

Gender Pay Gap Summary 2024

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Context

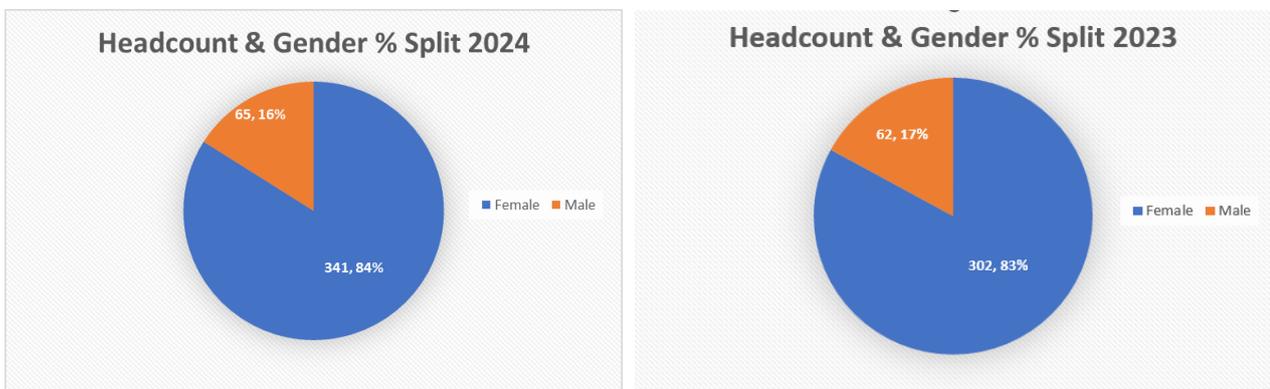
The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires all organisations with 250 employees or more to report annually on their gender pay gap. For charities, including Ashgate Hospice, this must be published by 4th April each year, and within one year of the 'snapshot' data being taken. Ashgate Hospice took its 'snapshot' data on 5th April 2024 and covers activities between April 2023 – April 2024.

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 from 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 2024, Ashgate Hospice employed 406 paid staff, which is an increase from 364 the previous year. The below charts demonstrate the gender split of our workforce in both headcount and percentage. The charts below compare 2024 and 2023 where it is demonstrated that there has been a slight increase in the percentage of females employed compared to males, from 83% female in 2023 to 84% in 2024.



**** For every paid male employed by Ashgate Hospice, there are 5.25 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
2024	£16.13	£16.83	-£0.70	-4.33%	£12.39	£14.04	-£1.65	-11.67%
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
2024	£18.34	£18.63	-£0.29	-1.60%	£14.48	£16.09	-£1.61	-11.59%
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
2024	£14.66	£15.99	-£1.33	-9.11%	£11.77	£13.06	-£1.29	-10.93%
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 & Median

