

Dorothy House Hospice Care Gender Pay Report

April 2019

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As required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Dorothy House Hospice Care has undertaken Gender Pay Reporting for 2017/18 and will do so on an annual basis. Our figures have been calculated as laid out in the legislation and I confirm that the figures submitted are accurate and that the correct methodology has been followed.

Authorised by: John Davies, Chief Executive, Dorothy House Hospice Care

Glossary of Terms & Calculations

Please see below an explanation of terms and the three calculations required by the legislation to show the difference in pay between men and women working at the Hospice.

1. What is the mean or average gender pay gap in hourly pay?

The mean or average gender pay gap shows the difference of male pay over female pay as either a positive or a negative figure. This calculation required the Hospice to show the difference between the mean hourly rate of pay that 'relevant' male and 'relevant' female employees receive.

2. What is the median gender pay gap in hourly pay?

The middle point or median gender pay gap shows the difference of male pay over female pay as either a positive or negative figure. The Hospice was required to show the difference between the median hourly rate of pay that 'relevant' male and 'relevant' female employees receive.

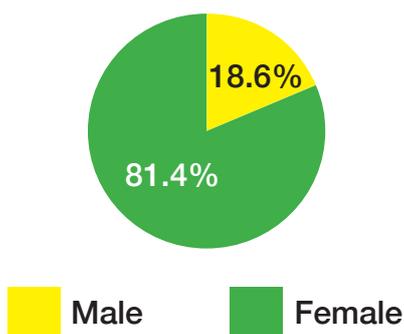
3. What is the proportion of males and female employees in each quartile pay band?

Quartiles are the division of the total workforce into four equal sections or pay bands. This calculation required the Hospice to show the proportion of male and female employees in four quartile pay bands.

Dorothy House - Staff Gender Split

Dorothy House Hospice Care attracts a largely female workforce (81.4%) as well as employing men (18.6%) across many of our teams including Retail, Estates & Facilities and ITC.

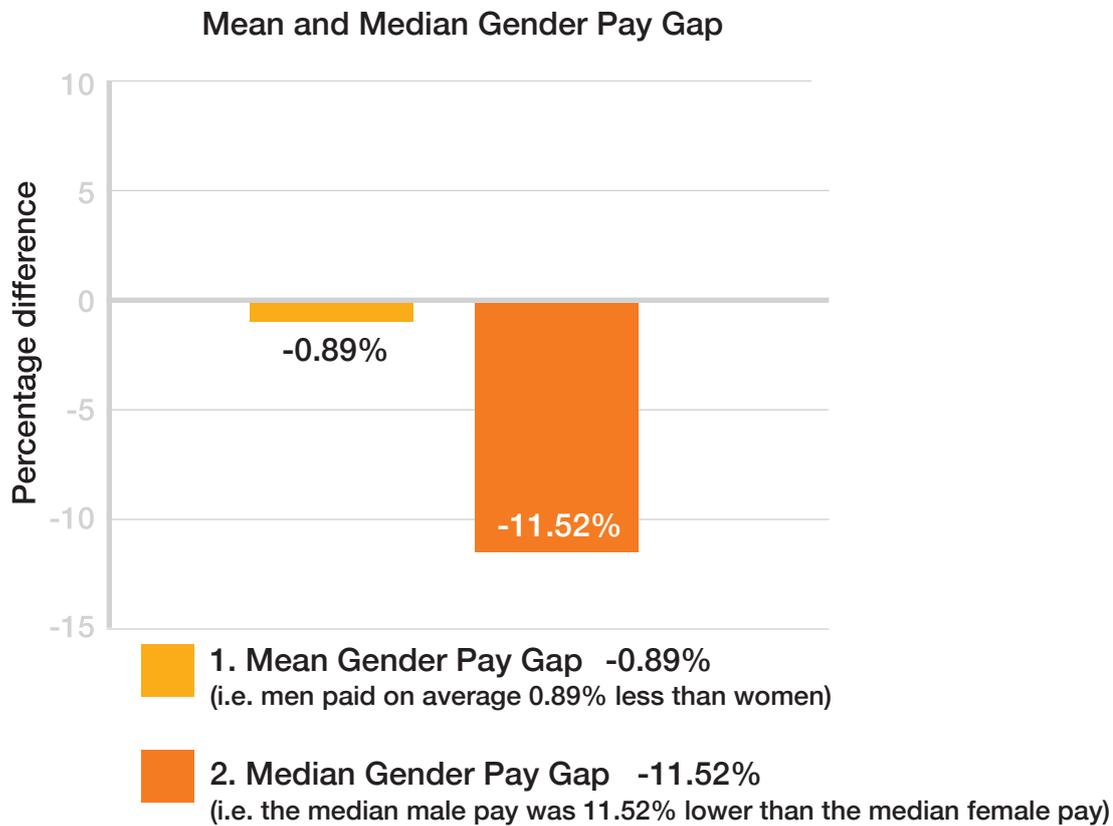
Employees by gender



Gender Pay Gap results for the period 2017/18

In April 2018, the Hospice employed 469 people in their workforce with a gender split of 87 men and 382 women based on data regarding our full-time, part-time and bank employees.

