

## 2018 Gender Pay Gap Report

As an organisation with more than 250 employees DMH is required to report annually on our gender pay gap in accordance with The Equality Act 2010 (Specific duties and Public Authorities) Regulations 2017. For all charities, including ourselves this must be published by 4 April each year, and within one year of the 'snapshot' data being taken. Our snapshot data was taken on 5<sup>th</sup> April 2018.

### What is the gender pay gap and how is it calculated?

The gender pay gap is defined as the difference between the average hourly pay received by men and women across the organisation. We are required to calculate and publish our gender pay gap in the following ways:-

The **mean pay gap** is the difference between average hourly earnings of all men and women employed by the Hospice.

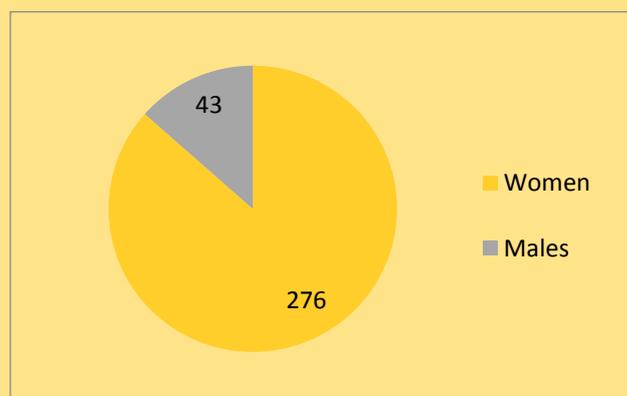
The **median pay gap** is the difference between the midpoints in the ranges of hourly earnings of all men and women employed by the Hospice.

The proportion of males and females in each **pay quartile** which is calculated by splitting the workforce into four equal sized bands based on hourly pay, from highest to lowest. The percentage of men and women is then calculated for each band.

The pay gap between males and females for staff who receive bonus payments.

### Gender Pay Gap Results

On the 5th April 2018 the DMH employed 319 employees the distribution is shown below:



This shows that 87% of our employees are women; whilst this is high it is reflected in organisations where the nature of the business is the provision of care.

# Douglas Macmillan Hospice

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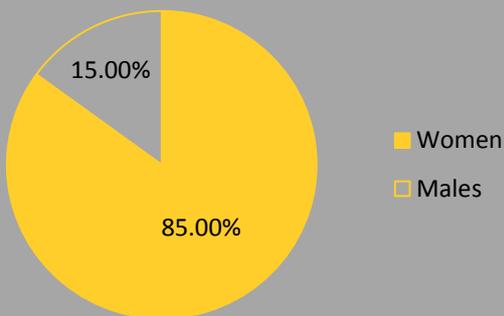
### DMH Gender Pay Gap Statistics

Mean gender pay gap	-0.14
	-1.1%
Median gender pay gap	-0.96
	-9.3%

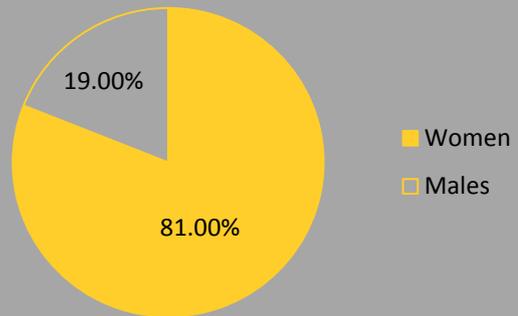
These statistics demonstrate that the difference between pay levels for men and women at DMH are negligible.

### Gender Split by Quartiles

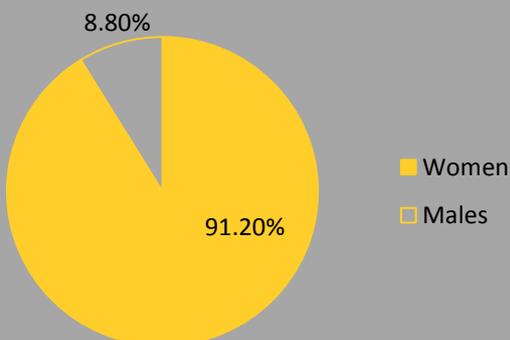
#### Lower Quartile



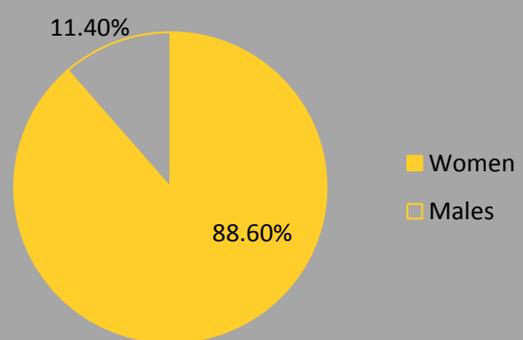
#### Lower Middle Quartile



#### Upper Middle Quartile



#### Upper Quartile

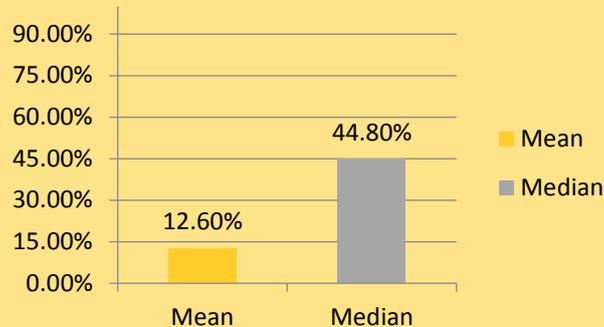


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### Gender Pay Gap for Bonus Payments



A small number of DMH staff (2.5% of our employees) receive bonus payments and the above chart indicates a difference between bonus payments made to men compared to women albeit on a very small sample of total staff.

The pay gap for both mean and median is due to the very small number of individuals who are eligible for a bonus payments. The bonus payment relates to a payment methods incentive scheme which is exactly the same for all eligible and the pay gap is solely based on performance.

### Statement

The gender pay gap is significantly below the national average of 17.9% (median) and reflects both the high number of women employed in our organisation and the roles in which men and women are working in the organisation. We are confident that our processes, notably a recruitment process based on competencies and our pay structure itself, ensure full compliance and contributes to the generally neutral nature of our pay gap.

I confirm that the information in this statement is accurate.

David Webster

Chief Executive Officer