



Gender Pay Gap Report 2018

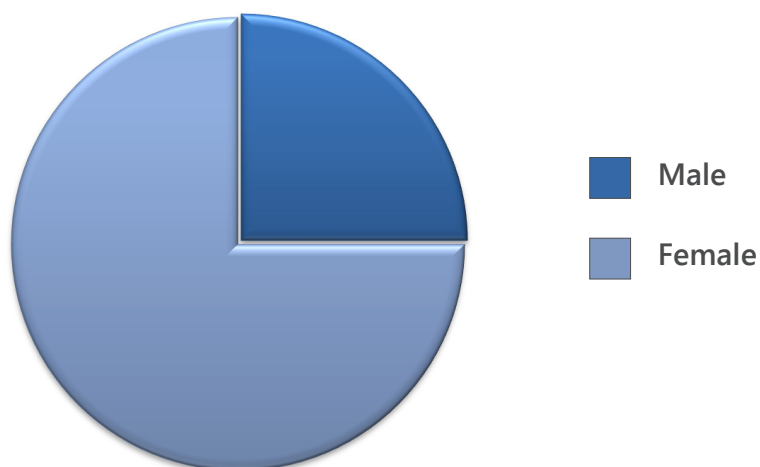
Kirkwood Hospice Gender Pay Gap Report - 2018

Background

Gender Pay Gap legislation (developed by the Government Equalities Office) introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap for workers in scope as of 5th April 2017. Kirkwood's approach to pay supports the fair treatment and reward of all Employees irrespective of gender.

Kirkwood Hospice Gender Profile

On 5th April 2018 75% of our Employees were female. Whilst this is a very high proportion it is not unusual in the charity sector and particularly where Kirkwood operates in the care sector.

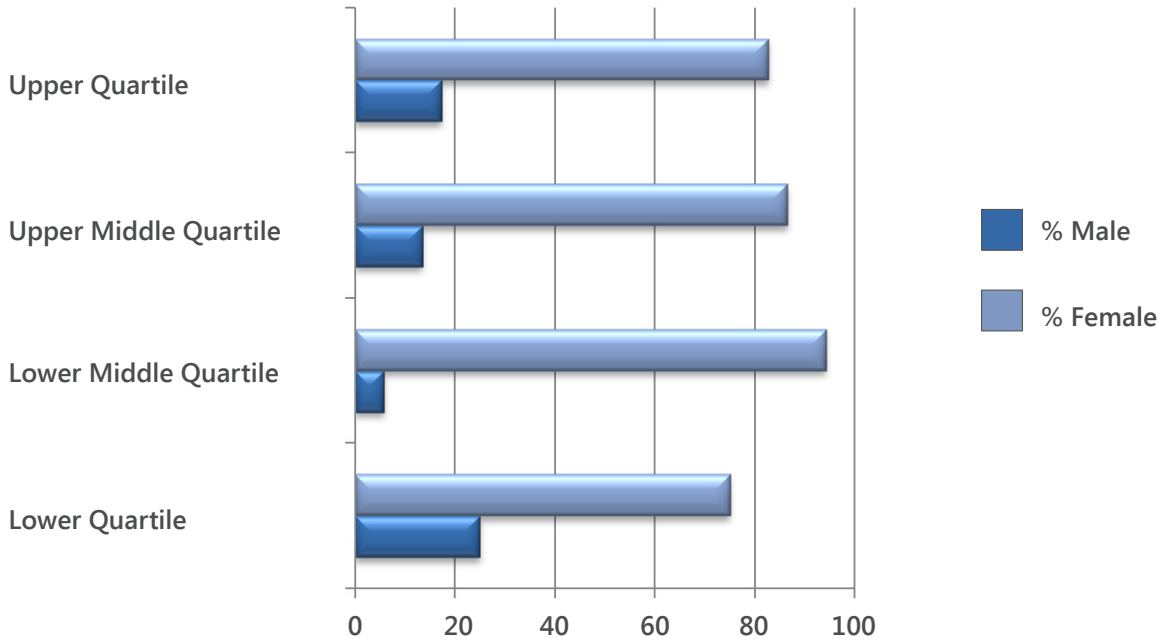


Bonus Schemes

Kirkwood Hospice does not operate any bonus schemes, therefore information about bonus pay gaps have been omitted.

