

# PHYLLIS TUCKWELL HOSPICE CARE

## GENDER PAY GAP

### 1. Introduction

The Equality Act 2010 (Gender Pay Information) Regulations 2017 requires all organisations employing 250 or more employees to report annually on their gender pay gap. This information must be published annually and within one year of taking the 'snapshot' data. Phyllis Tuckwell Hospice Care (PTHC) was required to capture this data on the 5<sup>th</sup> April 2017.

The gender pay gap differs from equal pay. The Equality & Human Rights Commission outlines the differences as follows:

- a. Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.
- b. The gender pay gap is a measure of the difference between men's and women's average earnings over a defined period of time, regardless of role or seniority and is expressed as a percentage of men's earnings.

Note: PTHC does not provide bonus payments, bonus payment information is therefore not provided.

### 2. Gender Pay Gap Report and Statement

Typical to the health and social care sector that PTHC operates in, a large number of our employees work part time and are predominantly female. Of PTHC employees 87% are female staff and 13% male. The large % of female employees in PTHC workforce is reflected in the following gender pay gap

Mean Gender Pay Gap -4%

Median Gender Pay Gap -45%

Whilst the mean gap is comparatively small – and typical of a healthcare organisation which employs a large number of female and part time staff – the median gender pay gap is larger. This is because of our 33 male employees, 17 undertake roles in the lower quartile, including collection and delivery roles for our retail team and cleaning staff in our housekeeping team. The remaining males work across the other 3 quartiles including 7 in the upper quartile. This disproportionate distribution of males in the lower quartile results in the large median gender pay gap

#### Gender Pay Quartiles

The data below provides the proportion by percentage of our male and female employees in PTHC.

Quartiles	Male	Female
Upper Quartile	11%	89%
Upper Middle Quartile	8%	92%
Lower Middle Quartile	6%	94%
Lower Quartile	27%	73%

PTHC is an equal opportunities employer. All PTHC roles are job evaluated against a set of criteria which enables us to make a systematic comparison between jobs. The process considers the requirements of the role and not the performance or qualifications of the post holder. This provides PTHC with a hierarchy of jobs which are fair and non-discriminatory and enables us to reward for the role, not gender, and ensures equity throughout the organisation.

PTHC has a fair and transparent recruitment process which ensures that all appointments are made on the basis of competency, regardless of gender, age, disability, gender reassignment, marriage and civil partnership, pregnancy, race, religion or belief and sexual orientation. All roles are advertised on our website and internally with appropriate use of other external advertising in line with the requirements of the role.

Sarah Brocklebank  
**Chief Executive**

**Definitions:**

Mean        The mean is arrived at by adding all the hourly rates of pay together and dividing by the number of staff

Median     The median is the middle number in a sequence of numbers.