



Gender Pay Reporting 2023

We currently employ over 250 employees and therefore are required to report on pay differentials between men and women as at 5 April 2023.

At Thames Hospice we have a negative pay gap as our female employees are paid more on average than men.

90% of our workforce are female and all bar one member of the Senior Management Team are female, including the Chief Executive Officer.

Percentage of men and women in each hourly pay quarter, highest to lowest salary

Quarter 1 = 11.0% Male, 89.0% Female

Quarter 2 = 6.5% Male, 93.5% Female

Quarter 3 = 3.3% Male, 96.7% Female

Quarter 4 = 20.7% Male, 79.3% Female

The quarterly reporting shows that the top 25% of earners have an 89.0% female population.

Mean (average) gender pay gap using hourly pay

Mean hourly pay for men £15.59

Mean hourly pay for women £15.58

Men are paid equally to women

Our pay is set for each job role, ensuring that all people irrespective of gender receive equal pay for equal work. Each job role is assessed against the local market rates, comparisons to the NHS agenda for pay levels and benchmarked against national pay surveys.

Median gender pay gap using hourly pay

Median hourly pay for men £10.98

Median hourly pay for women £12.55

Men are paid 14.3% less than women

The Hospice does not pay bonuses and therefore there is no pay information to report on bonus pay differentials.

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As required by the legislation, we can confirm that this data is accurate and reflects the situation as at 5 April 2023.

Conclusion

Thames Hospice is committed to equality of opportunity for all colleagues, volunteers, patients and their families. Globally the workforce for palliative and end-of-life care is dominated at all levels in both the paid and unpaid sectors by females. Through our community work we need to continue to role model to society that males can work in the health and social care sector.

Promoting equality and diversity is part of our operating plan and the Board of Trustees have recently agreed to 'improve the equality of opportunity for people of diverse backgrounds and needs'. We want to ensure that employees from all backgrounds feel included as team members and feel able to thrive in this organisation. As part of this work we recognise that we need to improve our focus on recruitment and community engagement to attract more males into both administration, fundraising and caring roles.

Over the coming year we will review how we attract, recruit, develop and promote those from underrepresented groups in our organisation.

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