



Being there for *you*
and *your family*

LOROS Hospice

Gender Pay Gap Report – Snapshot 05 April 2023

Created March 2024

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. LOROS' snapshot date for this report is 5 April 2023.

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	15.99%
Median gender pay gap	17.58%

Quartile Pay Bands

Quartile	Male	Female	Total
Upper	12 16%	62 84%	74
Upper Middle	7 9%	67 91%	74
Lower Middle	8 11%	66 89%	77
Lower Quartile	3 4%	71 96%	74

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 3,500 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 266 females and 30 males (90% v 10%).

Compared to the data in the 2022 report, there has been some small movement in the gender split employed in the lower middle and lower quartile where more females proportionally are employed in these categories. This has widened the reported mean gender pay gap from the 2022 report.

In response to feedback from the 2021 Staff Survey, LOROS embarked on a significant and comprehensive project to implement a job evaluation scheme, using a well-known tool from commercial HR solution provider, Croner. The evaluation scheme was introduced to ensure internal pay parity, as well as to review pay relatively with the external job market. The project outcomes identified a small number of roles which sat outside of the desired internal pay parity and a fair and affordable plan to close the gap on pay for these roles has been identified and communicated. The evaluation was of the role, and not role holder, and gender has no bearing on the results. Nevertheless, the project adds objectivity and robustness to the remuneration decisions at LOROS and allowed comparisons and insights into ensuring equal pay for work of equivalent value.

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.

Rob Parkinson
Chief Executive