

Rowans Hospice Charity

Gender Pay Gap Report

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Rowans Hospice Charity (RHC) is required to carry out Gender Pay Reporting on an annual basis.

As at 05 April 2020, the RHC employed 287 people, of which 88.15% are female. There were 105 employees who did not receive full pay of which 103 were on furlough leave.

Organisations are required to report on the differences in average pay between men and woman in relation to the mean and median hourly rate as follows:

- RHC's **mean** hourly pay for men is 17.68% lower than the mean hourly pay for woman.
- RHC's **median** hourly pay for men is 25.5% lower than the median hourly pay for woman.

The Charity is also required to report on the proportion of males and females in each quartile pay band as follows:

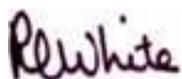
- Of the 45 employees in the lower quartile, 4 are male and 41 are female. This means 8.7% are male and 91.3% are female.
- Of the 46 employees in the second quartile, 2 are male and 42 are female. This means 4.4% are male and 95.6% are female.
- Of the 45 employees in the third quartile, 3 are male and 42 are female. This means 6.5% are male and 93.5% are female.
- Of the 46 employees in the upper quartile, 1 is male and 43 are female. This means 2% are male and 98% are female.

The regulation also requires calculations in respect of bonus earnings but these do not apply to the RHC as no employees have received a bonus in the applicable time period.

Although these statistics demonstrate that typically male employees have lower pay than female employees, it should be highlighted that this is in the context of having a predominately female workforce.

In comparison to the previous year's statistics, this year shows an increase in the gender pay gap – showing a 4.98% increase in the mean average and 14.95% increase of the median average. The Charity has also seen a decrease of male employees within the two top quartiles. The Charity has experienced a significant loss of employees due to the impact of COVID-19. A substantial number of the Charity's relevant employees were on furlough leave during April 2020 which has had a negative impact on the calculations for this report.

The strategy of Rowans Hospice Charity aligns equality best practice to all people activities. We continue to develop the culture of the Charity to be fair and inclusive and for the workforce to reflect the community in which we serve.

A handwritten signature in dark ink that reads "RWhite".

Ruth White
Chief Executive Officer