

East Anglia's Children Hospices (EACH)



Gender Gap Pay Reporting 2021

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 employee development, pay and reward matters, to ensure we maintain a fair and non-discriminatory approach.

As at 31st March 2021

	Male	Female	Difference	%		
Mean salary hourly rate	£13.62	£13.58	£0.05	0.3%		
Median salary hourly rate	£9.47	£11.82	- £2.35	- 24.8%		
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	20	70	90	22.2%	77.8%
Quartile 2	9.19	22	68	90	24.4%	75.6%
Quartile 3	10.77	9	83	92	9.8%	90.2%
Quartile 4	16.73	14	76	90	15.6%	84.4%
Total		65	297	362	18.0%	82.0%