Arthur Rank Hospice Charity

Gender Pay Gap Reporting 2021

The gender pay gap is the percentage difference between men's and women's median hourly earnings across all jobs in the UK; it is not a measure of the difference in pay between men and women for doing the same job.

The results of our gender pay analysis are set out in more detail below and will be reported to gov.uk by the 5th April 2022 deadline.

GENDER GAP PAY REPORTING

As at April 2021

	A	B		
	Male	**Female**	**Difference**	**Percent**
Mean salary hourly rate	13.75	14.67	-0.92	-6.7%
Median salary hourly rate	10.77	12.74	-1.97	-18.3%
Received bonus	0	0	0	0
% receiving bonus	0	0	0	0
Mean bonus payment	0	0	0	0
Median bonus payment	0	0	0	0

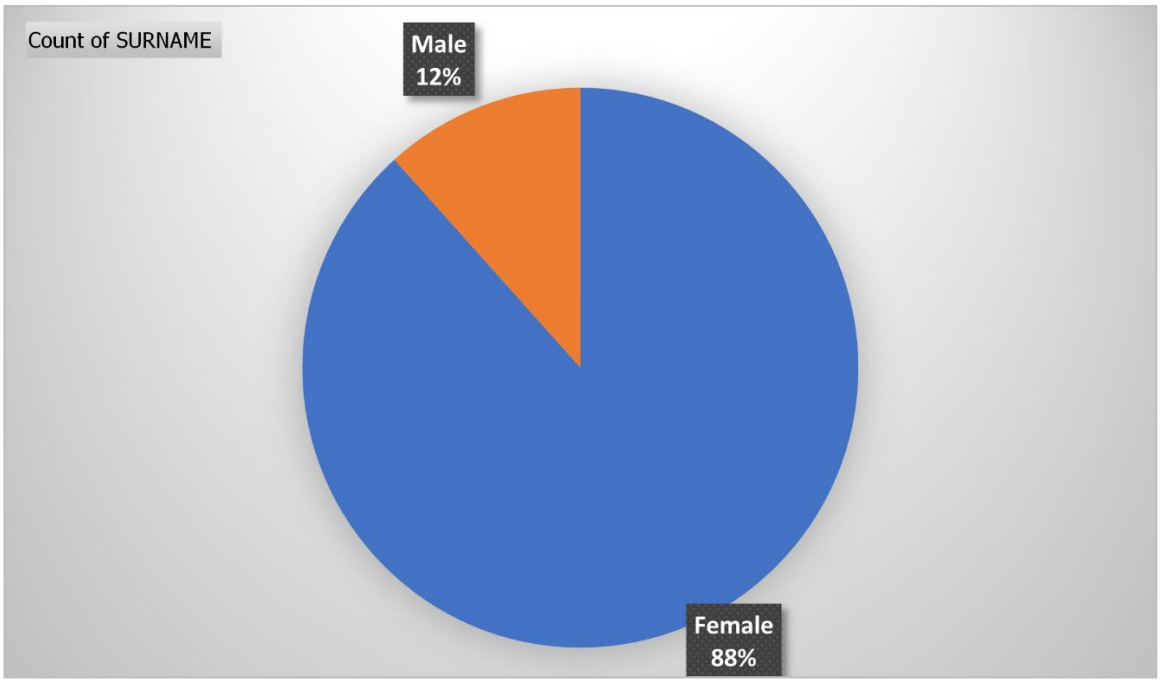
Salaries by quartile	**Lower limit**	**Males** Number	**Females** Number	**Total** Number	**Male** Percent	**Female** Percent
Quarter 1	0	11	52	63	17.5%	82.5%
Quarter 2	10.09	5	60	65	7.7%	92.3%
Quarter 3	12.35	7	62	69	10.1%	89.9%
Quarter 4	16.97	4	63	67	6.0%	94.0%

Arthur Rank Hospice Charity

Workforce Composition

The breakdown of our workforce is 88% female and 12% male. The breakdown of our workforce shows a much higher proportion of females to males which is at variance with the local population[1] which is closer to a 50/50 split.

