



Gender pay gap report 2019

Background

Children's Hospice South West (CHSW) exists to make the most of short and precious lives and puts children and families at the centre of all it does.

Diversity, inclusion, integrity, quality and respect are an integral part of all we do.

From 2017 onwards, any UK organisation employing 250 or more employees has to publicly report on its gender pay gap in six different ways: the mean and the median pay gaps; the mean and median gender bonus gaps; the proportion of men and women who receive bonuses, and the number of men and women according to pay quartiles. CHSW does not pay bonuses.

The gender pay gap shows the difference in the average earnings between all men and women in an organisation. The mean gender pay gap is the difference between the average hourly rate of pay of male full pay employees and that of female full pay employees. The median gender pay gap is the difference between the mid-points in the ranges of hourly earnings of full pay relevant men and women. It takes all the salaries, lines them up in order from lowest to highest, and picks the middlemost salary.



Headline Gender Pay Gap Figures:

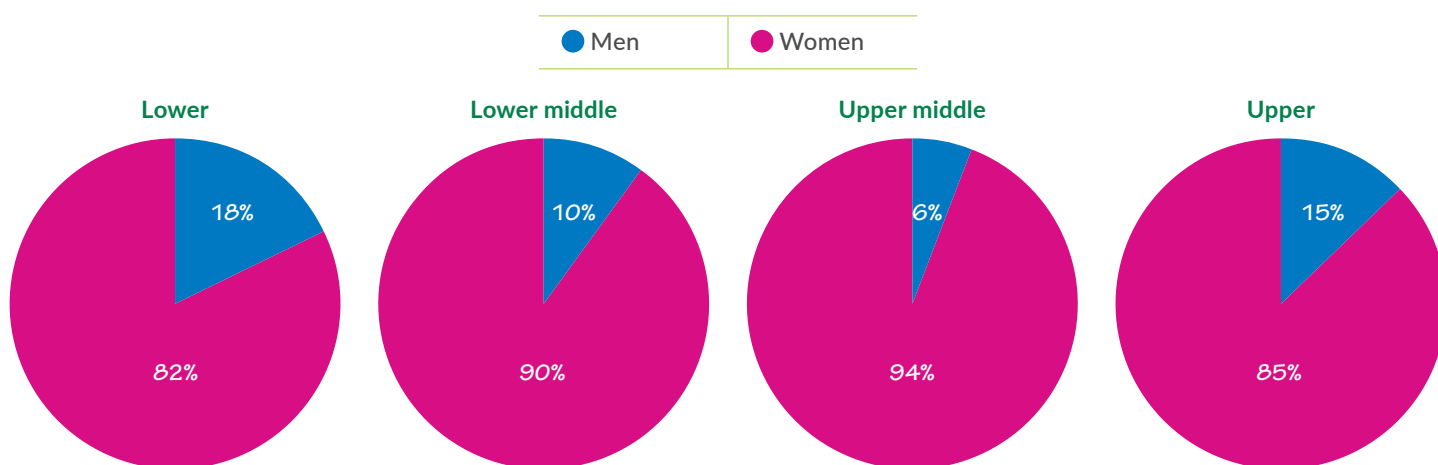
At CHSW we collected our data on 5th April 2019 when our full-pay workforce consisted of 394 (88%) women and 54 (12%) men. The figures show that CHSW has a mean gender pay gap of 10.13% (UK National Average: 17.3% in 2019) and a median of -1.59

Which means that:

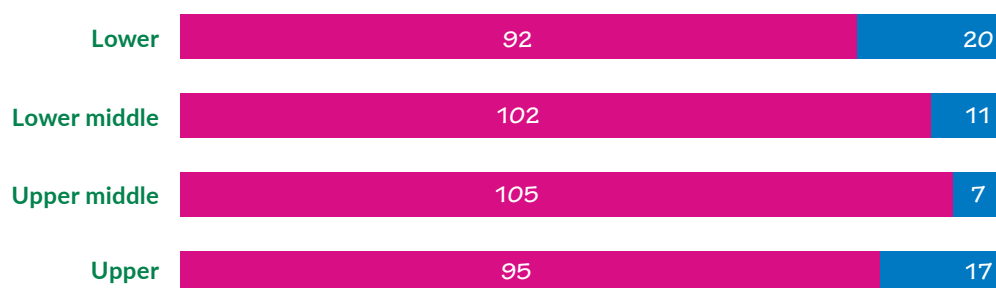
	Women's earnings are
Mean gender pay gap in hourly pay	10.13% lower
Median gender pay gap in hourly pay	1.59% higher

In common with most care professions, fundraising and the retail sector, our organisation is predominantly female. Given that 88% of our workforce is female, it is also the case that women outnumber men at every level of CHSW.

Proportion of men and women in each pay quartile %



Number of men and women in each pay quartile



Having a predominantly female workforce means even small fluctuations in the male workforce can have a significant impact on our gender pay gap.

Taking Action:

- CHSW are committed to building gender pay gap analysis into our regular reporting cycle in order to monitor and seek to improve our gender balance.
- We will ensure that there is no bias towards either gender from the point of view of recruitment right through to progression opportunities.
- We will explore how to attract more men into our organisation to create a more even gender balance given that we have more women than men at every level of our organisation. As a good employer, we firmly believe in appointing the best candidate into the role regardless of their gender or other factors covered by the Equality Act.

Declaration:

We confirm that CHSW's gender pay gap calculations are calculated in accordance with the guidance and requirements prescribed by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

David Turner
Chair of Trustees, March 2020

Daphne Sands
Director of HR, March 2020