

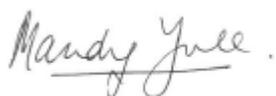
# OUR 2018 GENDER PAY GAP REPORT

**Ayrshire Hospice welcomes the government's initiative to improve pay equality through collecting and reporting gender pay data.**

Ayrshire Hospice's figures have been calculated in line with the regulations set out in the gender pay gap reporting legislation. The calculations methodology has been checked, and I confirm that these figures have been verified and are accurate. The gender pay gap shows the difference in the average earnings between all men and all women in the organisation.

As is reflected across the wider health and social care sector, the Ayrshire Hospice employs more women than men, so it is no surprise that on 5<sup>th</sup> April 2017 from our 207 employees, 89% of these were women.

The report shows the distribution of male and female staff across our organisation, and I am more than confident that the pay structure we have in place ensures that men and women working with us are paid equally for doing equivalent jobs.



Mandy Yule  
**Chief Executive, Ayrshire Hospice**  
4<sup>th</sup> April 2018

## Calculations

The legislation requires the hospice to carry out 3 calculations which show the difference between the earnings of men and women in our organisation. These are:

- The mean (average) gender pay gap in hourly pay. We calculate this by totalling the hourly rates of all “relevant” male employees and then all “relevant” female employees and dividing by the number of employees in each list. The result is expressed as the difference of male pay over female pay which could be positive or negative.
- The median gender pay gap in hourly pay. We calculate this by listing all the hourly rates in order from high to low for male employees and then all female employees and identifying the middle value in each list. The result is expressed as the difference of male pay over female pay which could be positive or negative.
- Divide the list into 4 equal sections (“quartiles”) and calculate the % of male and female employees in each quartile.

The calculations are done through our payroll records and the results will be posted on the hospice’s website and a government website within a calendar year. Reporting will not involve publishing individual employees’ data.

The regulations also require calculations in respect of bonus earnings but these do not apply to the Ayrshire Hospice as no employees receive bonuses.

The hospice can use these results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded

## Pay Gap

| <b>Difference between men and women</b> |              |               |
|---|--------------|---------------|
|   | <b>Mean</b>  | <b>Median</b> |
| <b>Hourly fixed pay</b>                 | <b>8.02%</b> | <b>2.45%</b>  |

The table above shows our overall mean and median gender pay gap between male and female employees based on hourly rates of pay as at 5<sup>th</sup> April 2017.

## Proportion of Colleagues per Pay Quartile

|                   | <b>Male</b>   | <b>Female</b> |
|-------------------|---------------|---------------|
| <b>Lowest</b>     | <b>7.69%</b>  | <b>92.31%</b> |
| <b>Quartile 2</b> | <b>13.73%</b> | <b>86.27%</b> |
| <b>Quartile 3</b> | <b>11.54%</b> | <b>88.46%</b> |
| <b>Highest</b>    | <b>11.54%</b> | <b>88.46%</b> |

The above table illustrates the gender distribution at the Ayrshire Hospice across four equally sized quartiles.

## In Summary

Ayrshire Hospice welcomes the government's initiative to improve pay equality through collecting and reporting gender pay data. Within 2017 we had 250 employees (including bank staff) on our payroll. A gender pay report has been produced in line with legislation which required the hospice to carry out 3 calculations looking at mean (average), median (high > low middle point both men and women) and quartiles (4 equal sections) which show the difference between the earnings of men and women in our organisation. The information based on hourly fixed pay demonstrates mean at 8.02% and median of 2.45% this shows a higher mean and median pay rate for male employees over female employees.

As is reflected across the wider health and social care sector, the Ayrshire Hospice employs more women than men, so it is no surprise that on the 5<sup>th</sup> April 2017 (sample day) 89% of employees were women. The calculations do not look at comparing posts simply look at hourly fixed pay and as such due to the small number of male employees (23) one male employee on a higher salary would have a higher impact on the average salary than one female (184) on the same salary and as such we can confidently state that the pay structure we have in place ensures that men and women working with us are paid equally for doing equivalent jobs.