

# East Anglia's Children Hospices (EACH)



## Gender Gap Pay Reporting 2024

As at 31<sup>st</sup> March 2024

	Male	Female	Difference	%		
Mean salary hourly rate	£16.58	£15.31	1.27	7.6%		
Median salary hourly rate	£11.80	£12.90	-1.10	-9.3%		
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	26	73	99	26.3%	73.7%
Quartile 2	11.10	15	84	99	15.2%	84.8%
Quartile 3	12.90	10	87	97	10.3%	89.7%
Quartile 4	18.15	16	88	104	15.4%	84.6%
Total		67	332	399	16.8%	83.2%

### Workforce composition

The breakdown of our workforce is 83% female and 17% male, which differs significantly to the national population of a 51/49 split (*data source ONS 2022*). However, this is not unusual in the healthcare sector, e.g. 76% of NHS staff are women (*data source NHS workforce statistic March 2024*).

### Gender pay gap

Following last year's increase in the mean (average) gender pay gap (which was primarily as a result of five males appointed to management roles during the previous reporting period), this reporting period has seen a slight decrease to 7.6% in the average pay of male employees compared to women (vs 8% in 2023). By comparison, the healthcare sector overall gender pay gap is significantly higher at 14.7% (*data source The Kingsfund 2023*).

The median pay difference at EACH continues to favour women's salaries, with men being paid -9.3% lower than women during this reporting period; a change of 2.6% from the last reporting period and a positive position vs the external market as per CIPD data 9.03%.\*

EACH continues 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.

- CIPD analysis of the gender pay gap data provided by employers to the UK Government's gender pay gap reporting [database](#) finds that the median pay gap is 9.03% at 31/3/23, 9.45% for East of England and 10% for organisation's of similar size to EACH.

Table 3: The gender pay gap, by region

Region	Responses	Median gender pay gap (%)
London	2,680	11.50
Southeast England	1,591	10.50
Southwest England	693	9.64
Eastern England	890	9.45

Table 4: The link between employer size and the gender pay gap

Employer size (number of employees)	Responses	Median gender pay gap (%)
250-499	4,535	9.82
500-999	2,717	10.00
1,000-4,999	2,280	8.00
5,000-19,999	513	7.84
20,000 or more	60	6.55