



Children's Hospices Across Scotland

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GENDER PAY GAP REPORT 2019

INTRODUCTION

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 2019. Our 2019 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.

RESULTS

The 2019 CHAS gender pay gap data was based on 308 employees. This is made up of 269 female employees, 39 male employees and includes bank workers who worked on 5 April 2019.

In applying the data to the calculation formulae the indicators confirm the CHAS gender pay gap results for 2019 as;

Mean (Average) Gender Pay Gap	
Female	£17.50
Male	£22.87
Pay Gap	30.69%

Median (Middle) Gender Pay Gap	
Female	£16.96
Male	£17.07
Pay Gap	0.65%

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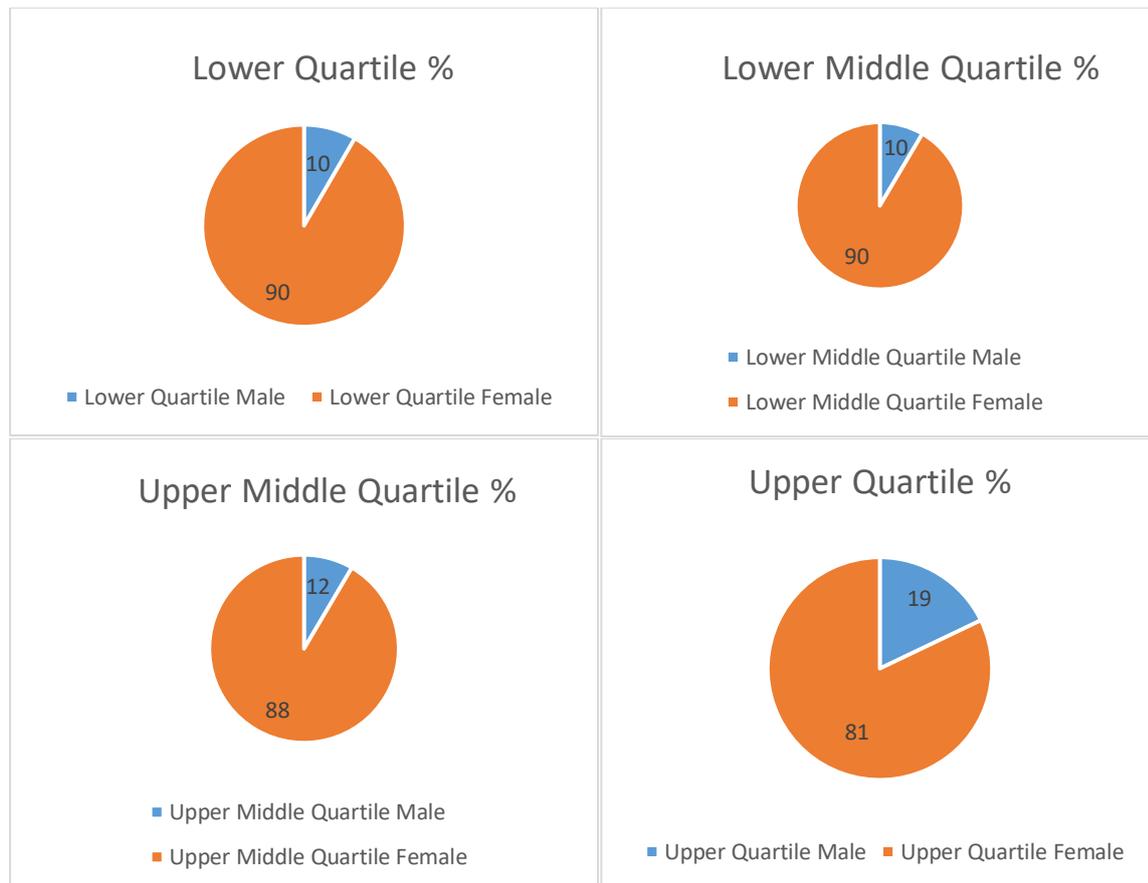
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QUARTILE SUMMARY

The proportion of males and females in each quartile band gives us a sense of where male and female employees are positioned in our pay hierarchy. The quartiles are established by ordering each employee's hourly pay from lowest to highest then dividing into four equal groups.

The quartile charts below illustrate the gender percentage distribution across CHAS on the snapshot date. Each quartile contains approximately 77 employees.



2019 COMPARISON WITH 2017 and 2018

Now we have three years of data, the CHAS Gender pay gap data from 2017 and 2018 are outlined below.

This shows an annual increase in our Mean pay gap with a slight increase in 2019.

We can see a decrease in Median pay gap for 2019 when compared to 2018 and moving closer to the 0% that was reported in 2017.

