

Gender Pay Gap Summary 2023

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Context

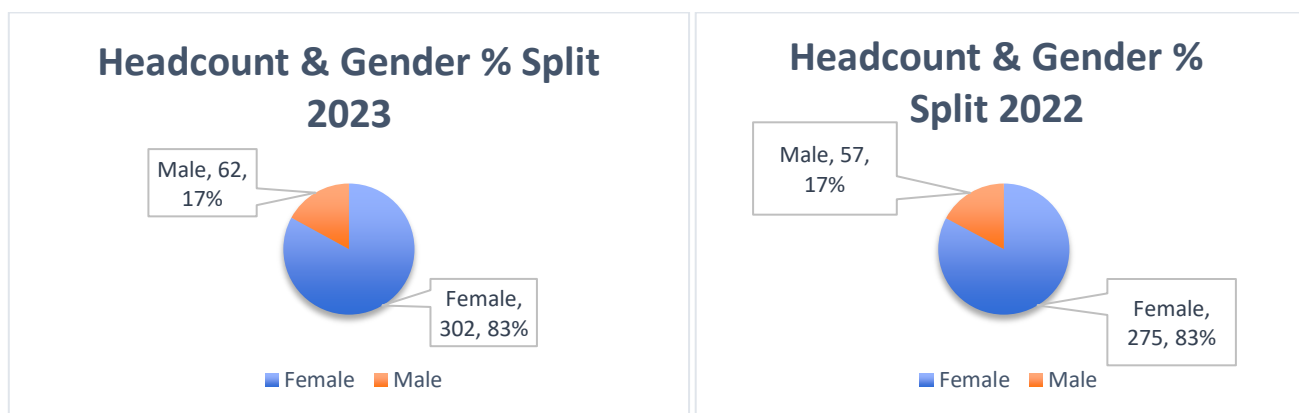
The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires all organisations with 250 employees or more to report annually on their gender pay gap. For charities, including Ashgate Hospice, this must be published by 4th April each year, and within one year of the 'snapshot' data being taken. Ashgate Hospice took its 'snapshot' data on 5th April 2023 and covers activities between April 2022 – April 2023.

The gender pay gap (GPG) is defined as the difference in the average earnings of men and women over a defined period, regardless of role or seniority. Gender pay gap 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 an explanation of these terms). As no employees currently receive bonus payments, this data is not provided.

Workforce Profile by Gender

On 5th April 2023, Ashgate Hospice employed 364 paid staff, which is an increase from 332 the previous year. The below chart demonstrates the gender split of our workforce in both headcount and percentage. The charts below compare 2023 and 2022 where it is demonstrated that although there has been an increase in headcount for both male and female paid staff, the percentage split remains the same at 83% female and 17% male.



**** For every paid male employed by Ashgate Hospice, there are 4.88 paid female employees ****

Gender Pay Gap Reporting Data

Gender Pay Gap: Mean Average (ALL)					Median (ALL)			
Year	Male	Female	Difference (£)	Mean Pay Gap	Male	Female	Difference (£)	Median Pay Gap
2023	£15.89	£16.67	-0.78	-4.91%	£13.00	£13.72	-0.72	-5.54%
2022	£15.31	£16.13	-0.82	-5.36%	£11.64	£13.46	-1.82	-15.64%
2021	£15.32	£15.17	0.15	0.98%	£11.33	£11.59	-0.26	-2.29%
2020	£15.00	£15.43	-0.43	-2.87%	£10.70	£12.04	-1.34	-12.52%

Gender Pay Gap: Mean Average (FULL TIME)					Median (FULL TIME)			
Year	Male	Female	Difference (£)	Mean Pay Gap	Male	Female	Difference (£)	Median Pay Gap
2023	£17.70	£18.32	-0.62	-3.50%	£14.00	£16.53	-2.53	-18.07%
2022	£16.97	£17.29	-0.32	-1.89%	£13.70	£15.35	-1.65	-12.04%
2021	£16.08	£16.15	-0.07	-0.44%	£11.59	£14.03	-2.44	-21.05%
2020	£15.55	£16.40	-0.85	-5.47%	£12.79	£13.78	-0.99	-7.74%

