

Gender Pay Statement 2019

Published on 04 April 2019

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 [Gender Pay Gap Information] Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. It does not involve publishing individual employee data.

We are required to publish the results on our own website and the government gender pay website.

We can use these results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We have established this by using our HR and PAYE payroll records.

Table to show our Gender Pay data from 01 April 2018 – 31 March 2019

Assessment criteria			
1	Mean gender pay gap	-7.2%	
2	Median gender pay gap	-19.1%	
3	Mean bonus gender pay gap	0	
4	Median bonus gender pay gap	0	
5	Proportion of males and females receiving bonus payments	0	
6	Proportion of males and females in each pay quartile	Males	Females
	Lower quartile	17.5%	82.5%
	Lower-middle quartile	12.9%	87.1%
	Upper-middle quartile	3.2%	96.8%
	Upper quartile	11.3%	88.7%

Woking & Sam Beare Hospices is a predominately female organisation, which is reflective of the healthcare and charity sectors. We are an equal opportunities employer and pay is based on job role and responsibility.



Jayne Cooper
CEO of Woking & Sam Beare Hospices