



demelza



Gender Pay Gap Report 2024



Context

Under UK legislation that came into force in April 2017, employers with more than 250 employees are required to publish their gender pay gap in order to show how large the pay gap is between their male and female employees.

The figures set out in this report are based on hourly rates of pay as at the snapshot date of 5 April 2024.

The gender pay gap is defined as the difference between the hourly rates of pay that male and female employees receive. To understand the organisation's gender pay gap, calculations are made and divided into quartiles, lowest to highest, as follows:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average

Bonus payments have not been calculated for this gender pay gap report as bonus systems are not used within Demelza. Therefore, no reportable bonus gender pay gap exists.

Gender identity

In alignment with current requirements, gender pay gap reporting must be reported in a binary way, recognising only men and women. We are unable to report non-binary and other identities in this report, however, our internal diversity data collection methods allow for colleagues to choose various gender identities or to self-identify.

For the purpose of this report, we have used the terms 'gender', 'male' and 'female', although we understand that, for some people, this will be referring to their biological sex.

Gender identity is often assumed from the sex assigned at birth. However, we know that sex is more complex than simply 'male' and 'female', and gender is more than 'men' and 'women'. There are many people who do not fit into these binary categories, for example non-binary or intersex people. We are also aware that some people's gender identity does not align with the sex they were assigned at birth.

Understanding the Hospice pay gap

Like many employers in the care sector, Demelza's hospice workforce is made up of significantly more female than male employees. At the snapshot date, our hospice workforce comprised 238 females and 29 males.

As proportionately there are more female than male employees across each quartile, this has resulted in a lower average hourly rate. The lower quartiles include roles where pay rates reflect the Living Wage.

However, there is an overall average (mean) pay gap of -6.7%. This is due to the higher proportion of females in senior roles within the upper middle and upper quartiles.

Demelza is proudly committed to being an inclusive and diverse organisation where everyone has the same opportunity in terms of recruitment, training, career development and flexible working.

Proportion of males and females in each quartile of hospice

Quartile	No. of male employees	% of overall workforce	No. of female employees	% of overall workforce
Lower	4	1.5%	63	23.6%
Lower middle	12	3.53%	55	20.6%
Upper middle	8	1.96%	59	22.1%
Upper	5	2.35%	61	22.8%
Overall	29	10.9%	238	89.1%

Mean pay gap

Quartile	Mean
Lower	1.2%
Lower middle	1.8%
Upper middle	-0.3%
Upper	-13.0%
Overall	-6.7%

Median pay gap

Quartile	Median
Lower	2.9%
Lower middle	5.7%
Upper middle	2.2%
Upper	-9.3%
Overall	-1.0%

Demelza retail operations

Separate to Demelza's employees, we have an associated workforce in our retail operations of shops and associated distribution and management colleagues. With 113 employees, Demelza is not required to report the gender pay gap for its retail payroll, but chooses to report this voluntarily.

Understanding the retail pay gap

As with the hospice, our retail workforce has significantly more female than male employees. At the snapshot date, our retail workforce comprised 86 females and 27 males.

An overall gender pay gap of 5.8% is seen across all quartiles. There are negligible gaps in the lower quartiles, but a pay gap of 5.5% exists in the upper quartile. This is attributed to the range of roles from shop employees to senior management included across both male and female colleagues in this quartile.

Proportion of males and females in each quartile of retail operations

Quartile	No. of male employees	% of overall workforce	No. of female employees	% of overall workforce
Lower	4	3.5%	25	22.1%
Lower middle	10	8.8%	18	15.9%
Upper middle	8	7.1%	20	17.7%
Upper	5	4.4%	23	20.4%
Overall	27	23.9%	86	76.1%

Mean pay gap

Quartile	Mean
Lower	0.0%
Lower middle	-0.1%
Upper middle	0.0%
Upper	5.5%
Overall	5.8%

Median pay gap

Quartile	Median
Lower	0.0%
Lower middle	0.5%
Upper middle	-0.2%
Upper	-1.2%
Overall	-1.5%

In summary

While far lower than commercial organisations, Demelza is reporting a mean pay gap overall in its retail operations. Within the hospice, a mean pay gap exists in the lower quartiles only. The reason for this is that we have a predominantly female workforce where small fluctuations in the male workforce can have a significant impact on our gender pay gap calculation.

Demelza tracks the Real Living Wage, NHS rates and benchmarks against the sector to determine its hourly rates and we hope that this will continue to close the prevailing pay gaps. Overall, Demelza is confident that male and female colleagues are paid equally for doing equivalent roles across the organisation and that the pay gaps identified are related to people carrying out different roles and choosing different working patterns to support their work/life balance.

Demelza is proudly committed to being an inclusive and diverse organisation where everyone has the same opportunity in terms of recruitment, training, career development and flexible working. Whilst we are proud to offer various work patterns, the prevalence of part-time hours is significantly higher with our female colleagues. We offer enhanced maternity and paternity pay and encourage hybrid-working where appropriate.

We will continue to explore how we can attract the most diverse talent into Demelza across all areas of our operations.

I confirm that the data reported is accurate.

Hayley Clark

Director of People and Culture

Find out more at:

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