



Dove House Hospice

Gender Pay Gap Data: Snapshot date 5th April 2020

Context

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires all Organisations with 250 employees or more to report annually on their gender pay gap. The gender pay gap is defined as the difference in the average earnings of men and women over a defined time period, regardless of role or seniority. The report is required to publish data on the mean and median salary pay gap, the proportion of males and females in each pay quartile and the pay gap between males and females for staff who receive bonus payments.

Gender Pay Gap Results

On the 5th April 2020 77% of our employees were female and 23% male.

The average gap for Dove House Hospice is shown in *Table 1*.

<i>Table 1</i> Gender pay gap statistics for Dove House Hospice	
Mean gender pay gap (the difference between the average of men's and women's hourly pay)	3.2%
Median gender pay gap (the difference between the midpoints in the ranges of men's and women's hourly pay)	3.1%

<i>Table 2</i> Gender pay gap statistics for Dove House Hospice	
Proportion of males and females who got bonus payments	
Mean gender pay gap in bonus pay (the difference between the average of men's and women's bonus pay)	96.2%
Median gender pay gap in bonus pay (the difference between the midpoints in the ranges of men's and women's bonus pay)	93.6%
Percentage of employees who receive bonus pay	
Males who receive bonus pay	5.3%
Females who receive bonus pay	0.4%

Gender Split by Pay Quartiles

Quartile Pay Bands	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	23%	21%	39%	22%
Female	77%	79%	61%	78%