



Ashgate Hospicecare

Gender Pay Gap Reporting Statement

Published March 2020

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 4th April each year, and within one year of the 'snapshot' data being taken. Ashgate Hospicecare took its 'snapshot' data on 5th April 2019.

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 5th April 2019, Ashgate Hospicecare employed 335 employees: 286 women and 49 men. The average gap for Ashgate Hospicecare is shown in *Table 1*.

<i>Table 1 Gender pay gap statistics for Ashgate Hospicecare</i>	
Mean gender pay gap	-2.95
Median gender pay gap	-8.10

<i>Table 2 Gender pay gap statistics Full Time Employees</i>	
Mean gender pay gap	-0.07%
Median gender pay gap	-0.20%

<i>Table 3 Gender pay gap statistics Part Time Employees</i>	
Mean gender pay gap	-0.02%
Median gender pay gap	-0.15%



Gender Split by Pay Quartiles

Quartile Pay Bands	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	16.70%	17.86%	11.90%	12.04%
Female	83.30%	82.14%	88.10%	87.96%

Summary & Statement

The gender pay gap at Ashgate Hospicecare remains significantly below that of the national average. Nationally, the gender pay gap among full-time employees stands at 8.9% compared to 0.2% at Ashgate Hospicecare.

Nationally, the gender pay gap among all employees fell from 17.8% in 2018 to 17.3% in 2019, and continues to decline. Ashgate's median for all employees has improved this year, standing at -8.10%, from -23.20% in 2018. This demonstrates a significant closing of the gap.

At the time of publication, we were unable to obtain regional and local benchmark data for 2019. However, in 2018, the median gender pay gap in Derbyshire was 10.93%, and 10.86% in Chesterfield. We remain confident therefore that we continue to demonstrate significantly greater gender pay equality locally and regionally.

In line with 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.

The hospice remains committed to carrying out annual equal pay audits to ensure equal work of equal value is recognised and the creation of new organisational values has been the bedrock in building an equitable framework for pay and career progression.

We remain focused on creating a working environment that is progressive, safe, and supportive of carer responsibilities, flexible working options and family friendly policies. However, we know that there is always progress to be made to improve pay parity across staff groups.

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.

I confirm this data as true and accurate:

Barbara-Anne Walker
Chief Executive



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.