

Kirkwood Hospice Gender Pay Gap Report - 2017

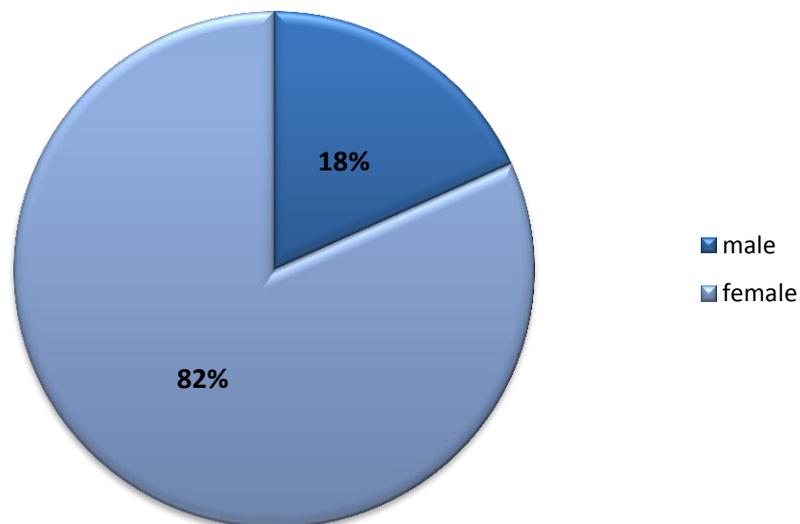
Published March 2018

Background

Gender Pay Gap legislation (developed by the Government Equalities Office) introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap for workers in scope as of 5th April 2017. Kirkwood's approach to pay supports the fair treatment and reward of all Employees, irrespective of gender.

Kirkwood Hospice Gender Profile

On 5th April 2017, 82% of our Employees were female. Whilst this is a very high proportion it is not unusual in the charity sector and particularly where Kirkwood operates in the care sector.