Mean (Average) Gender Pay Gap (£)			
	2017	2018	2019
Female	16.72	17.13	17.50
Male	20.16	22.33	22.87
Pay Gap:	17%	30.33%	30.69%

Median (Middle) Gender Pay Gap (£)			
	2017	2018	2019
Female	15.82	16.35	16.96
Male	15.82	16.89	17.07
Pay Gap:	0%	3.29%	0.65%

RESULTS ANALYSIS

Analysis of the quartiles in 2019 highlights the percentage number of male employees in all four quartiles increased whilst the percentage number of female employees in all quartiles has therefore unsurprisingly decreased.

CHAS continues to employ a proportionately large female workforce in comparison to male employees. The majority of jobs in CHAS are paid around the Band 5 and 6 salary pay range and this is representative of our workforce which consists of a large number of female nurses.

One area we know inadvertently widened our pay gap was the annual pay award. In 2018/19 the award of 3% was applied to all staff and in doing so increased the difference in amounts between our lowest and highest earners where our lowest earning roles are predominantly undertaken by females. In 2019/20 the pay award was 1% for all staff which widens our gap albeit proportionately smaller than 2018.

CHAS appointed two female Doctors to post after 5 April 2018. This, along with other senior appointments, job re-evaluations and incremental progression for a significant number of roles currently undertaken by females will have contributed to lifting the female median line for 2019.

One factor to note is the CHAS Band 1 salary scale is now a single point scale for 35 and 37.5 hours per week contracts. We identified in previous years that Band 1 roles are predominantly undertaken by females and now all staff on this scale are now placed on this single point scale. The single point represents what would have been the top point of the scale were it to still have three incremental points

OUR COMMITMENT TO EQUALITY AND NEXT STEPS

Equality, Diversity and Inclusion Strategy

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

CHAS has developed an Equality, Diversity and Inclusion strategy and this will enable CHAS to realise the benefits of employing a diverse workforce and support our ambition to reach more families across Scotland.

There are a number of employer accreditations that will support and promote CHAS as an inclusive employer. It is our intention to attain employer accreditations including the Scottish Living Wage Employer, Carer Positive and Disability Confident. This will reflect our employer brand positively and support us in attracting diverse pools of applicants for vacant posts.

Recruitment

Our recruitment process aims to ensure that all recruitment activity is in line with best practice for equality, diversity and inclusion. Appointments are made on the basis of

a candidate's individual competence regardless of age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, or sexual orientation.

We will ensure our commitment to equality, diversity and inclusion is referenced in all our recruitment advertising along with reviewing the methods and tools we use to select preferred candidates.

We want our employment opportunities to be as attractive and accessible to as broad an applicant pool as possible and so we will be looking at ways in which we can prevent any unintentionally biased language being used in our recruitment adverts. This will include testing the wording of all recruitment adverts with an online gender decoder tool. The linguistic gender-coding tool highlights language used in job adverts that use masculine and feminine coded language.

We will also review our recruitment training for hiring managers to further promote and support fair and objective selection decisions.

Flexible Working

CHAS considers flexible working patterns and locations for a number of our roles and endeavour to meet flexible working requests from staff wherever possible.

We encourage flexible working and recognise the importance of helping our employees balance their work and home life by considering flexible working requests including part time hours, working from home, compressed working hours and 'non-standard' work patterns.

We are investing in modernising our technology and this has enabled employees to work more flexibly. We offer accessible and inclusive working environments that still connect staff working remotely or offsite with colleagues and teams.

We will review the flexible working options of all vacancies pre advertising and wherever possible include 'Happy to talk flexible working' in the advert. Going forward we will include the number of vacancies advertised with this offer and develop it as a performance indicator within our recruitment reporting.

Pay, Conditions and Benefits

Our current pay model and approach to setting pay supports our commitment to the principle of equal pay. Posts are evaluated and banded using the NHS Agenda for Change job evaluation.

Our 2019 pay, conditions and benefits review will result in a change to our current pay model and as such have the potential to influence our gender pay gap. Any changes emerging from the review will be implemented with effect from 1 April 2020 and before our 2020 snapshot date.

Leadership Development

CHAS has recently launched our Leadership Development programme. This investment will develop our leaders and help CHAS grow to reach more families. The delegate pool is made up of 69 managers of which 52 (75%) are female. The programme will develop and support our female leaders in preparation for career progression and promotion opportunities when they arise.

SUMMARY

In summary, our gender pay gap is not because people doing the same jobs are being paid differently based on their gender.

We believe our MEAN gender pay gap can improve and remain confident that we have a transparent pay system in place that supports our commitment to equality.

Scott Semple
Director for People

December 2019