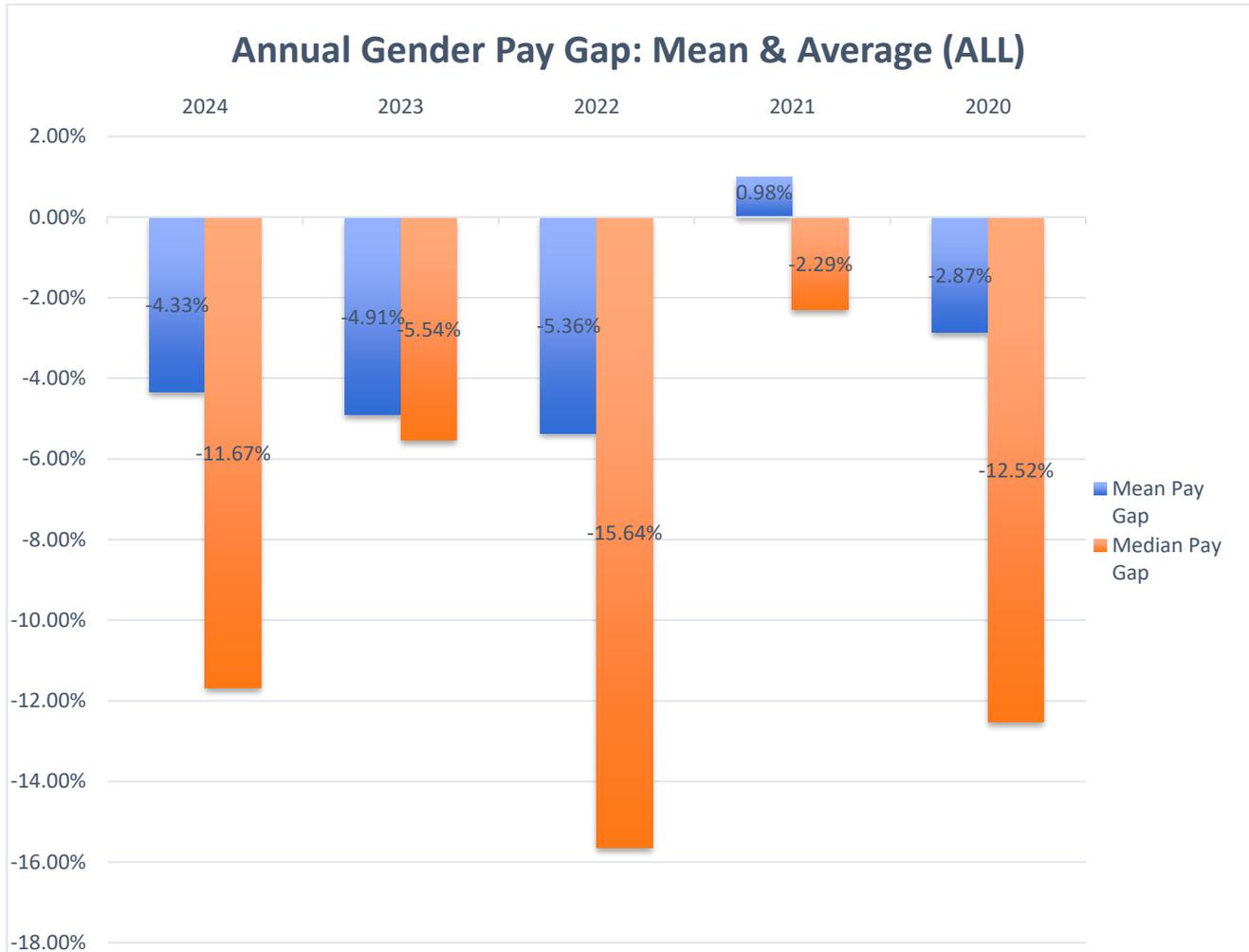
In 2024 Ashgate continues to have a negative GPG. The pay gap exists because of an imbalance in the proportion of men and women across all levels of the organisation and is mainly in favour of women due to the number of women in higher-paid roles.

The median is the most representative measure as it stops a small amount of very high or low salaries skewing the results.

For context, the Mean GPG of -4.33% represents that for every £1 a man is paid a woman is paid £1.04. The Median GPG of -11.59% represents that for every £1 a man is paid a woman is paid £1.65.

When comparing against 2023 data, the mean GPG has decreased whereas the median has increased. As per previous annual GPG reports, the gap is still in favour of women as the majority of roles that offer pay enhancements due to shift work and unsociable hours are

currently held by women. Of the 132 staff receiving enhancements at the time of this report, 92% are female, largely in roles providing patient care. 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.

