was also offered to one further (female) member of staff, but was declined. Accordingly, Trinity does not believe that the bonus pay gap for the year is indicative of any gender pay gap issue. The overall picture is one of an organisation where, on average, women earn more than men.

A handwritten signature in black ink, appearing to read 'Martin Clapperton', with a long horizontal stroke extending to the right.

Martin Clapperton
Interim Finance Director
Trinity Hospice and Palliative Care Services