



Weldmar Hospicecare
Caring for Dorset

WELDMAR HOSPIECECARE GENDER PAY REPORT APRIL 2019

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees data.

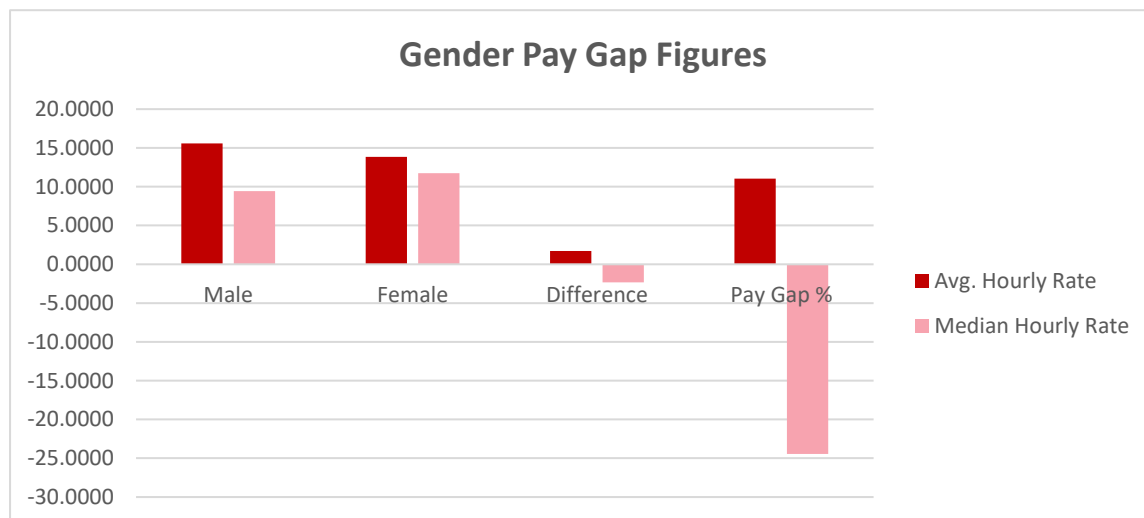
We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 4th 2018 which is the second snapshot date.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We have established this by using our existing HR and payroll records.

Gender Pay Gap Figures April 2018:



Which means that:

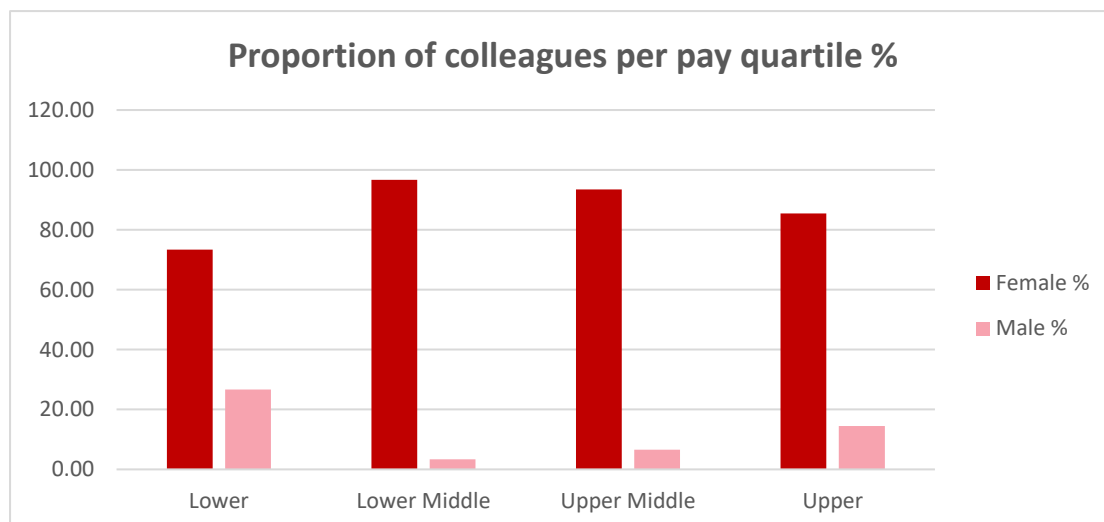
	Women's earnings are
Average gender pay gap in hourly pay	11.05% lower
Median gender pay gap in hourly pay	24.42% higher

The table shows our overall average and median gender pay difference between male and female employees based on hourly rates of pay as at the snapshot date. The national average gender pay gap for all full-time and part-time employees in non-profit associations (using the Annual Survey of Hours and Earnings figures) is currently 19.3% in 2017.

The average pay gap has increased from 4.19% in 2017 to 11.05% in 2018. Further investigation has shown that 3 male employees had their salary band increased following job evaluation and 9 had their hourly rate increased due to a change to pay structure. There was also 1 medical employee who works very few hours but was working as at the snapshot date therefore their hourly rate had to be taken into consideration.

Weldmar Hospicecare does not pay bonuses to staff and therefore there are no figures to report. The figures shown are the full and accurate pay gap between men and women employed by our organisation

Proportion of colleagues per pay quartile %:



The above image illustrates the gender distribution at Weldmar Hospicecare across four equally sized quartiles.

In common with most care professions, fundraising and the retail sector, our organisation is predominantly female. This means that even small fluctuations in the male workforce can have a significant impact on our gender pay gap. Given that 88% of our workforce is female, it is also the case that women outnumber men at every level of Weldmar Hospicecare.

Actions:

- Weldmar Hospicecare are committed to building gender pay gap analysis into our regular reporting cycle in order to monitor our gender balance and make improvements as necessary.
- We will ensure that there is no bias towards either gender from recruitment through to progression opportunities.

- We will explore how to attract more men into our organisation to create a more even gender balance given that we have more women than men at every level of our organisation. As a good employer, we firmly believe in appointing the best candidate into the role regardless of their gender or other factors covered by the Equality Act.

Declaration:

Our figures have been calculated in line with the regulations set out in the gender pay gap legislation. The calculation methodology has been checked and these figures have been verified and are accurate.

Lynn Goodchild

Head of People Services
Weldmar Hospicecare
April 2019

Registered Charity Number 1000414

You can learn more about Gender Pay Reporting by visiting
www.acas.org.uk/genderpay

