



Gender pay gap report

April 2024

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 2024/2025

The following data has been calculated on the 'snapshot date' of 5 April 2024 and is as follows:

- The **mean** gender pay gap for Keech Hospice is **-10.9%**
- The **median** gender pay gap for Keech Hospice is **-10.4%**
- The mean gender bonus gap for Keech Hospice is 0%
- The median gender bonus gap for Keech Hospice is 0%
- The proportion of male employees in Keech Hospice 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:

Females		Males	
Upper (highest)	12%	88%	
Upper middle	7%	93%	
Lower middle	7%	93%	
Lower (lowest)	20%	80%	

Keech Hospice's gender pay gap

The -10.9% mean gender pay gap shows that, on average, women in the organisation are paid a higher salary rate. This is reinforced when viewed alongside the median gender pay gap of -10.4%. The rates show that women on average earn £1.10 for every £1 that men earn.

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. 89% female to 11% male. This is consistent with the split across the upper quartile, but not the lower where there are more males. The lower quartile is driving the overall pay gap.

Keech Hospice 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 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'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 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. This data is used to inform decisions regarding pay and reward.
- Questions in the survey directly linked to equity of opportunity are analysed to ensure that fair principles are applied to all.
- An established remuneration committee to make recommendations on all pay and benefits, including directors pay.
- All pay, including senior pay, is on our competency based pay system and all posts are evaluated through our job evaluation scheme to determine the appropriate salary grade.
- Regular benchmarking exercises take place and the results of these are used to remodel pay scales to ensure that they are both fair and competitive across all levels of the organisation.
- An EDI group has been established and part of their terms of reference is to ensure all policies and practices promote equality and diversity, and as a forum to raise concerns.

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