

## **Dorothy House Hospice Care: Gender Pay Gap Report**

### **(As at 5 April 2019)**

#### **Introduction**

As an employer of more than 250 staff, Dorothy House Hospice Care undertakes annual Gender Pay Gap Reporting as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Based on a snapshot of 5th April each year, we are required to calculate the following:

1. Mean gender pay gap
2. Median gender pay gap
3. Proportion of males and females in each quartile pay band

As Dorothy House does not pay bonuses, we do not report in this area. Gender Pay Gap Reports must be published within the calendar year.

#### **What is the mean and median gender pay gap?**

The gender pay gap in an organisation is the difference in pay levels between male and female employees, irrespective of the position held, or type of contract of employment, and therefore includes workers on bank contracts. **This is not the same as equal pay where companies are legally required to ensure that men and women are paid the same for doing the same or similar roles.**

The **mean** is calculated by adding up all of the wages of employees in an organisation and dividing that figure by the number of employees. The mean (or average) gender pay gap shows the difference in hourly pay of male pay over female pay as either a positive or a negative figure.

The **median** is the number that falls in the middle of a range when everyone's wages are lined up from smallest to largest and is more representative when there is significant variation in pay. The median (or middle) gender pay gap shows the difference of hourly male pay over female pay as either a positive or negative figure.

When talking about the gender pay gap people tend to talk more about the median figure rather than the mean which can be skewed by a small number of highly paid individuals.

#### **Findings**

##### **Dorothy House Mean Gender Pay Gap, 5 April 2019: -2.36%**

This means that based on an hourly rate, we pay women an average of 2.36% more than men. In 2018, this figure was -0.98%. A number of senior male employees left the organisation between April 2018 and April 2019 which may explain the shift in mean gap towards females.

## **Dorothy House Median Gender Pay Gap, 5 April 2019: -11.21%**

This means that based on an hourly rate, we pay women in the middle of the pay scales 11.21% more than men. In April 2018, this pay gap was -11.52% so is largely unchanged.

The 2019 national median gender pay gap among all UK employees (full-time and part-time) was 17.3%, ie. women paid 17.3% less than men.

## **Proportion of males and females in each quartile band**

Quartiles are the division of the total workforce into four equal sections or pay bands.

As at 5 April 2019, Dorothy House's workforce of 466 was 83% female with 385 women and 81 men. This does not differ significantly from 2018 with staff numbers of 469 and 81% female.

The gender pay quartiles breakdown is as follows:

<b>Quartile</b>	<b>% Male</b>	<b>% Female</b>
Lower Quartile	32%	68%
Lower Middle Quartile	15%	85%
Upper Middle Quartile	9%	91%
Upper Quartile	14%	86%

## **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 per the table above.

46% of the male workforce are in the lower quartile whereas the female workforce is more evenly spread across the organisation. This imbalance results in Dorothy House's negative gender pay gap with male employees appearing at the lower end of pay.

Although we have increased the number of men working at the Hospice from 69 in 2017 to 81 in 2019, our intention remains to attract men as well as women to roles across every pay band quartile. Gender balance and diversity are important in ensuring that organisations have a combination of masculine and feminine approaches and solutions, making them more effective and resilient.

## **Statement**

I confirm that Dorothy House Hospice Care is committed to the principle of gender pay equality and has prepared its 2019 gender pay gap results in line with mandatory requirements.

**Wayne de Leeuw**

**Chief Executive**