Gender Pay Gap: Mean Average (PART TIME)					Median (PART TIME)			
Year	Male	Female	Difference (£)	Mean Pay Gap	Male	Female	Difference (£)	Median Pay Gap
2023	£11.78	£14.53	-2.75	-23.34%	£11.02	£11.96	-0.94	-8.53%
2022	£11.41	£14.45	-3.04	-26.64%	£10.73	£11.40	-0.67	-6.24%
2021	£10.80	£13.91	-3.11	-28.80%	£10.19	£10.48	-0.29	-2.85%
2020	£13.84	£14.50	-0.66	-4.77%	£10.19	£11.00	-0.81	-7.95%

Gender Pay Gap Analysis – Mean & Average

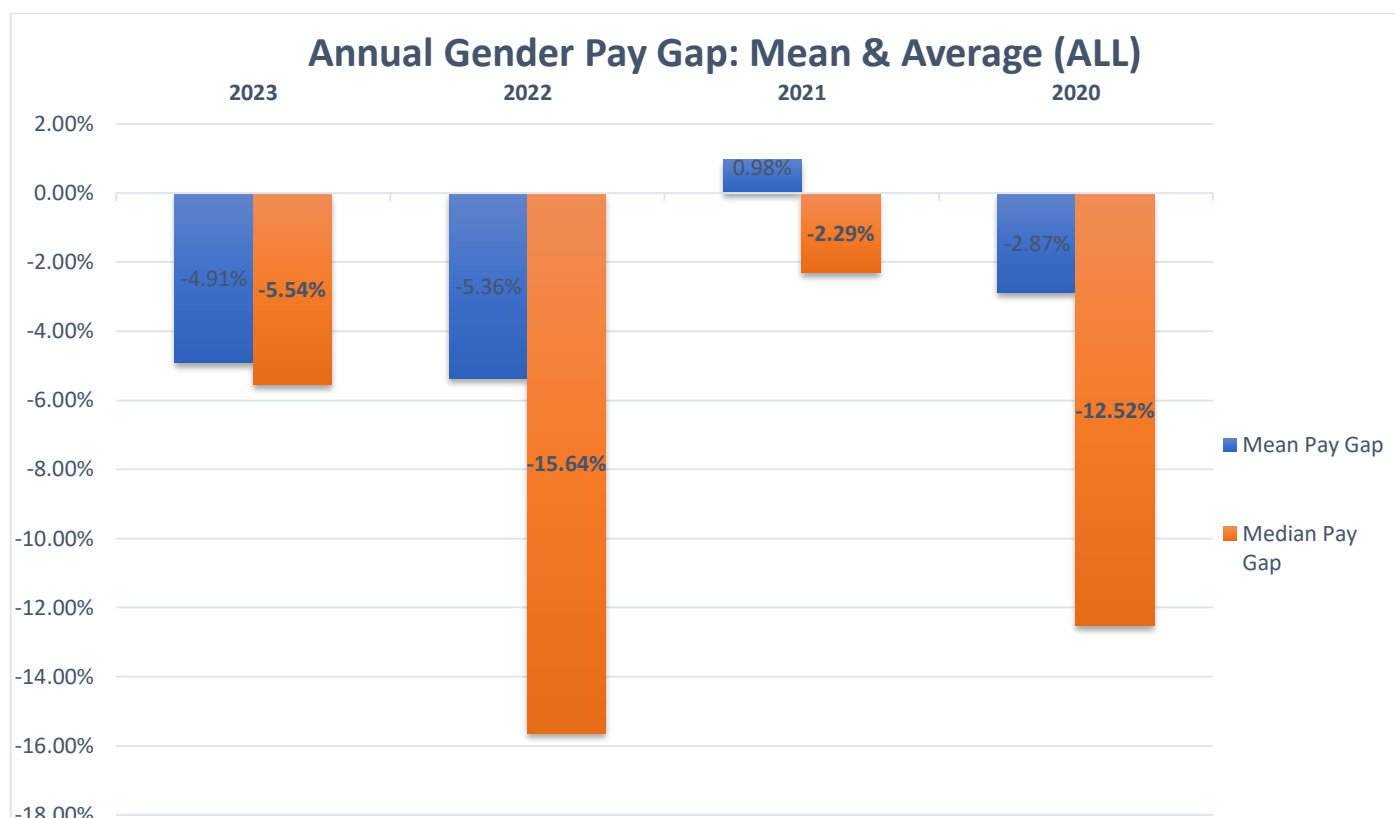
In 2023 Ashgate has a negative GPG. The pay gap exists because of an imbalance in the proportion of men and women across all levels of the organisation and is mainly in favour of women due to the number of women in higher paid roles.

