



Children's Hospices Across Scotland

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## Children's Hospices Across Scotland (CHAS)

### Gender Pay Report 2018

Following the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 UK companies with over 250 employees must publish their gender pay gap data within one year of their 'snapshot date'.

The gender pay gap is defined as the difference in the average earnings of men and women, expressed relative to men's earnings. The data used is over a defined time period, regardless of role or seniority.

This year's 'snapshot date' for CHAS was 5 April 2018.

Our 2018 report publishes data on the mean and median salary pay gap, the proportion of males and females in each pay quartile.

No employee in CHAS currently receives any bonus payments therefore no bonus data is provided.

### 2018 Results

The CHAS Gender pay gap data is based on 260 female employees and 34 male employees. In applying the data to the calculation formulae the indicators confirm that the CHAS gender pay gap is as follows.

Mean (Average) Gender Pay Gap	
Female	£17.13
Male	£22.33
<b>Pay Gap:</b>	<b>-30.33%</b>

Median (Middle) Gender Pay Gap	
Female	£16.35
Male	£16.89
<b>Pay Gap:</b>	<b>-3.29%</b>

**Keep the joy alive**



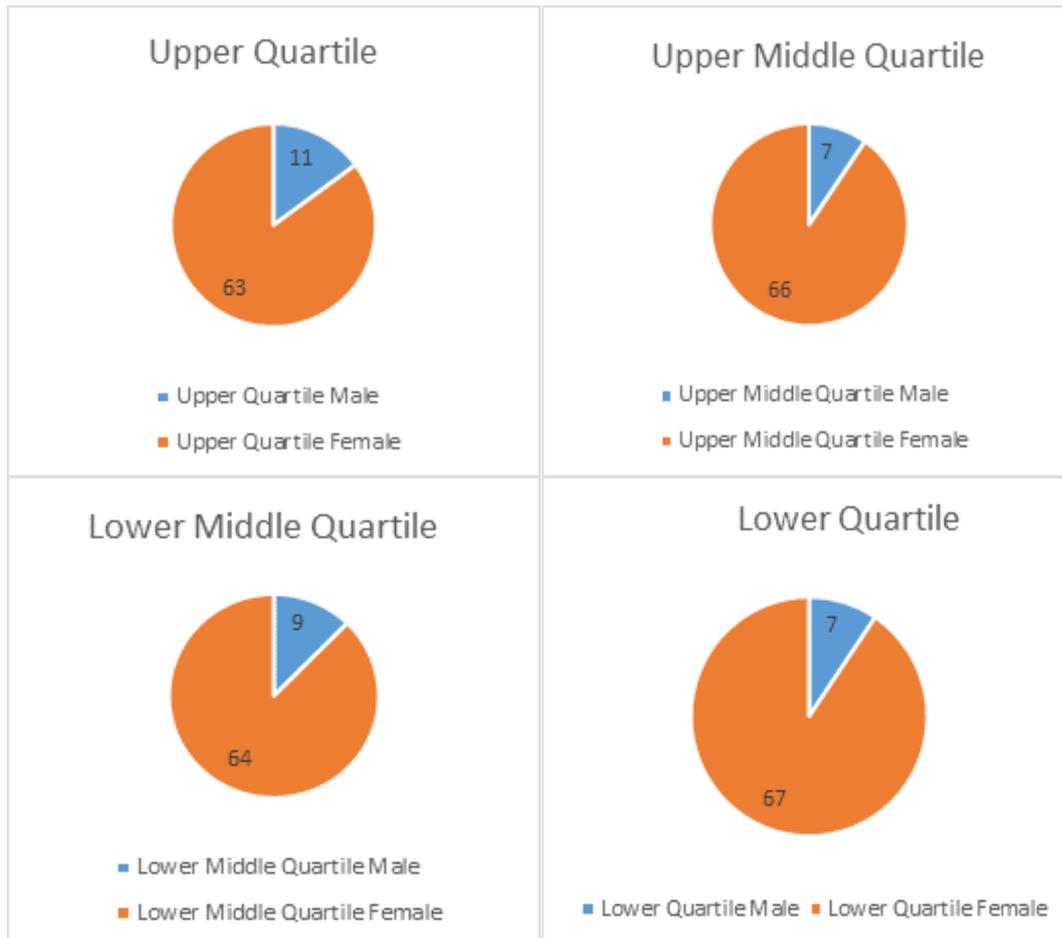
Rachel House Children's Hospice at Kinross . CHAS at Home Team . Robin House Children's Hospice at Balloch  
Head Office and Registered Office: Canal Court, 42 Craiglockhart Avenue, Edinburgh EH14 1LT

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## CHAS Quartile Summary

The proportion of males and females in each quartile band gives us some sense of where male and female employees are in our pay hierarchy. By ordering each employee's hourly pay from lowest to highest then dividing into four equal groups the quartile charts below illustrate the gender distribution across CHAS for our 2018 report. Each quartile contains either 73 or 74 employees.



### Analysis of results

- The CHAS workforce demographic is predominantly female in comparison to males
- The highest proportion of male employees are employed in the Upper Quartile and this number has increased in the last year
- The number of female employees in the lower middle and lower quartiles has increased since 2017
- The majority of CHAS posts are paid around Band 5 and 6 pay range. This is representative of our workforce which consists of a large number of nurses in roles that are either Band 5 or Band 6

## **Our Commitment**

CHAS is committed to the principle of equality, diversity and inclusion and promoting a positive workplace culture that creates the environment where everyone has the opportunity to thrive and realise their full potential.

Employment decisions are made on merit and on the principle that opportunities for training, development and career progression are available to all.

Our recruitment process aims to ensure all recruitment activity, internal and external, is in line with best practice for equality, diversity and inclusion. Appointments are made on the basis of a candidate's individual competence and regardless of their age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, or sexual orientation.

At CHAS, our gender pay gap is not because people doing the same jobs are being paid differently according to their gender, which in itself would be unlawful. We are confident we have a transparent pay system in place that supports our commitment to delivering equal pay across similar roles. CHAS determines pay using the CHAS pay scales for banding, and basic salary determination for posts. Posts are banded using a job evaluation tool and considers the requirements of the post and not the performance of the post holder.

We continue to encourage flexible working and recognise the importance of helping our employees balance their work and home life.

**Scott Semple**  
**Director for People**

**May 2019**