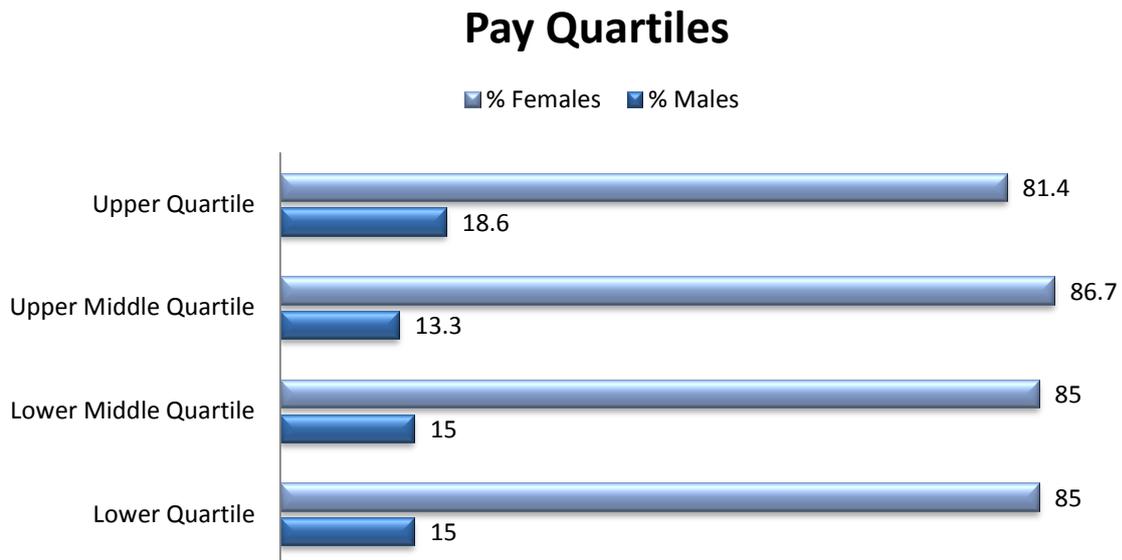


Bonus Schemes

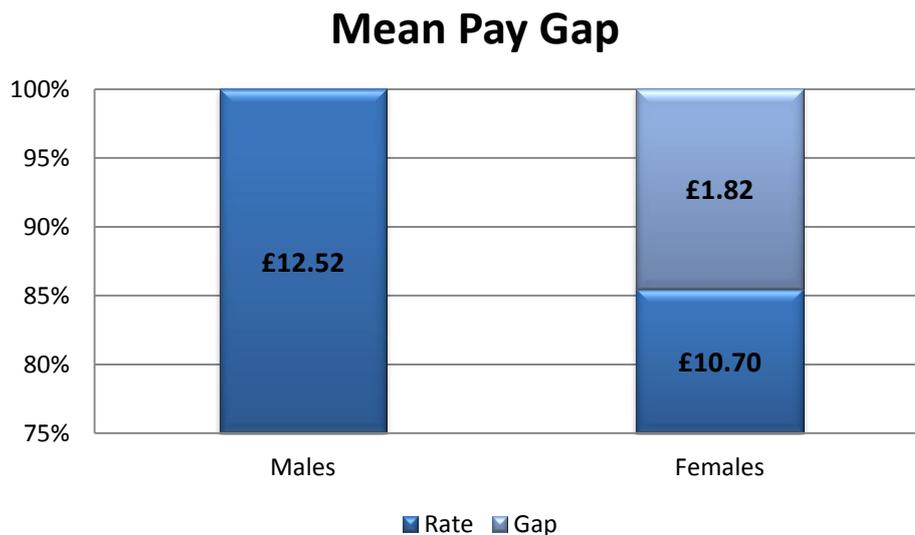
Kirkwood Hospice does not operate any bonus schemes; therefore information about bonus pay gaps has been omitted.

Proportion of males to females in each quartile of pay

At every level of the organisation, females outnumber males. This is most pronounced in the upper middle quartile.



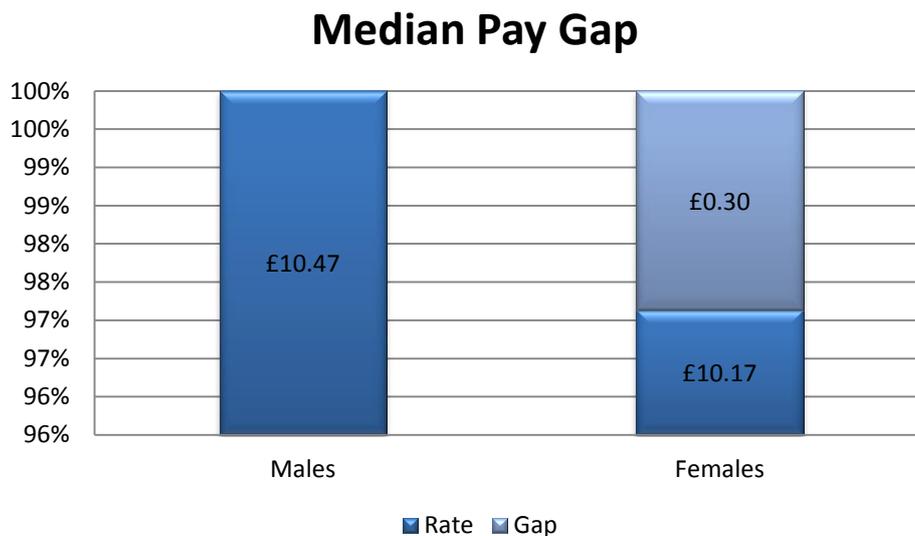
Mean Gender Pay Gap



Overall, the Mean Pay Gap is calculated at £1.82 per hour or 14.5%.

When the median pay gap (below) of 2.9% is considered, this demonstrates that the mean is affected by extremes at both ends of the pay scale (i.e. a male with a particularly high hourly rate and a female with a particularly low hourly rate).

Median Gender Pay Gap



The median number is important because statistically it reduces the impact of outliers on the overall result.

Overall, Kirkwood’s Median pay gap is calculated at 2.9% or £0.30p per hour

On the 26th October 2017, the Office for National Statistics released provisional results for the Annual Survey of Hours and Earnings. It reported that in April 2017, the UK gender pay gap, based on median hourly earnings for full-time employees, decreased to 9.1%.

Conclusions

Overall, our results reflect the overwhelmingly female workforce. The gaps that are evident appear to be indicative of a more even split of gender in the higher paid roles such as Doctors and Management roles. For example, our Executive Management Team is 50% female and our Operational Management Team is 50% female out of a total of 14 members.

Our workforce is made up of a significant number of flexible bank staff. These colleagues tend to work in roles that are lower paid and we have more females working in these roles. This will naturally lead to a gender pay gap when compared to the whole organisation.

As part of the development of our workforce we recognise the importance of promoting diversity in order that we better reflect the communities that we serve. Our recruitment methods have become more inclusive but we need to continue to work to attract candidates across a wide range of backgrounds in order to achieve this.

We utilise a robust salary structure and a thorough job evaluation process to ensure fair and equitable pay across all roles along with flexible working options and family friendly policies designed to provide a positive working environment to all. There is however, always improvement to be made.

Kirkwood is therefore confident that the pay gap reported is not due to unequal pay for same or equivalent work but from the types of roles that men and women are recruited into and the associated salaries that these attract.

All reasonable endeavours have been used to ensure that the data submitted in this report is accurate.

A handwritten signature in black ink, appearing to read "M. Crowther". The signature is fluid and cursive, with a horizontal line underneath it.

Michael Crowther
Chief Executive