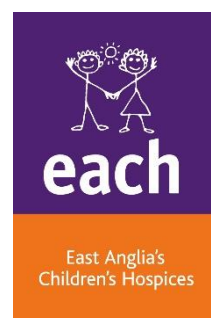


# East Anglia's Children Hospices (EACH)



## Gender Gap Pay Reporting 2023

This year has seen a change in the mean (average) gender pay gap for the charity with, on average, men being paid 8% more than women.

Appointments in the last year in the upper two pay quartiles have driven this change. This is due to men being appointed in five management roles during reporting period where the role holders were previously women. As the number of men employed at EACH is significantly lower than women (16% vs 84%, this has had a significant impact vs the previous year).

However when looking at median pay, the difference is more favourable to women's salaries at EACH, with men being paid -6.7% lower than women during this period.

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

### As at 31<sup>st</sup> March 2023

	Male	Female	Difference	%		
Mean salary hourly rate	£16.22	£14.93	1.30	8.0%		
Median salary hourly rate	£11.54	£12.31	-0.77	- 6.7%		
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		
<b>Salaries by quartile</b>	<b>Lower limit</b>	<b>Males (no.)</b>	<b>Female (no.)</b>	<b>Total (no.)</b>	<b>Male %</b>	<b>Female %</b>
Quartile 1	0.00	22	73	95	23.2%	76.8%
Quartile 2	10.50	13	83	96	13.5%	86.5%
Quartile 3	12.29	10	86	96	10.4%	89.6%
Quartile 4	17.82	17	78	95	17.9%	82.1%
<b>Total</b>		<b>62</b>	<b>320</b>	<b>382</b>	<b>16.2%</b>	<b>83.8%</b>