

Ashgate Hospice Gender Pay Gap Reporting Statement

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Context

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires all organisations with 250 employees or more to report annually on their gender pay gap. For charities, including Ashgate Hospice, this must be published by 4th April each year, and within one year of the 'snapshot' data being taken. Ashgate Hospice took its 'snapshot' data on 5th April 2021.

The gender pay gap is defined as the difference in the average earnings of men and women over a defined period, regardless of role or seniority. Gender pay reporting is different to equal pay, which is about differences in the actual earnings of men and women doing equal work. The gender pay gap shows the difference between all men and all women across the workforce in an organisation.

The report is required to publish data on the mean and median salary pay gap, the proportion of males and females in each pay quartile and the pay gap between males and females for staff who receive bonus payments (see below for explanation of these terms). As no employees currently receive bonus payments, this data is not provided.

Gender Pay Gap Data

On the 5th April 2021, Ashgate Hospice employed 336 employees: 286 women and 50 men.

Table 1 Gender pay gap statistics for Ashgate Hospice

Mean gender pay gap	0.96
Median gender pay gap	-9.42

Table 2 Gender pay gap statistics Full-Time Employees

Mean gender pay gap	-0.46
Median gender pay gap	-30.28

Table 2 shows that the median gender pay gap has increased from 2020 due to an increase in men in the lower quartile. The mean and median salaries of both men and women are higher for full-time than part-time employees, though it is worth noting that full-time is defined here at 30 hours or more per week. 33% of these

employees, predominantly women, work less than 37.5 hours a week, at all levels of seniority.

Table 3 Gender pay gap statistics Part-Time Employees	
Mean gender pay gap	-28.73
Median gender pay gap	-2.83

Table 3 shows a distortion between the mean and median gender pay gap due to a very small number of male part-time employees. The proportion of part-time employees has dropped overall due to COVID pressures on frontline teams resulting in additional paid hours.

Table 4 Comparison over last 4 years				
	2018	2019	2020	2021
Mean gender pay gap	-6.71%	- 2.95	-2.81	0.96
Median gender pay gap	-23.20%	- 8.10	-12.04	-9.42

For the first time Ashgate has a small positive gender pay gap of 0.96%. This is based on the mean calculation and shows that men are being paid at a higher rate than women. The change is due to the urgent engagement of contractors during the early stages of the pandemic. This was a temporary arrangement and figures are expected to revert to a negative % for the 2022-3 reporting period.

Gender Split by Pay Quartiles

Quartile Pay Bands	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	18%	18%	12%	12%
Female	82%	82%	88%	88%

Context and Comparison

Generating meaningful comparisons is challenging for multiple reasons. The data available for comparison is effectively one year out of date; i.e. we are comparing our 2021-22 data with available 2020-2021 data as the most current data is not yet published. The Cendex source we have used for sector-based comparison is limited to 411 respondents for the not-for-profit sector and 801 for public health. An in-depth analysis of data for full time/part time and across the centiles is needed to create a comprehensive and nuanced picture; this is a standard of evaluation that Ashgate is working towards for future reports.

However, a broad-brush analysis shows that historically, Ashgate has a gender pay gap which favours women and compares positively to the wider UK. According to the Office for National Statistics the economy wide gender pay gap in April 2021 was 7.9% for full-time employees and 15.4% for both full *and* part time workers, compared with –0.46 and 0.96 respectively at Ashgate.

Despite the 0.96 gender pay gap, which is explained above, Ashgate’s data demonstrates that the hospice also performs significantly better in terms of gender pay gap compared with other organisations in similar sectors (public health and not-for-profit) as can be seen in the table below.

Mean and Median hourly pay for all Ashgate employees compared with all employees in public health not-for-profit sectors, and economy wide data

	Ashgate Hospice	Public Health	Not for Profit	All employers economy wide
Mean	0.96	16.8	7.7	13.3
Median	-9.42	7.9	3.3	10.4

Source: Cendex analysis of Government data on gender pay gap reporting undertaken in October 2021, on data published for the 12 months to 5 April 2020

Summary & Statement

With a mean gender pay gap of 0.96% and a median of –9.4%, Ashgate continues to close the gender pay gap ahead of national benchmarks. The mean gender pay gap for the hospice shows that on average for every £1 men earn, women are earning £0.98. The median gender pay gap shows that on average for every £1 men earn, women are earning £1.11.

We are committed to looking further at what the data can tell us about the experiences of men and women working at Ashgate. We know that women are over-represented across the hospice sector. Whilst this brings huge opportunities and benefits, there are also challenges associated with health work being viewed as an inherently ‘female’ occupation, which tends to have poorer pay and conditions, and lower social status. There are wider socio-political obstacles to overcome for jobs traditionally associated with a particular gender to be occupied more equally by men and women (e.g. men encouraged to work in care and women in IT or estates). Ashgate is committed to playing its part in promoting this wider societal change.

At Ashgate we are determined to ensure that people who identify as women have equal opportunities for promotion and leadership roles, and equally that those identifying as men access flexible working options which may reduce the gender imbalance in part and full time working.

The hospice remains committed to carrying out annual equal pay audits to ensure equal work of equal value is recognised. A newly launched Equality, Diversity and Inclusion advisory group will act as a forum to consult on and evaluate potential policies and improvements.

We remain focused on creating a working environment that is progressive, safe, and supportive of carer responsibilities, flexible working options and family-friendly policies. However, we know that there is always progress to be made to improve pay parity across staff groups.

We recognise the valuable contribution of all our people and the importance of equity and flexibility in being able to deliver the very highest levels of care to our patients, their loved ones and our supporters.

I confirm this data as true and accurate:

Barbara-Anne Walker
Chief Executive

Definitions

- Gender pay gap (GPG) – calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men. For example, a 4% GPG denotes that women earn 4% less, on average, than men. Conversely, a -4% GPG denotes that women earn 4% more, on average, than men.
- Mean – a measure of the average which is derived by summing the values for a given sample, and then dividing the sum by the number of people in the sample. In earnings distributions, the mean can be disproportionately influenced by a relatively small number of high-paying jobs.
- Median – the value below which 50% of jobs fall. It is ONS's preferred measure of average earnings as it is less affected by a relatively small number of very high earners and the skewed distribution of earnings. It therefore gives a better indication of typical pay than the mean.
- Quartiles: A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group. It gives an indication of how many men and women there are at different levels of seniority within an organisation.
- Full-time – employees working more than 30 paid hours per week.