



Being there for *you*
and *your family*

LOROS Hospice

Gender Pay Gap Report – Snapshot 05 April 2022

Created February 2023

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 2022.

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	14.31%
Median gender pay gap	13.49%

Quartile Pay Bands

Quartile	Male	Female	Total
Upper	12 16%	61 84%	73
Upper Middle	9 12%	64 88%	73
Lower Middle	9 12%	64 88%	73
Lower Quartile	4 6%	68 94%	72

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 3,000 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 257 females and 34 males (88% v 12%).

On reviewing the 2021 report, it is clear the number of males employed in the lower quartile has decreased, while the number of males in the upper quartile increased. The number of females in the upper quartile also increased, but in a lower proportion than males. At the same time, the number of women in the lower quartile increased. This has widened the reported mean gender pay gap from the 2021 report.

We believe our recruitment and selection process is fair and accessible for everyone and our practices demonstrate that we are an equitable employer. Following a review and employee feedback from the 2021 Staff Survey, LOROS have recognised that introducing an objective system for job evaluation would provide the capacity to demonstrate the organisation's commitment to equal pay for work of equivalent value. Therefore, a project to introduce the Job Evaluation tool from Croner, an HR services company, commenced in August 2022. Phase 1 of the project is to grade all roles using the job evaluation tool, and this work will complete in April 2023. From this, a review of internal pay relativity, to identify current pay rates for role, will take place in phase 2 of the project and this will allow for further comparisons and insights into ensuring equal pay for work of equivalent value.

We aim to provide a working environment which, through its terms and conditions of employment, offers competitive rewards, which are comparable to similar organisations. To support this aim, we will use a further instrument from Croner called Salary Search tool, which uses current pay data from UK organisations which is then scaled appropriately for geographic location, sector and organisational size, to identify prevailing market rates. This review of external pay relativity will complete phase 3 of the job evaluation project.

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