East Anglia's Children Hospices (EACH)

Gender Gap Pay Reporting 2026

As at 31st March 2026

	Male	Female	Difference	%
Mean salary hourly rate	£17.16	£17.31	-0.16	-0.9%
Median salary hourly rate	£13.51	£14.68	-1.17	-8.7%
Received bonus	7	40	0	0
% receiving bonus	9.3%	10.7%	0	0
Mean bonus payment	267	47	220	82.5%
Median bonus payment	50	50	0	0%

Salaries by quartile	**Lower limit**	**Males** (no.)	**Female** (no.)	**Total** (no.)	**Male** %	**Female** %
Quartile 1	0.00	29	83	112	25.9%	74.1%
Quartile 2	11.85	16	96	112	14.3%	85.7%
Quartile 3	13.61	14	97	111	12.6%	87.4%
Quartile 4	18.97	16	97	113	14.2%	85.8%
Total		**75**	**373**	**448**	**16.7%**	**83.3%**

As of 31 March 2026, EACH employed 448 staff, of whom 373 (83.3%) were women and 75 (16.7%) were men. This reflects the nature of the health care sector, where women make up the majority (77%) of the workforce. (*NHS Workforce Statistics, April 2025)*

Gender Pay Gap

Female employees at EACH earn 0.9% more than male employees on a mean hourly pay basis and 8.7% more on a median hourly pay basis.

The results for 2026 show:

- Mean hourly pay gap: **-0.9%**
- Median hourly pay gap: **-8.7%**

A negative pay gap means that, on average, women earn slightly more than men across the organisation. This differs from the national position, where men typically earn more than women on average.

Women are well represented across all pay quartiles, including the upper pay quartile where women make up 85.8% of employees. Our results reflect the composition of our workforce, where women account for the majority of employees and are strongly represented in management, specialist and leadership positions.

While we are encouraged by these results, we remain committed to regularly reviewing our workforce data to ensure fairness, equality and opportunity for all employees.

Comparison with National Data

Our median gender pay gap of **-8.7%** remains significantly better than the UK median gender pay gap of **12.8%** and compares favourably with figures reported across the wider health sector.

Women continue to be well represented across every pay quartile, particularly in the upper quartile, consistent with women having access to progression opportunities throughout the organisation.

Bonus Pay Analysis

A small number of employees received a bonus during the reporting period. In total, 7 men and 40 women received a bonus. This means 9.3% of men and 10.7% of women received a bonus payment.

The bonus payments made during the reporting period related to long service awards, employee recognition awards, and a small number of one-off payments associated with the annual salary review process.

The average bonus paid to men was £267, compared with £47 for women. This creates a mean bonus gap of 82.5%. However, because the value of most payments is small, just one higher-value payment can have a big impact on the average figure.

The median bonus payment was £50 for both men and women, meaning the typical bonus received was the same regardless of gender.

This year's bonus figures should therefore be viewed in the context of the relatively low value of most of the payments made and the nature of the awards included within the calculation.

Menopause Action Plan

As part of our commitment to supporting equality, wellbeing and inclusion in the workplace, we recognise that menopause can have an impact on some employees' health, wellbeing, attendance and workplace experience.

As an organisation with a predominantly female workforce, we are committed to strengthening the support available to employees experiencing menopause. This year we have relaunched our menopause intranet page, providing updated resources, learning materials and access to internal and external support to help colleagues navigate menopause at work. We will continue to review our policies, guidance and workplace practices in line with evolving best practice and our wider commitment to equality, diversity and inclusion.

Our priorities for 2026/27 include:

- Raising awareness through wellbeing and education initiatives.
- Supporting managers to have effective and sensitive conversations.
- Promoting workplace adjustments where appropriate.
- Improving access to wellbeing and occupational health support.

By taking these steps, we aim to create a supportive working environment and help employees continue to

thrive and develop their careers at EACH.

Our Commitment

Our gender pay gap continues to compare favourably with national benchmarks and reflects the strong representation of women across our workforce.

We remain committed to:

- Maintaining fair and transparent pay practices.
- Supporting career development and progression opportunities.
- Promoting an inclusive workplace culture.
- Monitoring our gender pay data and taking action where needed.
- Implementing and reviewing our menopause action plan to ensure it remains effective and responsive to employee needs.

Amanda Drummond
Head of HR
October 2026