

## Gender Pay Gap Reporting 2024

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 5<sup>th</sup> April 2025 deadline.

### GENDER GAP PAY REPORTING

#### As at April 2024

(April 2023 figures for comparison in brackets)

	A	B				
	Male	Female	Difference	Percent		
Mean salary hourly rate	(13.93) <b>14.87</b>	(17.01) <b>18.10</b>	(-3.08) <b>-3.23</b>	(-22.1%) <b>-21.7%</b>		
Median salary hourly rate	(14.43) <b>14.26</b>	(17.69) <b>18.47</b>	(-3.26) <b>-4.21</b>	(-22.6%) <b>-29.5%</b>		
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	(11.39) <b>11.45</b>	(11) <b>8</b>	(54) <b>28</b>	(65) <b>36</b>	(16.9) <b>22.2</b>	(83.1) <b>77.8</b>
Quarter 2	(11.67) <b>12.31</b>	(5) <b>9</b>	(61) <b>82</b>	(66) <b>91</b>	(7.6) <b>9.9</b>	(92.4) <b>90.1</b>
Quarter 3	(14.11) <b>14.61</b>	(6) <b>6</b>	(59) <b>55</b>	(65) <b>61</b>	(9.2) <b>9.8</b>	(90.8) <b>90.2</b>
Quarter 4	(19.10) <b>20.15</b>	(1) <b>1</b>	(64) <b>64</b>	(65) <b>65</b>	(1.5) <b>1.5</b>	(98.5) <b>98.5</b>

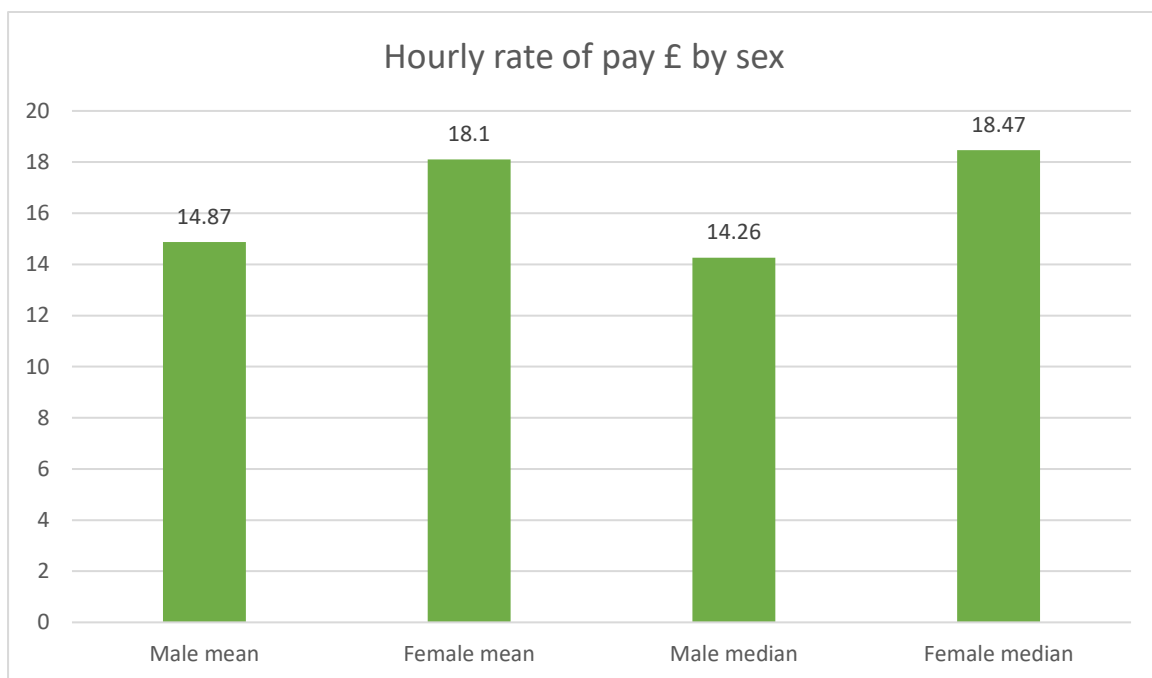
## Workforce Composition

The breakdown of our workforce is 91% female and 9% male, which is at variance with the national population<sup>1</sup> which is a 51/49 split. However, this is not unusual in the healthcare sector and Nursing and Midwifery Council (NMC) data<sup>2</sup> shows that over 88% of registrants are female. Hospice UK survey data also reflects a 91/9 split across the hospice workforce.

## Average hourly pay

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

We have a median pay gap of -29.5% (increased from -22.6% in 23/24) and a mean pay gap of -21.7% (decreased from -22.1% in 23/24); this means as a proportion of men's pay, women's hourly rates are 29.5% and 21.7% higher.



<sup>1</sup> <https://www.ethnicity-facts-figures.service.gov.uk/uk-population-by-ethnicity/demographics/male-and-female-populations/latest>

<sup>2</sup> <https://www.nmc.org.uk/about-us/reports-and-accounts/registration-statistics/>

## Determining pay

The Charity has a single grading structure for all staff linked to job evaluation outcomes.

Arthur Rank Hospice Charity Grading Structure		
JE Points	Grade	Roles
120-174	ARHC 1	Hospitality and domestic support
175-219	ARHC 2	Healthcare Assistants level 2, Social Care Level 2, Admin and Function Assistants, Retail Assistants, Technical and Catering Assistants
220-264	ARHC 3	Healthcare Assistants Level 3, Social Care Level 3, Function Administrators, Shop Managers, Technical Workers
265-314	ARHC 4	Associate Practitioners, Social Care Level 4, Specialist/Senior Administrators, Specialist Retail Managers, Specialist Technical Workers, Entry level professionals
315-364	ARHC 5	Registered Clinicians, Clinical Coordinators, Experienced Professionals (any function)
365-404	ARHC 6	Specialist Clinicians, Specialist Professionals (any function), Function Service Managers
405-464	ARHC 7	Advanced Practitioners (clinical), Clinical Team Leads, Heads of Function
465-514	ARHC 8	Matrons, Heads of corporate clinical function
515-554	ARHC 9	Associate Directors (not in use)
555-589	ARHC 10	Directors (standard)
590-619	ARHC 11	Clinical Services Director
620-630	ARHC 12	Chief Executive

## Senior pay reporting

Under the Charities Statement of Recommended Practice (SORP) 2019 charities with an income over £250,000 a year are required to disclose in their annual accounts a breakdown of employees paid above £60,000 in bands of £10,000, and the aggregated remuneration of the Trustees and Senior Management of the charity. This information is therefore publicly available in our annual accounts.

## Conclusion

Our results reflect our overwhelmingly female workforce and that five of the six members of the leadership of the organisation are women.

A key point to note when comparing 2024 against the prior year is that far fewer colleagues are paid in Quartile 1, with more now being paid in Quartile 2.



Our results reflect the profile of our workforce. Our total pay gap favours women and 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.

Although the median pay gap has widened in the last 12 months, the number of males employed has increased by one. The mean pay gap has slightly reduced.

Our Widening Access Group has an action plan to address under-representation of groups, including men.

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Approved by Remuneration Committee January 2025