



Cornwall Hospice Care

• Mount Edgcombe Hospice • St Julia's Hospice •

Caring for our community

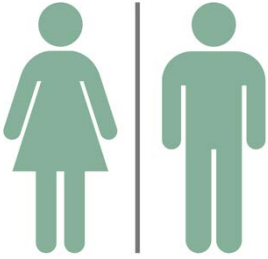
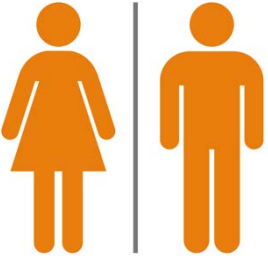
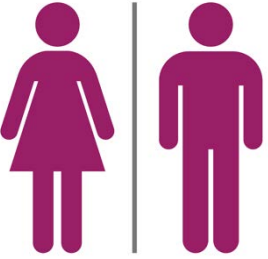
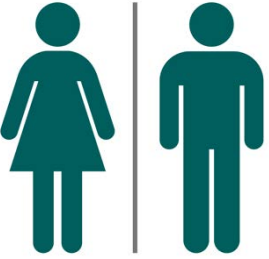
Cornwall Hospice Care Gender Pay Gap Report 2023



The workforce at Cornwall Hospice Care

The information needed for this report was gathered on 4th April 2023 when there were **206** women and **52** men working in our charity. This means that , on that day, 79.8% of our employees are female.

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		Upper Middle Quartile		Lower Middle Quartile		Lower Quartile	
							
50	14	53	12	53	11	50	15

The result at Cornwall Hospice Care

- **A mean gender pay gap of +6.7%**
- **A median gender pay gap of 0%**

We have a positive mean gender pay gap; of 6.7%, which means that, on average, our male employees earn more per hour than their female colleagues. However when analysing our median gender pay gap, there is a 0% difference as the median pay rate for both male and female employees is identical.

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

Declaration

We confirm that the gender pay calculations and the supporting data provided in this 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