



# Gender pay gap report 2023

## Background

Children's Hospice South West (CHSW) exists to make the most of short and precious lives and puts children, young people and families at the centre of all it does. Diversity, inclusion, integrity, quality and respect are an integral part of all we do.

From 2017 onwards, any UK organisation employing 250 or more employees has to publicly report on its gender pay gap in 6 different ways: the mean and the median pay gaps; the mean and median gender bonus gaps; the proportion of men and women who receive bonuses, and the number of men and women according to pay quartiles. CHSW does not pay bonuses.

The gender pay gap shows the difference in the average earnings between all men and women in an organisation in April of that year. The mean gender pay gap is the difference between the average hourly rate of pay of male and female employees expressed as a percentage. The median gender pay gap is the difference between the mid-points in the ranges of hourly earnings of men and women. It takes all the salaries, lines them up in order from lowest to highest, and picks the middle-most salary.



## Headline gender pay gap figures:

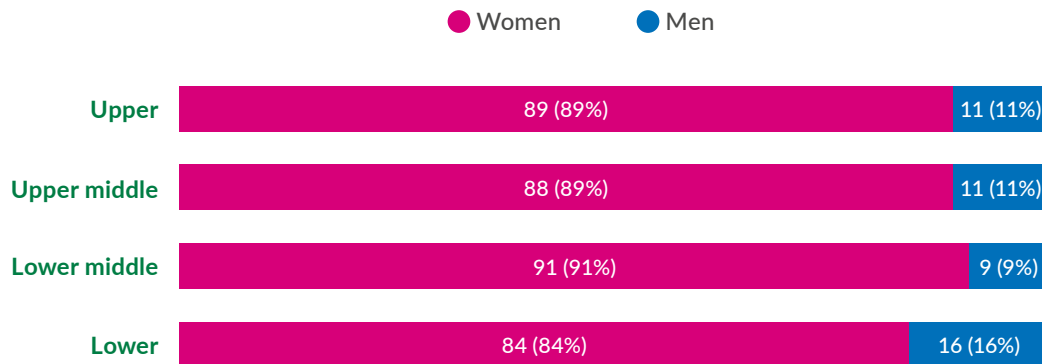
At CHSW we collected our data on 5 April 2023 when our full-pay workforce consisted of 399 (88%) women and 47 (12%) men. The figures show that CHSW has a mean all employee gender pay gap of 0.6% (UK National Average (ONS): 7.7%) and a median of -3.14%

### Which means that:

	Women's earnings are
Mean gender pay gap in hourly pay	0.6% lower
Median gender pay gap in hourly pay	3.14% higher

In common with most care professions, fundraising and the retail sector, our organisation is predominantly female. Given that 88% of our workforce is female, it is also the case that women outnumber men at every level of CHSW. The overall gap is lower than the 9.19% gap identified in 2022.

## Number and proportion of men and women in each pay quartile



Having a predominantly female workforce means that even small fluctuations in the male workforce can have a significant impact on our gender pay gap. The 2023 figures saw a further increase in the percentage of women in the top quartile and a slightly more even number of men in the lower quartiles

## Taking action:

- HSW are committed to building gender pay gap analysis into our regular reporting cycle in order to monitor and seek to improve our gender balance
- We will ensure that there is no bias towards either gender from the point of view of recruitment right through to progression opportunities
- We will explore how to attract more men into our organisation to create a more even gender balance given that we have more women than men at every level of our organisation. As a good employer, we firmly believe in appointing the best candidate into the role regardless of their gender or other factors covered by the Equality Act.

## Declaration:

We confirm that CHSW's gender pay gap calculations are calculated in accordance with the guidance and requirements prescribed by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

Tricia Morris  
Chair of Trustees, February 2024

Daphne Sands  
Director of HR, February 2024