



Gender pay gap report

April 2019

Introduction

From 6 April 2017, employers in Great Britain with more than 250 staff were required by law to publish the following four types of figures annually on their own website and on a government website. The figures must be calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

- Gender pay gap (mean and median averages).
- Gender bonus gap (mean and median averages).
- Proportion of men and women receiving bonuses.
- Proportion of men and women in each quartile of the organisation's pay structure.

Under the law, men and women must receive equal pay for:

- the same or broadly similar work
- work rated as equivalent under a job evaluation scheme
- work of equal value.

The purpose of the regulations is to increase transparency linked to the above and to generate action to minimise inequalities in pay between men and women.

An action plan or statement setting out what steps an organisation will take to minimise any gap should also be published.

Keech Gender pay Gap reporting 2018/2019

The following data has been calculated on the 'snapshot date' of 4 April 2018 and is as follows:

- The **mean** gender pay gap for Keech Hospice Care is **3.9%**
- The **median** gender pay gap for Keech Hospice Care is **2.7%**
- The mean gender bonus gap for Keech Hospice Care is 0%
- The median gender bonus gap for Keech Hospice Care is 0%
- The proportion of male employees in Keech Hospice Care receiving a bonus is 0% and the proportion of female employees receiving a bonus is 0%

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary.

The mean gender pay gap is the difference between the average hourly earnings of men and women.

The percentage of men / women in each pay quartile was as follows:

	Males	Females
Upper (highest)	19%	81%
Upper middle	12%	88%
Lower middle	15%	85%
Lower (lowest)	15%	85%

Keech Hospice Care's gender pay gap

The 3.9% mean gender pay gap shows that, on average, men in the organisation are paid a higher salary rate. However, when viewed alongside the median gender pay gap of 2.7%, it is evident that the mean gender pay gap has been affected by extremes at either end of the scale, i.e. a male with a particularly high hourly rate and a female with a particularly low hourly rate.

The proportion of males and females in each pay quartile shows that, while the number of females employed within the organisation is much higher than males (which is consistent with the industry standard), the split across all pay quartiles is even.

Keech Hospice Care is committed to the principle of equal opportunities and fair treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out pay and benefits audits at regular intervals
- has a robust wage/salary structure which shows progression through pay scales alongside a robust process
- evaluates job roles and pay grades as necessary to ensure a fair structure.

Keech Hospice Care is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Next steps

While Keech Hospice Care's gender pay gap compares favourably with that of other organisations, Keech is committed to doing everything it can to maintain and, if possible, reduce the gap.

To date, the steps that Keech Hospice Care has taken to promote gender diversity in all areas of its workforce include the following.

- Plans to extend its evidence gathering to include qualitative data. It will do this through regular Pulse surveys, asking for staff views on issues such as remuneration and benefits.
- The introduction of a new remuneration committee to make recommendations on director's pay.
- Benchmarking pay against similar roles in the Charity Hospice sector.

Mandatory Statement

I declare that we have used all reasonable endeavours to ensure that the data contained in this report is accurate.

Liz Searle
Chief Executive Officer