



## WELDMAR HOSPICECARE GENDER PAY REPORT APRIL 2020

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. As we have under 250 permanent staff we voluntarily report our Gender Pay Gap figures

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees data.

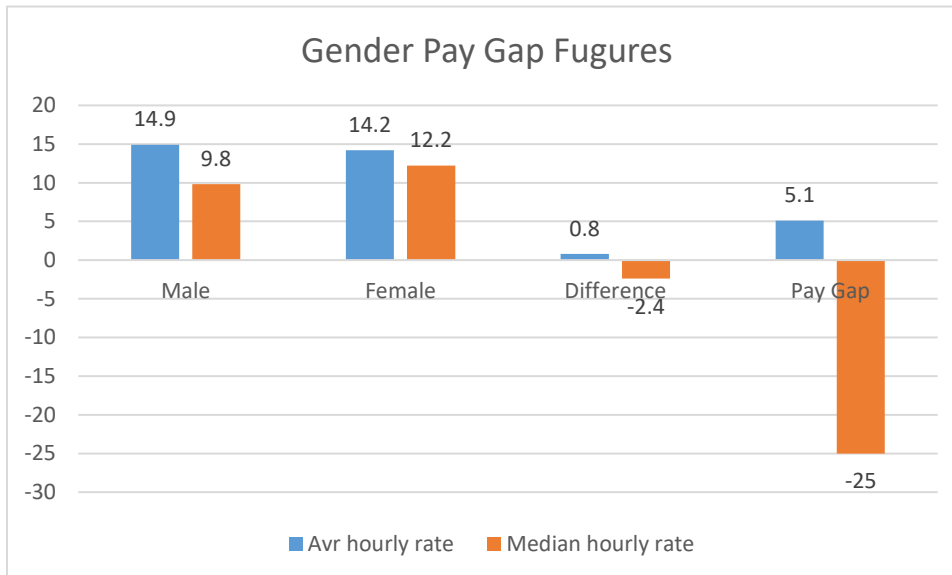
We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5<sup>th</sup> 2020.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We have established this by using our existing HR and payroll records.

### Gender Pay Gap Figures:



Which means that:

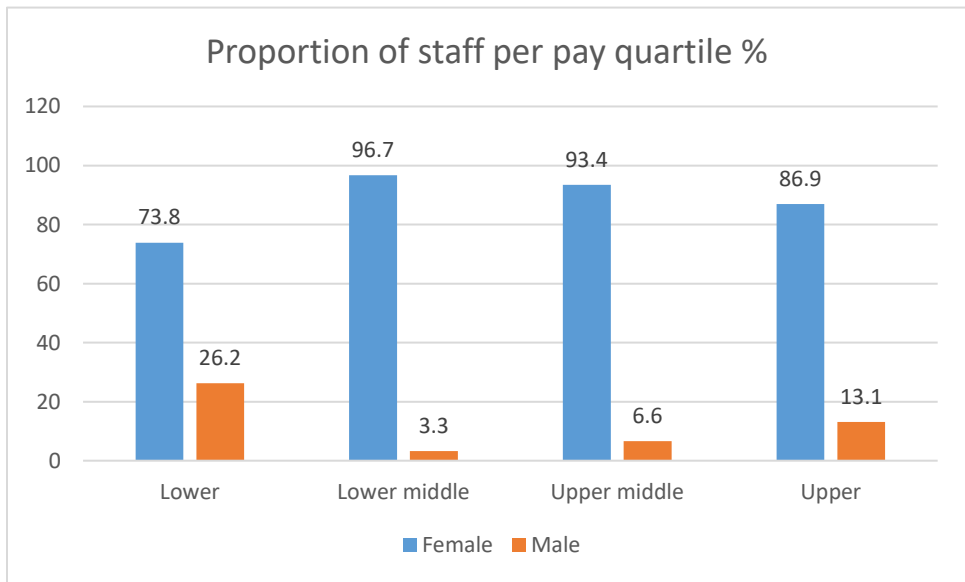
	Womens earnings are
Mean gender pay gap in hourly pay	5.2% lower
Median gender pay gap in hourly pay	-25.0 higher

The table shows our overall mean and median gender pay difference between male and female employees based on hourly rates of pay as at the snapshot date. The figures for 2019 period were:

Mean -3.6

Median -21.3

Weldmar Hospicecare does not pay bonuses to staff and therefore there are no figures to report. The figures shown are the full and accurate pay gap between men and women employed by our organisation



The above image illustrates the gender distribution at Weldmar Hospicecare across four equally sized quartiles.

In common with most care professions, fundraising and the retail sector, our organisation is predominantly female. This means that even small fluctuations in the male workforce can have a significant impact on our gender pay gap. Given that 86.59% of our workforce is female, it is also the case that women outnumber men at every level of Weldmar Hospicecare.

**Actions:**

- Weldmar Hospicecare are committed to building gender pay gap analysis into our regular reporting cycle in order to monitor our gender balance and make improvements as necessary.
- We will ensure that there is no bias towards either gender from recruitment through to progression opportunities.
- We will explore how to attract more men into our organisation to create a more even gender balance given that we have more women than men at every level of our organisation. As a good employer, we firmly believe in appointing the best candidate into the role regardless of their gender or other factors covered by the Equality Act.

**Declaration:**

Our figures have been calculated for us, by our Payroll provider, in line with the regulations set out in the gender pay gap legislation. The calculation methodology has been checked and these figures have been verified and are accurate.

Lynn Goodchild  
Head of People Service  
July 2021