

East Anglia's Children Hospices (EACH)



Gender Gap Pay Reporting 2020

As is the case within the charity sector as a whole, EACH employs significantly more women than men which largely explains the differences in our pay.

We do however, and will continue to, monitor and review our processes in relation to all staff development, pay and reward matters, to ensure we maintain a fair and non-discriminatory approach.

As at 31st March 2020

	Male	Female	Difference	%		
Mean salary hourly rate	£13.77	£13.17	£0.60	4.4%		
Median salary hourly rate	£9.46	£10.77	- £1.31	- 13.9%		
Received bonus	0	0	0	0		
% receiving bonus	0	0	0	0		
Mean bonus payment	0	0	0	0		
Median bonus payment	0	0	0	0		
Salaries by quartile	Lower limit	Males (no.)	Female (no.)	Total (no.)	Male %	Female %
Quartile 1	0.00	18	72	90	20.0%	80.0%
Quartile 2	9.09	19	72	91	20.9%	79.1%
Quartile 3	10.77	10	81	91	11.0%	89.0%
Quartile 4	16.04	13	77	90	14.4%	85.6%
Total		60	302	362	16.6%	83.4%