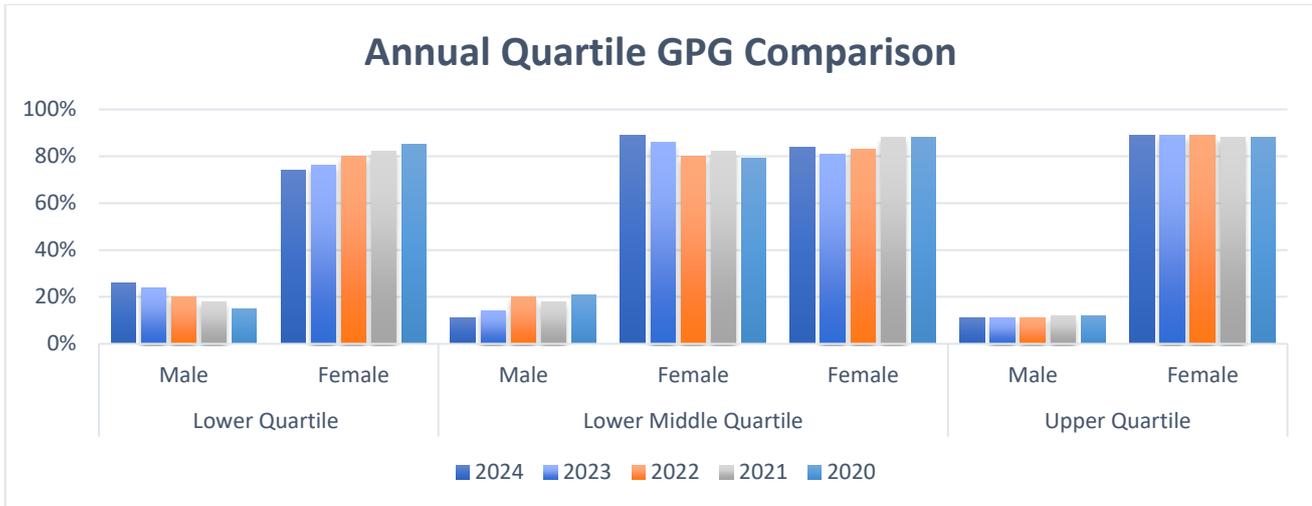


Gender Split by Pay Quartiles

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.

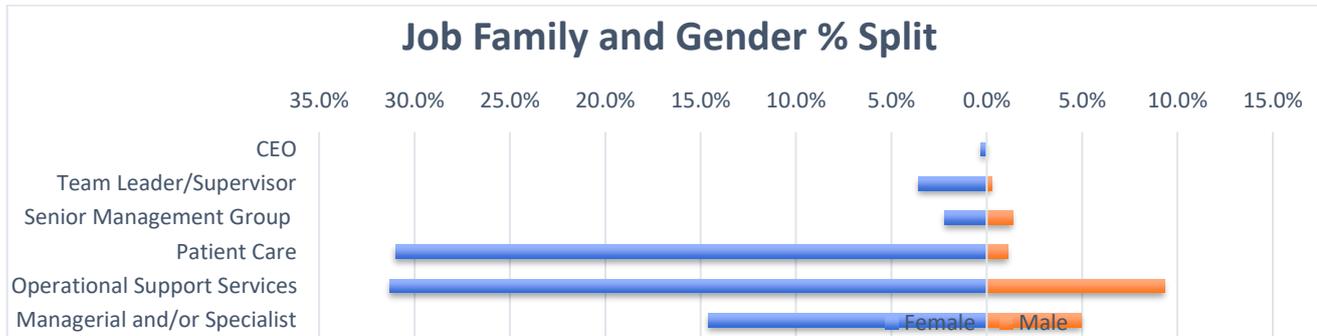
Pay Quartiles by Gender								
Year	Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
	Male	Female	Male	Female	Male	Female	Male	Female
2024	26%	74%	11%	89%	16%	84%	11%	89%
2023	24%	76%	14%	86%	19%	81%	11%	89%
2022	20%	80%	20%	80%	17%	83%	11%	89%
2021	18%	82%	18%	82%	12%	88%	12%	88%
2020	15%	85%	21%	79%	12%	88%	12%	88%

The above data shows that the lower quartile continues to have the highest ratio of males within it, increasing by a further 2% since 2023. Both middle quartiles have seen a reduction in the number of men. In the period April 23 to April 24, 85% of the male new starters joined the Job Family, Operational Support. The mean pay for this Job Family sits in the lower quartile.



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 which also holds the highest ratio of male paid staff within a Job Family at 9.3% of total 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

Ashgate is committed to equity. We continue to have a positive gender pay gap, and pride ourselves on being an organisation where women are treated fairly, are valued and hold positions of authority. We continue to invest in ways to support women in the workplace, including tailored wellbeing provision and menopause support.

Regular reporting helps us see trends in our workforce related to gender, for example that a higher proportion of our male workforce are in retail work where the turnover is typically higher and enhancements are less common, which contributes to fluctuations in our gender pay gap year on year. We continue to look for ways to increase male representation in patient facing roles, as part of the sector-wide need for a more inclusive and representative health care workforce.

This report also helps to track impact of initiatives such as our support for carers and flexibility in working hours, which have both contributed to the increase in median pay of our predominantly female part-time staff who they have been increasingly able to take on more senior roles while maintaining their desired work life balance.

We have begun preparations for a widening of pay gap reporting to explore other protected characteristics to better understand our current and future workforce. We continue to aim to meet the changing expectations of people coming to work for Ashgate, and make sure that we continue to be an employer of choice with a positive and inclusive work environment.

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