

Gender Pay Gap Report – 2022/23

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

As at 05 April 2022, the RHC employed 282 people, of which 88.65% were female. There were five employees who did not receive full pay. Three of the five employees were on a period of maternity leave and receiving less than 100% of their usual pay. One employee took a period of unpaid leave and one employee was noted as unpaid sickness absence.

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 27.05% lower than the mean hourly pay for woman.
- RHC's **median** hourly pay for men is 19.8% 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:

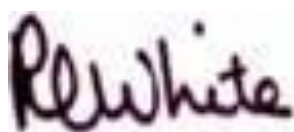
- Of the 70 employees in the lower quartile, 14 are male and 56 are female. This means 20% are male and 80% are female.
- Of the 69 employees in the second quartile, 7 are male and 62 are female. This means 10% are male and 90% are female.
- Of the 69 employees in the third quartile, 5 are male and 64 are female. This means 7% are male and 93% are female.
- Of the 69 employees in the upper quartile, 4 are male and 65 are female. This means 6% are male and 94% 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.

It is relevant to highlight that the previous year's statistics were affected by a significant number of employees being on Furlough Leave.

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 "R White".

Ruth White
Chief Executive Officer