

# East Anglia's Children Hospices (EACH)



## Gender Gap Pay Reporting 2022

As is the case within the charity care sector as a whole, EACH employs significantly more women than men across all salary quartiles 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 31<sup>st</sup> March 2022

	Male	Female	Difference	%		
Mean salary hourly rate	£13.44	£13.72	-£0.28	-2.1%		
Median salary hourly rate	£9.81	£11.64	- £1.83	- 18.7%		
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	27	73	100	27.0%	73.0%
Quartile 2	9.47	24	75	99	24.2%	75.8%
Quartile 3	11.37	10	93	103	9.7%	90.3%
Quartile 4	15.96	17	83	100	17.0%	83.0%
<b>Total</b>		<b>78</b>	<b>324</b>	<b>402</b>	<b>19.4%</b>	<b>80.6%</b>