On average women working across Dorothy House earn more than men and we have an average (or mean) pay gap of -0.89% and a middle-point (or median) pay gap of -11.52%.

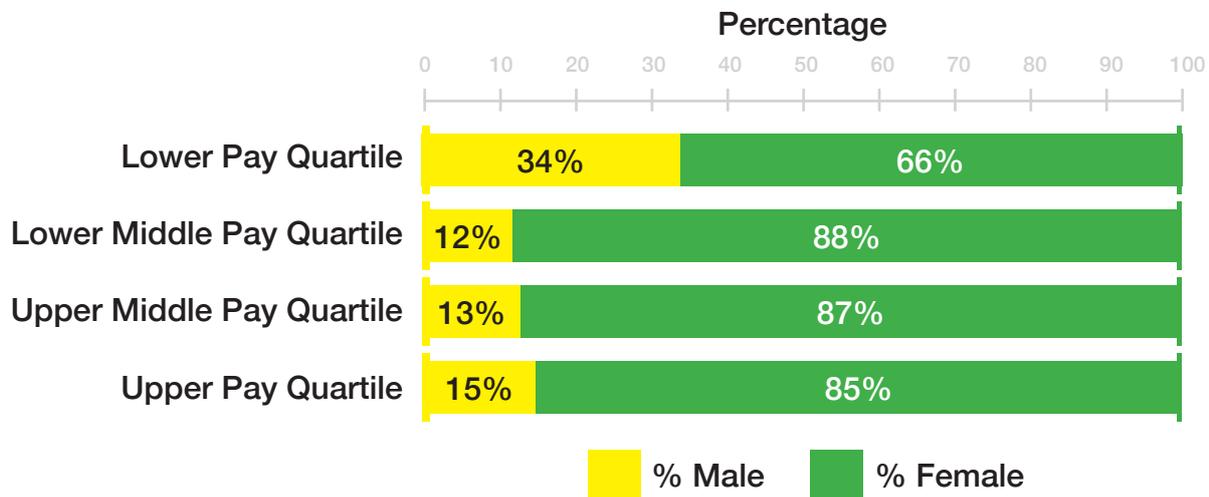


Median Pay Gap Analysis

When looking at our middle-point (median) pay gap figure of -11.52% it is useful to note that out of our total of 469 staff, 46% of all male staff are employed in roles in the lowest quartile or pay band whereas only 20% of all female staff fall into this pay band. This shifts the weighting of our middle-point or median pay gap figure for each gender. Hence our male pay average falls in the lower middle pay band and the female pay average falls in the upper middle pay band.

Percentage of male & female staff in each pay quartile

See below for a chart showing the gender split for each of the four pay quartiles or bands. ('Quartile' means the total of 469 staff divided in to four equal sized pay bands.)



Gender Pay Gap Summary

Our gender pay gap results reflect the fact that, like many hospices and healthcare organisations, Dorothy House employs a largely female workforce. We have strong representation of women in senior roles at Dorothy House as out of the 234 employees in the upper two pay quartiles, 86% are women. We have also increased the volume of men employed at the Hospice from 69 in April 2017 to 87 in April 2018.

The Hospice ensures that fair and equal pay is awarded to both men and women working in the same or similar roles. Gender pay reporting differs to equal pay. Equal pay deals with the differences between men and women who carry out the same or similar work whereas the gender pay gap shows the difference in the average pay between all men and women in a workforce without recognising different roles or types of contract.

As Dorothy House does not have a bonus pay system we have no mean or median bonus pay gap figures to report. We are an Equal Opportunity Employer ensuring a diverse workplace by not discriminating against applicants or existing employees on the basis of race, religion, age, gender or for any characteristic or class protected by the law equality in the workplace.

To find out more please contact Tony Rees, Interim Human Resources and Services Director at Dorothy House Hospice Care by emailing lisa.finch@dorothyhouse-hospice.org.uk