

## Rowans Hospice Charity

### Gender Pay Gap Report

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

As at 05 April 2024, the RH employed 263 people, of which 91% are female. There were 3 employees who did not receive full pay. 3 employees were on a period of maternity leave and receiving less than 100% of their usual pay.

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

- RH's **mean** hourly pay for male staff is 6.29% lower than the mean hourly pay for female staff.
- RH's **median** hourly pay for male staff is 13.8% lower than the median hourly pay for female staff.

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

- Of the 65 employees in the lower quartile, 13 are male and 52 are female. This means 20% are male and 80% are female.
- Of the 65 employees in the second quartile, 2 are male and 63 are female. This means 3% are male and 97% are female.
- Of the 65 employees in the third quartile, 4 are male and 61 are female. This means 6.2% are male and 93.8% are female.
- Of the 65 employees in the upper quartile, 4 are male and 61 are female. This means 6.2% are male and 93.8% are female.

The regulation also requires calculations in respect of bonus earnings but these do not apply to the RH 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.

The strategy of Rowans Hospice 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 black ink, appearing to be "Iain Cameron".

Iain Cameron  
Chief Executive