

# Martlets Hospice

## 2018 Gender Pay Gap Report

Gender pay gap reporting requires employers with 250 or more employees to publish statutory calculations annually (as at 5th April) to show any pay gap between male and female employees. The figures are calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 which compares the pay of males and females. It is important to note that gender pay is not the same as equal pay. Gender pay is looking at average earnings between men and women and does not show differences in pay for comparable jobs.

The figures we have published show:

- The difference as a percentage in the mean (average) hourly rate between males and females.
- The difference as a percentage in the median (middle) hourly rate between males and females.
- The percentage of males and females in each pay quartile (lower, lower middle, upper middle and upper).

As at 5<sup>th</sup> April 2018, Martlets Hospice had 225 employees, 189 females and 36 males

### Hourly Rate

The mean gender pay gap for Martlets Hospice shows that females are paid 3% more than males (UK average, females are paid 17.5% less than males).

£13.58 female hourly rate

£13.20 male hourly rate

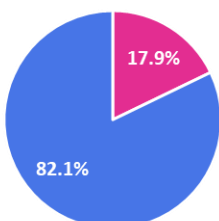
The median gender pay gap for Martlets Hospice shows that females are paid 5% more than males (UK average, females are paid 19.2% less than males).

£11.89 female hourly rate

£11.29 male hourly rate

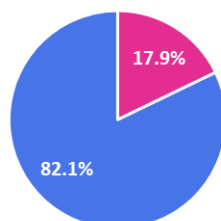
## Pay Quartiles

Lower Quartile



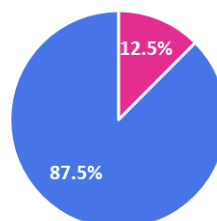
■ Male ■ Female

Lowe Middle Quartile



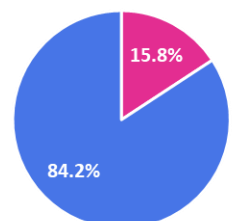
■ Male ■ Female

Upper Middle Quartile



■ Male ■ Female

Upper Quartile



■ Male ■ Female

## **Our commitment**

Martlets Hospice is committed to the principle of equality, diversity and inclusion. It is our commitment to promote an inclusive culture and create an environment where every individual has the opportunity to realise their full potential, where decisions are based on merit and that opportunities for training, development and progression are available to all employees.

Martlets is committed to promoting an inclusive culture and the following strategies are in place to support this:

### **A comprehensive recruitment process**

The hospice aims to ensure all recruitment activity is in line with the organisation's Equality, Diversity and Inclusion Policy and all appointments are made on the basis of individual competence, regardless of a candidate's age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, and sexual orientation.

### **A fair and transparent pay system**

The hospice is committed to the principle of equal pay and determines pay using the Martlets Hospice Pay Scale (Band 1 to Band 7) for banding, and basic salary determination for all posts (above Band 7) with ad hoc benchmarked salaries. Posts are banded using the Martlets Job Evaluation Scheme. The job evaluation process considers the requirements of the post and not the performance or qualifications of the post holder.

### **A range of flexible working options**

The hospice recognises the importance of helping its employees balance their work and home life by considering flexible working arrangements.