



# Gender pay gap report

April 2023



## 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 2022/2023

The following data has been calculated on the 'snapshot date' of 5 April 2022 and is as follows:

- The **mean** gender pay gap for Keech Hospice Care is **2%**
- The **median** gender pay gap for Keech Hospice Care is 8.1%
- 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:

	<b>Males</b>	<b>Females</b>
Upper (highest)	16%	84%
Upper middle	12%	88%
Lower middle	1%	99%
Lower (lowest)	24%	76%

## **Keech Hospice Care's gender pay gap**

The 1.9% mean gender pay gap shows that, on average, men in the organisation are paid a slightly higher salary rate. The highest earners within the organisation are female which has closed the mean gender pay gap, however the median rate supports the findings from the quartiles that show the highest number of females are in the lower quartiles.

The number of females employed within the organisation is much higher than males (which is consistent with the industry standard) and the split of women to men employed is approx. 85% female to 15% male. This is consistent with the split across the upper and lower quartiles. There are proportionally more males in the upper middle quartile and less in the lower middle quartile which is driving the overall pay gap.

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.

- As well as quantitative analysis of the data, we have embarked on qualitative analysis in the form of staff surveys that specifically ask staff for their views on pay and reward.
- An established remuneration committee to make recommendations on director's pay.
- We embarked on a full review of our pay and benefits which was led by an external pay consultant and a new competency based pay system including new pay scales was introduced in October 2021. This involved benchmarking roles and saw increases in salary levels in some areas to bring them to the market median, particularly in the lower bands and resulted in us removing the lowest banding. The whole organisation have now been moved onto this scale including director's.
- An EDI group has been established and part of their terms of reference is to ensure all policies and practices promote equality and diversity.

### **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