However, the breakdown is close to the national picture within the health sector; information provided by NHS Employers[2] shows that female staff comprise approximately 77% of the NHS workforce.



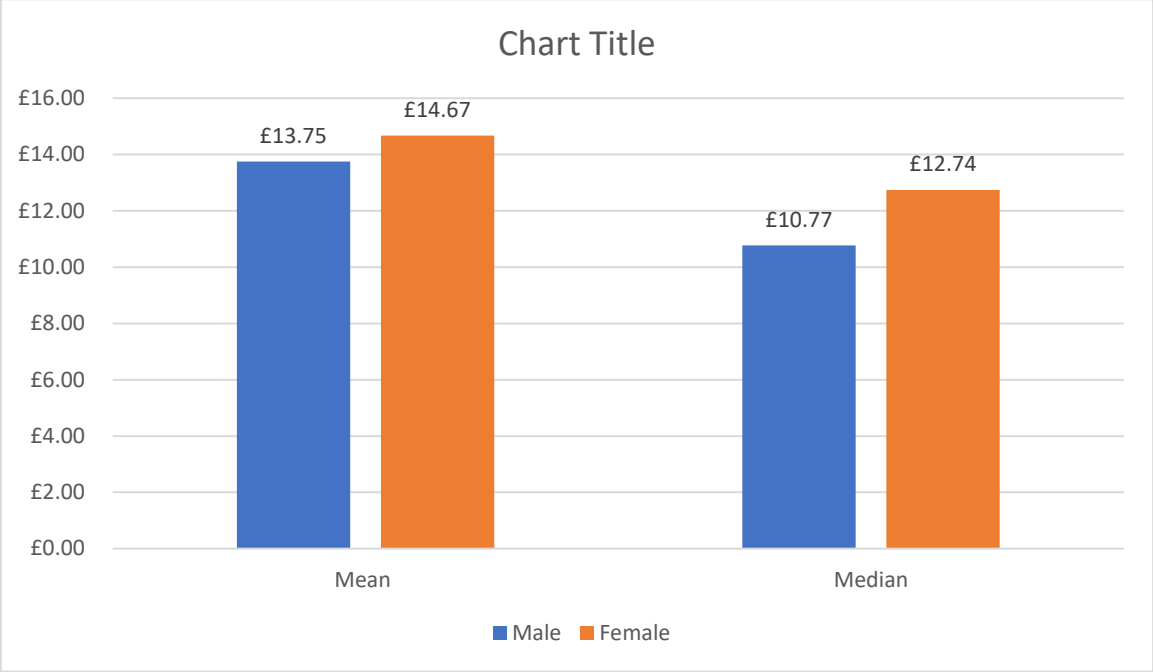
Average hourly pay

There is a negative gender pay gap at Arthur Rank Hospice, i.e. woman are paid more on average than men.

We have a median pay gap of -18.3% and a mean pay gap of -6.7%; this means as a proportion of men's pay, women's hourly rates are 18.3% and 6.7% higher.

[1] https://www.ethnicity-facts-figures.service.gov.uk/uk-population-by-ethnicity/demographics/male-and-female-populations/latest
[2] https://www.nhsemployers.org/articles/gender-nhs-infographic

Arthur Rank Hospice Charity



Conclusion

Our results reflect our overwhelmingly female workforce and in particular, that the leadership of the organisation is dominated by women.

Our results reflect the profile of our workforce. Our total pay gap favours women (-18.3% median) and compares well to the national total pay gap (15.4% median). The main reason for our negative gender pay gap is that most senior roles are occupied by women, reflecting the significantly higher proportion of women in our workforce.

Our Widening Access Group has an action plan to address under-representation of groups including men and we are pleased to report that our most recent monitoring report showed an increase in the proportion of men joining our charity.