Proportion of males to females in each quartile of pay

At every level of the organisation females outnumber males. This is most pronounced in the lower middle quartile.

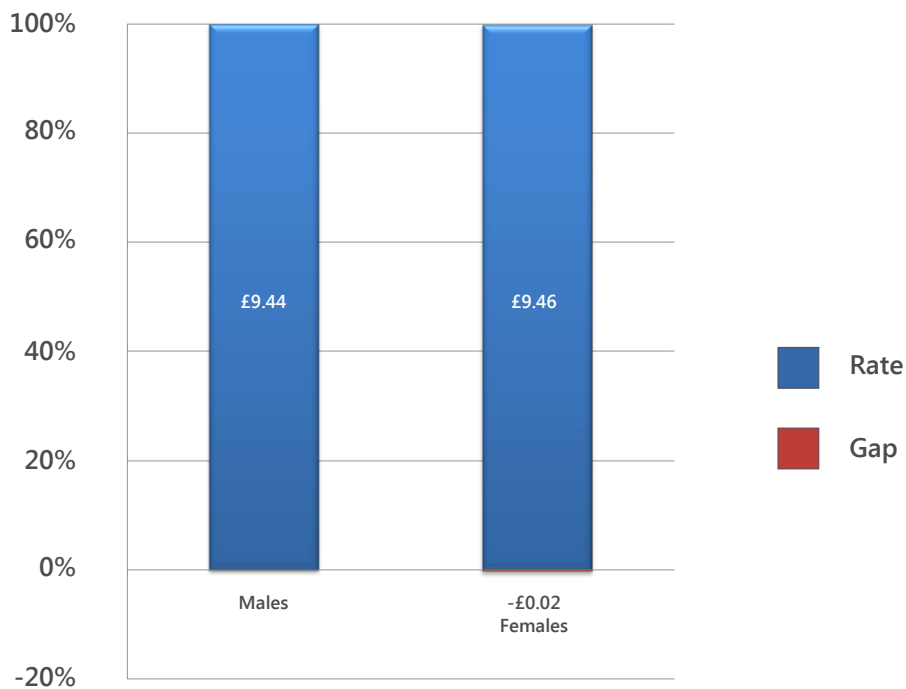


Mean Gender Pay Gap

Overall the Mean pay gap is calculated at -£4.21 per hour. This means that on average females are paid £4.21 per hour more than males.



Median Gender Pay Gap



The median number is important because statistically it reduces the impact of outliers on the overall result.

Overall Kirkwood's Median pay gap is calculated at -£0.02 per hour. This means that based on the median females are paid 2 pence per hour more than males.

On the 26th October 2017 the ONS released provisional results for the Annual Survey of Hours and Earnings. It reported that in April 2017, the UK gender pay gap based on median hourly earnings for full-time employees decreased to 9.1%.

Conclusions

Overall our results reflect the overwhelmingly female workforce. Over this time period Kirkwood invested in recruiting to several key, senior roles. These roles were predominantly filled by females.

Over the review period Kirkwood's Executive Management Team is 50% female and our Operational Management Team is 50% female out of a total of 12 members.

As part of the development of our workforce we recognise the importance of promoting diversity in order that we better reflect the communities that we serve. Our recruitment methods continue to become more inclusive but we need to continue to work to attract candidates across a wide range of backgrounds in order to achieve this.

We utilise a robust salary structure and a thorough job evaluation process to ensure fair and equitable pay across all roles along with flexible working options and family friendly policies designed to provide a positive working environment to all. There is however, always improvement to be made.

Kirkwood is confident that the pay gap reported is not due to unequal pay for same or equivalent work but from the types of roles that men and women are recruited into and therefore the salaries that these attract.

All reasonable endeavours have been used to ensure that the data submitted in this report is accurate.

A handwritten signature in black ink, appearing to read 'M. Crowther', with a horizontal line underneath it.

Michael Crowther
Chief Executive