The median is the most representative measure as it stops a small amount of very high or low salaries skewing the results. Each year, the statistics show that there is a bigger gap between the median pay than there is compared to mean pay gap. This is due to Ashgate employing a larger number of employees at the lower end of the pay scale.

For context, the Mean GPG of -4.91% represents that for every £1 a man is paid a woman is paid £1.05. This is the same Mean GPG figure that was reported in 2022 and is consistent across both full time and part time employees.

The Median GPG of -5.54% represents that for every £1 a man is paid a woman is paid £1.06. This has decreased from £1.16 in 2022, however, when specifically comparing the median GPG between male and female in either full time or part time roles, there has been an increase.

When comparing against 2022 data however, both the mean and median GPG has decreased in 2023. As per previous annual GPG reports, the gap is still in favour of women as the majority of female roles offer pay enhancements due to shift work and unsociable hours. This increases their ordinary pay and sits them within the upper middle quartile while Male ordinary pay sits in the lower middle quartile. The gap is therefore naturally increased.



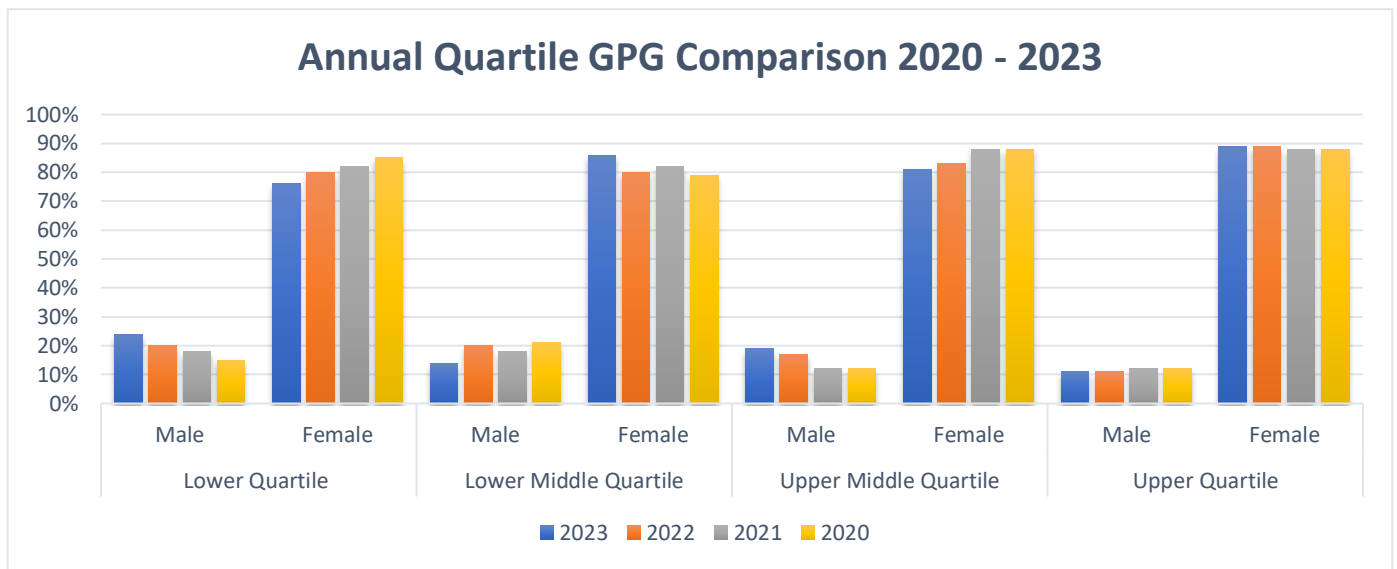
Gender Split by Pay Quartiles

By analysing the gender split by pay quartiles for both male and female employees, we can analyse significant differences between pay levels of both men and women across the Hospice, highlighting potential areas of disparity.

