

Cornwall Hospice Care's Gender Pay Gap Report 2018



Cornwall Hospice Care
Caring for our community

Mount Edgcombe Hospice St. Julia's Hospice

Registered Charity No. 1113140

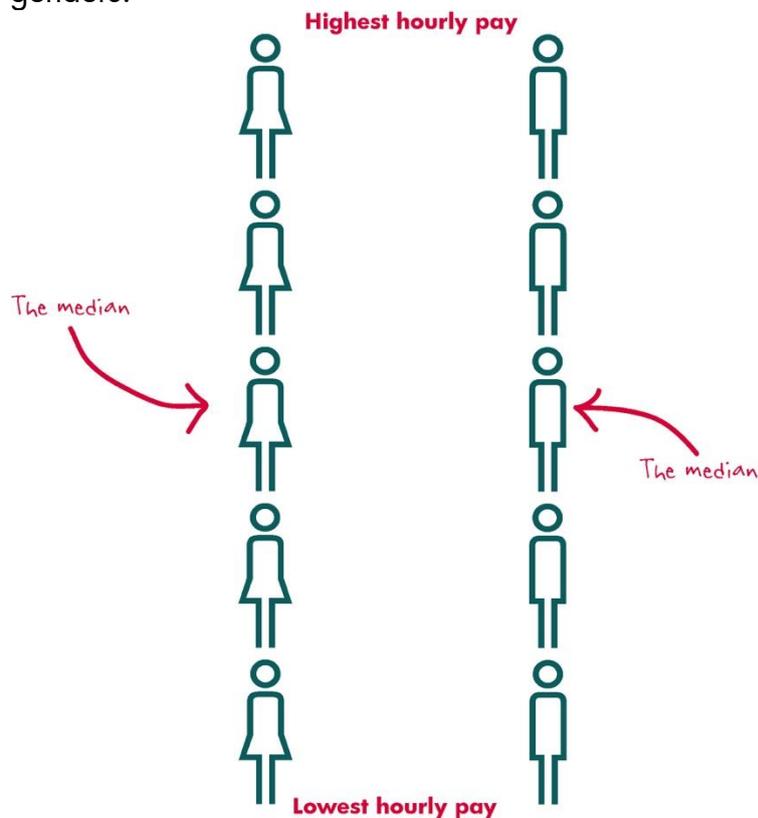


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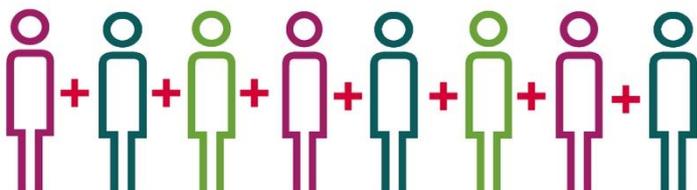
The background:

Following the introduction of regulations, UK companies and charities with 250 or more employees must report on their gender pay gap. This gives us the opportunity to understand and address gender imbalance within our own workforce.

The gender pay gap is collated by taking the calculated hourly rate of all women and the calculated hourly rate of all men in our charity, finding the mean (average) and median (mid-point) and then determining the gap between these numbers across genders.



$$\frac{\text{Total hourly rate of all women}}{\text{number of women}} = \text{Mean (average) hourly pay for women}$$



$$\frac{\text{Total hourly rate of all men}}{\text{number of men}} = \text{Mean (average) hourly pay for men}$$

The final report will provide either a positive or a negative figure.

A positive percentage figure reveals that typically or overall, female employees have lower pay than male employees.

A negative percentage figure reveals that typically or overall, male employees have lower pay than female employees.

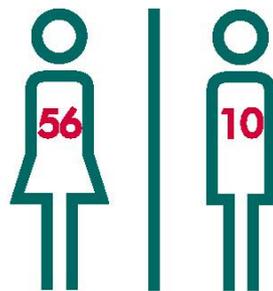
The workforce at Cornwall Hospice Care

The information needed for this Gender Pay Gap Report was gathered in the week of 2nd April 2018 when there were **200** women working in our charity and **65** men.

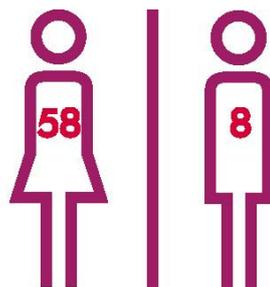
Nearly all the high earners are women, including our Medical Director, Consultants, Director of Patient Services and Registered Nurses. Many of the men work in the mid and lower ranges of pay in areas such as the warehouse, shops, catering and maintenance. It is because of the high numbers of women in our charity that our gender pay gap figures go against the national trend that shows men earn on average, 14.4% more than women.

To calculate our gender pay gap we have broken the staff numbers in to four quartiles from the upper quartile of pay (highest earners) to the lower quartile (lowest paid).

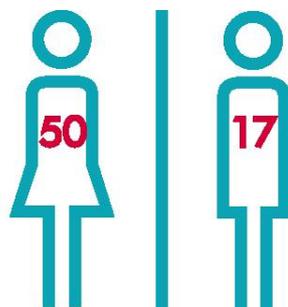
Upper quartile = 56 women and 10 men



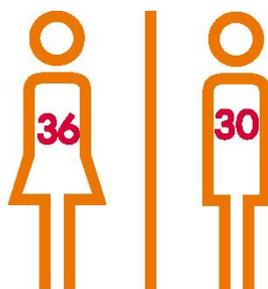
Upper middle quartile = 58 women and 8 men



Lower middle quartile = 50 women and 17 men



Lower quartile = 36 women and 30 men



The result at Cornwall Hospice Care

When we apply the calculations described in this report the results show...

A Mean gender pay gap of (minus) – 17.46%

A Median gender pay gap of (minus) – 23.82%

In other words men are, in the main, paid 17.46% less than women in our charity and this is due to there being more women at the top of our workforce as described earlier in this report.

It should be noted that our Mean gender pay gap has moved by only 0.1% since last year.

We do not have to apply bonus information as none of our staff receive bonuses.

Written statement from our Chief Executive and our Chair of Trustees

We confirm that the Gender Pay calculations and the supporting data provided in this 2018 report for Cornwall Hospice Care are accurate.

We welcome the opportunity to provide this information and to make it available to everyone, including our staff, volunteers, loyal supporters and donors.

Paul Brinsley
Chief Executive



David Renwick
Chair of Trustees



www.cornwallhospicecare.co.uk