

## LOROS Hospice

### Gender Pay Gap Report – Snapshot 05 April 2025

#### 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 2025, with reporting due by 4 April 2026.

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

#### 2. Gender Pay Gap Data

##### Mean

LOROS	11.83%
UK	12.8%

##### Median

LOROS	17.61%
UK	12.8%

*UK data from [ONS, April 2025](#)*

#### LOROS Quartile Pay Bands 2025

Quartile	Male	Female	Total
Upper Quartile	10 15%	58 85%	68
Upper Middle	8 12%	61 88%	69
Lower Middle	9 13%	60 87%	69
Lower Quartile	6 9%	62 91%	68

### 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 LOROS are only legally required to report on LOROS Hospice.

LOROS Hospice cares for over 3,500 people across Leicester, Leicestershire and Rutland. It provides free, high-quality, compassionate care and support to terminally ill adult patients, their family and carers. By the nature of its work LOROS is predominantly female orientated which is similar in this respect to other charitable organisations and, more specifically, hospices.

This report summarises gender pay data for the organisation, based on a total workforce of 288 employees:

- 37 men
- 251 women

The gender distribution across the organisation's pay quartiles shows a consistently high proportion of women at every level. Women make up 85% of the upper quartile and between 87% and 91% of the remaining quartiles, indicating strong female representation throughout the pay structure, including in the highest-paid roles. Men represent only 9% to 15% of each quartile, suggesting they are evenly spread across the organisation but form a small minority overall.

The small gender shifts observed between 2024 and 2025 are largely the result of normal workforce movement within a predominantly female organisation. Minor changes in male representation across quartiles reflect routine turnover, recruitment patterns, and the natural flow of employees through entry-level, middle, and senior roles. These year-on-year variations are typical for a workforce of this size and do not indicate any structural changes or emerging trends in pay distribution.

LOROS is confident that everyone in comparable roles is treated fairly in terms of pay, regardless of their gender identity. In recent years, roles and pay has been reviewed, helping to ensure consistency across the organisation. LOROS has also continued to invest in its workforce, with particular focus on roles that tend to sit at the lower end of the pay range.

LOROS will continue to offer flexible working arrangements, family friendly policies 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.

**Emily Cantle**  
HR Business Partner