



Being there for *you*  
and *your family*

## **LOROS Hospice**

### **Gender Pay Gap Report – Snapshot 05 April 2020**

#### **1. Introduction**

All organisations who employ more than 250 employees on their payroll are required to report on an annual basis its Gender Pay Gap in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

For charities, including LOROS this usually must be published by the 4 April each year, and within one year of the “snapshot data” being taken. A six month suspension to the enforcement of gender pay gap regulations was announced owing to the Coronavirus pandemic. LOROS’ snapshot date for this report is 5 April 2020.

The gender pay gap shows the difference between the average (mean or median) earnings of men and women.

LOROS is required to calculate and publish the data on both their website and also a Government Designated website. The data required is as follows:-

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males receiving a bonus payment
- Proportion of females receiving a bonus payment
- Proportion of males and females in each quartile band
- A written statement confirming accuracy of the calculations

As no employees receive bonus payments no data is provided within this report.

## 2. Gender Pay Gap Results

Mean gender pay gap	18.07%
Median gender pay gap	10.61%

### Quartile Pay Bands

Quartile	Male	Female	Total
Upper	6 10%	56 90%	62
Upper Middle	8 13%	54 87%	62
Lower Middle	7 11%	55 89%	62
Lower Quartile	3 5%	58 95%	61

## 3. Summary

LOROS Hospice consists of the charity and two subsidiary companies namely LOROS Enterprises Limited and LOROS Lotteries Limited. For the purpose of gender pay gap reporting we are only legally required to report on LOROS Hospice.

LOROS Hospice cares for over 2,500 people across Leicester, Leicestershire and Rutland. We provide free, high-quality, compassionate care and support to terminally ill adult patients, their family and carers. By the nature of the work we are predominantly female orientated which is similar in this respect to other charitable organisations more specifically hospices.

LOROS Hospice employs 223 females and 24 males (90% v 10%) across the following departments:-

<b>Department</b>	<b>Male</b>	<b>Female</b>
Care Services	5	136
Management/Admin	2	18
Operations	5	1
Catering/Domestic	2	23
Fundraising	4	7
Support Services	6	23
Education & Research	0	15

For both the mean and median gender pay gaps the data demonstrates that men are paid more than women. When analysing this data the main reason for this is that there is only a small number of our workforce that are male in the lower quartile, the majority are in the higher quartiles, there is a greater proportion of male employees in these quartiles. Roles in the lower quartile are typically domestic, catering and healthcare assistants of which LOROS only has 2 of its male employees carrying out these types of roles.

We believe our recruitment and selection process is fair and accessible for everyone and our practices demonstrate that we are an equitable and progressive employer. We recognise that we do need to continue to record and monitor future years trends to ensure we make any necessary improvements to narrow the gender pay gap and the profile of our employees reflects the diverse communities we serve.

We aim to provide a working environment which through its terms and conditions of employment offers competitive rewards, which we also believe following regular benchmarking, are comparable to similar organisations.

We will continue to offer flexible working arrangements, family friendly policies, salary sacrifice and an employee assistance programme.

#### **4. Definitions**

The Gender Pay Gap (GPG) is calculated on the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men.

For example, a 1% positive percentage denotes that women earn 1% less on average whereas a -1% negative percentage denotes that women earn 1% more, on average than men.

The mean (average) hourly pay - this is calculated by totalling the hourly rates of pay for male employees and then all female employees and dividing by the number of employees.

The result is as described above as the difference of pay over female pay which could be positive or negative.

The median hourly pay - this is calculated by listing all the hourly rates in order from highest to lowest for a male employee and then the same for female employees and identifying the middle value in each.

The result is as described above as the difference of pay over female pay which could be positive or negative.

By dividing the lists into four equal sections is known as quartiles.

#### **5. Mandatory Statement**

I declare that the data provided within this report has been calculated in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. I confirm that these figures have been verified and are accurate.

**John Knight**  
Chief Executive