

**LOROS Hospice**

**Gender Pay Gap Report – Snapshot 05 April 2024**

**1. Introduction**

All organisations who employ more than 250 employees on their payroll are required to report on an annual basis its Gender Pay Gap in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

For charities, including LOROS, this usually must be published by the 4 April each year, and within one year of the “snapshot data” being taken. LOROS’ snapshot date for this report is 5 April 2024, with reporting due by 04 April 2025.

The gender pay gap shows the difference between the average (mean or median) earnings of men and women.

LOROS is required to calculate and publish the data on both their website and also a Government Designated website. As no employees receive bonus payments no data regarding bonus payment is provided within this report.

**2. Gender Pay Gap Data**

**Mean**

LOROS	11.30%
UK	13.10%

**Median**

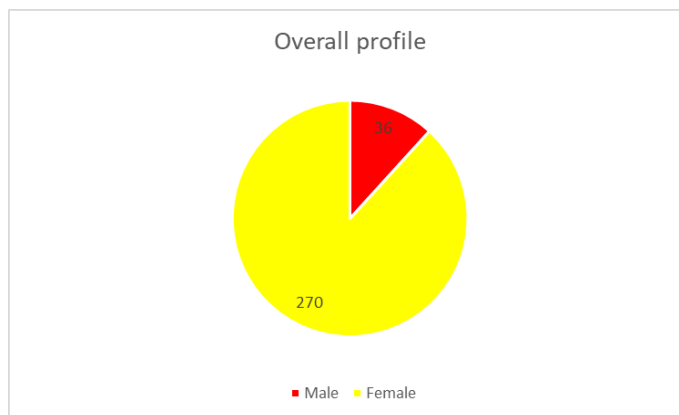
LOROS	16.29%
UK	13.10%

*UK data from [ONS, April 2024](#)*

### LOROS Quartile Pay Bands

Quartile	Male	Female	Total
Upper Quartile	12 16%	65 84%	77
Upper Middle	10 13%	66 87%	76
Lower Middle	10 13%	67 87%	77
Lower Quartile	4 5%	72 95%	76

### LOROS Gender Split



### 3. Summary

LOROS Hospice consists of the charity and two subsidiary companies namely LOROS Enterprises Limited and LOROS Lotteries Limited. For the purpose of gender pay gap reporting LOROS are only legally required to report on LOROS Hospice.

LOROS Hospice cares for over 3,500 people across Leicester, Leicestershire and Rutland. It provides free, high-quality, compassionate care and support to terminally ill adult patients, their family and carers. By the nature of its work LOROS is predominantly female orientated which is similar in this respect to other charitable organisations and, more specifically, hospices.

The data in this report indicates an increase in the overall proportion of male employees within LOROS since 2023, rising from 10% to 12% of the organisation. Notably, while the number of males employed has increased, there has been no rise in the number of males represented in the upper quartile of pay. Although males continue to be overrepresented in the upper quartile compared to other pay bands, the employment of men into lower-paying roles has contributed to a narrowing of the mean gender pay gap. The gap decreased from 15.99% in 2023 to 11.30% in the current year, primarily due to the concentration of new male hires outside of the highest-paying positions.

Despite these changes, women continue to form the majority in all quartiles, particularly in the lower middle and lower quartiles. This distribution remains a key factor influencing the gender pay gap.

LOROS is confident equal pay is provided to everyone in the same role, irrespective of their gender identity. In the past two years, a salary benchmarking approach has been embedded, meaning that all roles are objectively graded and salaries are then benchmarked using a recognised independent database. LOROS has made significant investment into the salaries of its people, particularly those in lower-earning roles, and particularly in Retail.

LOROS continue to be committed to promoting recruitment opportunities to attract people into the charitable sector. The usage of the apprenticeship levy funds will grow, in order to attract both men and women into a diverse range of roles. In addition LOROS has identified and actively participated in a number of personal development opportunities that support increasing the skills of women in readiness for progression into higher paid roles. This has resulted in two female leaders attending external leadership development courses.

LOROS will continue to offer flexible working arrangements, family friendly policies and an employee assistance programme.

#### **4. Definitions**

The Gender Pay Gap (GPG) is calculated on the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men.

For example, a 1% positive percentage denotes that women earn 1% less on average whereas a -1% negative percentage denotes that women earn 1% more, on average than men.

The mean (average) hourly pay - this is calculated by totalling the hourly rates of pay for male employees and then all female employees and dividing by the number of employees.

The result is as described above as the difference of pay over female pay which could be positive or negative.

The median hourly pay - this is calculated by listing all the hourly rates in order from highest to lowest for a male employee and then the same for female employees and identifying the middle value in each.

The result is as described above as the difference of pay over female pay which could be positive or negative.

By dividing the lists into four equal sections is known as quartiles.

## **5. Mandatory Statement**

I declare that the data provided within this report has been calculated in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. I confirm that these figures have been verified and are accurate.

**Jackie Goss**

Director of People and Inclusion