

Dorothy House Hospice Care: Gender Pay Gap Report

(As at 5 April 2024)

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
4. Percentage of men and women who received bonus pay
5. Mean and median gender pay gap using bonus pay

Gender Pay Gap Reports must be published within a year of the snapshot date.

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 Median Gender Pay Gap, 5 April 2024: -8.5%

This means that based on an hourly rate, we pay women in the middle of the pay scales 8.5% more than men. In April 2023, this pay gap was -12.6%.

Dorothy House Mean Gender Pay Gap, 5 April 2024: 4.9%

This means that based on an hourly rate, we pay men an average of 4.9% more than women. In 2023, this figure was -0.7% (i.e. women on average were paid fractionally more 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 2024, Dorothy House's workforce of 447 was 83% female with 369 women and 78 men. This does not differ significantly from 2023 with staff numbers of 423 and 82% female.

The gender pay quartiles breakdown is as follows:

Quartile	% Male	% Female
Lower Quartile	26%	74%
Lower Middle Quartile	12%	88%
Upper Middle Quartile	13%	87%
Upper Quartile	19%	81%

Percentage of men and women who received bonus pay

Percentage of Men Receiving Bonus Pay 36%

Percentage of Women Receiving Bonus Pay 13%

Bonuses are only paid within our Retail operations based on achieving certain performance targets. The above percentages are a reflection that our workforce within the hospice operations, where bonuses are not paid, is predominantly female, resulting in a lower % of women receiving a bonus. Our retail operations have a more balanced gender split and hence the % of men receiving a bonus is higher.

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 which is reflected in the 81% female membership for the upper quartile and the make-up of our Executive Team which had a 50% female membership.

37% 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 based on the median measure, with male employees appearing predominantly at the lower end of pay.

The positive mean gender pay gap reflects that of the small proportion of male employees 27% are in the top quartile resulting in a concentrated pay bracket and skewing the mean measure.

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 2024 gender pay gap results in line with mandatory requirements.

Wayne de Leeuw

Chief Executive