



**Ashgate Hospicecare**  
**Gender Pay Gap Reporting Statement**  
**Published February 2018**

**Context**

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires all organisations with 250 employees or more to report annually on their gender pay gap. For charities, including Ashgate Hospicecare, this must be published by 4<sup>th</sup> April each year, and within one year of the ‘snapshot’ data being taken. Ashgate Hospicecare took its ‘snapshot’ data on 5<sup>th</sup> April 2017.

The gender pay gap is defined as the difference in the average earnings of men and women over a defined time period, regardless of role or seniority.

The report is required to publish data on the mean and median salary pay gap, the proportion of males and females in each pay quartile and the pay gap between males and females for staff who receive bonus payments. As no employees currently receive bonus payments, no bonus data is provided.

**Gender Pay Gap Results**

On the 5<sup>th</sup> April 2017 Ashgate Hospicecare employed 308 employees: 268 women and 40 men. The average gap for Ashgate Hospicecare is shown in *Table 1*. For comparison, national, regional and local averages are shown in *Table 2*.

<i>Table 1 Gender pay gap statistics for Ashgate Hospicecare</i>	
<b>Mean gender pay gap</b>	0.46%
<b>Median gender pay gap</b>	-19%

<i>Table 2<sup>1</sup></i>	<b>Mean Gender Pay Gap</b>	<b>Median Gender Pay Gap</b>
<b>National</b>	14.1%	9.1%
<b>Derbyshire</b>	18.3%	23%
<b>Chesterfield</b>	10.8%	12.1%

<i>Table 3 Gender pay gap statistics Full Time Employees</i>	
<b>Mean gender pay gap</b>	-2%
<b>Median gender pay gap</b>	-9%

<sup>1</sup> Source: ONS – November 2017

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**Table 4 Gender pay gap statistics Part Time Employees**

<b>Mean gender pay gap</b>	3%
<b>Median gender pay gap</b>	5%

**Gender Split by Pay Quartiles**

<b>Quartile Pay Bands</b>	<b>Lower Quartile</b>	<b>Lower Middle Quartile</b>	<b>Upper Middle Quartile</b>	<b>Upper Quartile</b>
<b>Male</b>	20.78%	10.39%	10.39%	10.39%
<b>Female</b>	79.22%	89.61%	89.61%	89.61%

**Summary & Statement**

The gender pay gap at Ashgate Hospicecare is significantly below that of national, regional and local averages.

As is reflected across the wider health and social care sector, Ashgate Hospicecare employs more women than men, with the (predominantly female) nursing staff falling into middle and upper quartiles. In addition, forty percent of all male staff were employed in the lower quartile and these factors clearly have an impact on the overall median pay gap figures highlighted in the report.

The equal pay audits, which we regularly undertake along with our commitment to flexible working options and family friendly policies, help ensure we provide a level playing field for all our staff, taking particular account of caring responsibilities. We also recognise however that there is always progress to be made.

We welcome the introduction of these new Regulations and believe our data directly reflects our approach and behaviours as a fair, progressive and ethical employer. We recognise the valuable contribution of all our people, and the importance of equity and flexibility in being able to deliver the very highest levels of care to our patients and supporters. We look forward to continuing to champion this work in the months ahead.

I confirm this data as true and accurate:

Barbara-Anne Walker

CEO

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## Definitions

- Gender pay gap (GPG) - calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men. For example, a 4% GPG denotes that women earn 4% less, on average, than men. Conversely, a -4% GPG denotes that women earn 4% more, on average, than men.
- Mean - a measure of the average which is derived by summing the values for a given sample, and then dividing the sum by the number of observations (i.e. jobs) in the sample. In earnings distributions, the mean can be disproportionately influenced by a relatively small number of high-paying jobs.
- Median - the value below which 50% of jobs fall. It is ONS's preferred measure of average earnings as it is less affected by a relatively small number of very high earners and the skewed distribution of earnings. It therefore gives a better indication of typical pay than the mean.
- Full-time - employees working more than 30 paid hours per week

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