



The 2019 Gender Pay Gap Report

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female employees receive. Demelza are choosing to present their GPG report as it is not a requirement due to headcounts being below 250. The national Gender Pay Gap average has fallen significantly from 18% to 8.6% (M+) and Demelza remain below this figure with no gender pay gap across the Hospice sector but exceed this in the trading company at 22% (M+) in the high quartile and only 0 to 1% across the remaining three quartiles with Trading. Medians are 0% & -11% (M+) respectively.

The mean pay gap is the difference between average hourly earnings of men and women on a *full pay relevant employee basis. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary in each quartile.

*Excludes employees on reduced earnings in the snapshot period, e.g. those on parental, maternity or sick pay.

The report contains 2 distinct reporting headline areas:-

1. Demelza Hospice Care for Children (234 full pay employees)
2. Demelza Trading (70 full pay employees)

The figures provided are based on hourly rates of pay as at the **snapshot of 5th April 2018**. There are no reportable bonus gender pay gaps as bonus systems are not used either within Demelza Hospice or Trading.

1. Demelza Hospice Care for Children Headlines

Mean Gender Pay Gap is 0% in the lower quartile and shows woman as leading the gap (F+) in the upper mid quartile at 5%. Men lead the gap (M+) in the upper quartile at 4% and lower mid at 1%.

Median Gender Pay Gaps are between +8% (F+) & -5% (M+)

Mean Bonus Gap is 0% Median Bonus Gap 0% (**bonuses not given**)

Number of percentiles of employees in each pay quartile are shown below – the actual number of employees measured are almost the same at between 54-64 per quartile area:

Quartile	Women (%)	Men (%)
Upper	83	17
Mean 4%(M+) Median 8%(F+)		
Upper middle	91	9
Mean 5%(F+) Median 0%		
Lower middle	84	16
Mean 1%(M+) Median 0%		
Lower	90	10
Mean 0%(F+) Median 5%(M+)		

2. Demelza Trading

Mean Gender Pay Gap shows 1% gap in favour of women in lower & upper mid quartiles & no gap in the lower mid quarter. There is a (M+) gap in the upper quartile at 22%; this has a male senior role dominant factor with the top male earners distorting a gap that sits 0% when excluding these 2 top earners.

Median Gender Pay Gaps are 11% or less in the upper quartile which would reduce to 5%(+M) if the top 2 earners are excluded from the calculation.

Mean Bonus Gap is 0%

Median Bonus Gap 0% (**bonuses not given**)

Number of percentiles of employees in each pay quartile are shown below – the actual number of employees measured are almost the same at 11-20 per quartile area:

<u>Quartile</u>	<u>Women (%)</u>	<u>Men (%)</u>
Upper Mean 22%(M+) Median 11%(M+)	46	54
Upper middle Mean 1% (F+) Median 5% (F+)	75	25
Lower middle Mean 0% Median 0% (F+)	65	35
Lower Mean 1% (F+) Median 0%	68	32

Demelza's Gender Pay Gap overall (Demelza Hospice & Demelza Trading combined) is at:

Mean 1% (M+)

Median 5% (F+)

I, Ryan Campbell, Chief Executive Officer certify this Gender Pay Gap report as true and accurate to the best of my knowledge:

Signed.....

Date:

Ryan Campbell - C.E.O