Pay Quartiles by Gender								
	Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
Year	Male	Female	Male	Female	Male	Female	Male	Female
2023	24%	76%	14%	86%	19%	81%	11%	89%
2022	20%	80%	20%	80%	17%	83%	11%	89%
2021	18%	82%	18%	82%	12%	88%	12%	88%
2020	15%	85%	21%	79%	12%	88%	12%	88%

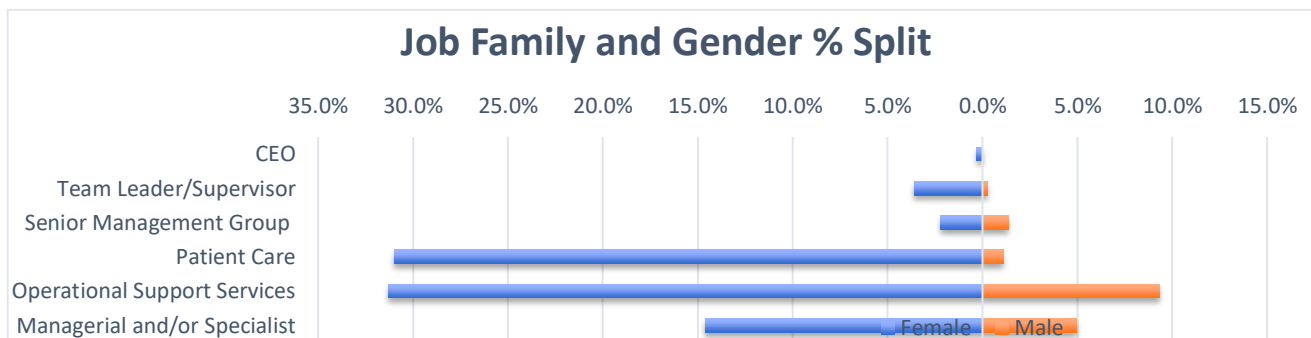
The above data shows that there has been an increase in the distribution of males between the quartiles, and the lower quartile now has the highest ratio of males within it, increasing by 4% since 2022. This may be due to an increase in males taking lower paid roles during 2022/23, mainly in the Retail directorate, where it was recorded there were 10 new male starters and 4 leavers compared to 30 new female starters and 20 leavers.

The percentage of males in the lower quartile is now the highest it's been in over four years, increasing year on year. At 86%, the number of females in the lower middle quartile is the highest it has been in four years, however the male and female distribution across the upper middle and upper quartile remains consistent with 2022. This may be due to the introduction of various new roles, predominantly in the lower middle and upper middle quartile pay range, now occupied by females.



Job Family and Gender Distribution

As per the launch of Reward and Recognition in October 2022, Ashgate's pay framework is currently determined by Job Family and the ranges within. Regardless of gender, the Job Family is based on job function and the ranges of pay vary at each job level. Financial progression is available for all roles, including for those people at the 'top' of their job family and pay range.



The previous chart demonstrates that the majority of our staff are paid within Operational Support Services (41% of all paid staff) which also holds the highest ratio of male paid staff within a Job Family (9.3% of all staff). The second highest percentage of staff are all paid within the Patient Care Job Family, which is dominated by female staff at 31% vs 1.1% male.

Summary and Statement

In 2022, we launched a Reward and Recognition scheme to ensure we have fair, transparent and consistent frameworks for how we pay and reward staff. Our aim is to meet the changing expectations of people coming to work for Ashgate and make sure that we continue to be an employer of choice for new generations coming into the market. Our new reward package offers choice and flexibility, and we believe that by acting sooner, we have time to make better decisions for our employees and accommodate their diverse needs.

To demonstrate commitment to our strategy, we have introduced new roles in various parts of the organisation to strengthen our Voice and our commitment to the continued growth and development of our People and overall Care for our patients. Investment into our Learning and Organisational Development team promotes our commitment to providing support and resource in helping the workforce advance in their career, regardless of gender.

Ashgate's commitment to equity is evident throughout the report. We continue to have a positive gender pay gap and show that the hospice is an organisation where women are treated fairly, are valued and hold positions of authority. In recognition of our predominantly female workforce, we continue to look at ways we can enhance support in the workplace; for example, women's wellbeing provision and menopause support.

There are society wide issues that mean women are over-represented in the hospice and health care sector, and we recognise that there is work to be done to increase the representation of men in roles such as nursing and health care assistants. We continue to look at ways we can increase male representation in these roles going forward.

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 indicates 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.
Full pay relevant employees	The employees that are included with the criteria for Gender Pay Gap reporting