



demelza



# Gender Pay Gap Report 2023

## Context

As an organisation committed to principles of Fairness, Respect, Equality, Diversity, Inclusion and Engagement (FREDIE), Demelza is keen to support gender equality and pay gap reporting as a way to measure this.

The gender pay gap is the average difference between pay for men and women. UK organisations with over 250 people have had to report their number (shown as a percentage) in line with the Equality Act 2010 (Gender Pay Gap Information Regulations 2017).

The calculation **does not directly compare men and women doing the same job**, but it does measure whether both are equally distributed across levels of seniority. The figures set out in this report are based on hourly rates of pay as at the snapshot date of 5 April 2023.

**Mean:** The mean is the **total** of all hourly fixed pay rates **divided** by the number of individuals receiving those rates.

**Median:** The median is the **middle** hourly fixed pay rate out of the range of all the relevant fixed pay rates.

**Gender identity:** Demelza reports based on the gender employees self-report on through their HR profiles. However, in alignment with current requirements for gender pay gap reporting, gender must be reported in a binary way, recognising only men and women. This means the gap does not take into account non-binary or other identities.

The data used and reported on in this summary comes from Her Majesty's Revenue and Customs (HMRC) records, which we acknowledge will not have an accurate record of gender for many trans and non-binary people. For this report, we have used the terms 'gender', 'men' and 'women', although we understand that, for some people, this will be referring to their biological sex.

We continue to work towards creating a truly inclusive culture and want everyone at Demelza to feel comfortable to bring their whole self to work. We are committed to creating a more inclusive workplace for our trans and non-binary colleagues.

**Bonus payments:** Bonus payments have not been calculated for this gender pay gap report as bonus systems are not used within Demelza Hospice or Trading and therefore no reportable bonus gender pay gap exists.

Mean average gender pay gap by hourly fixed pay :



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**Demelza employees: 5.8%**

**Demelza Trading employees: 11.3%**

## Summary

While far lower than commercial organisations, Demelza is reporting a mean pay gap in both its Hospice and Retail operations. The reason for this is that we have a predominantly female workforce and even small fluctuations in the male workforce can have a significant impact on our gender pay gap calculation.

Demelza tracks the Real Living Wage and NHS rates in determining 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.

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 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.



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## 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 231 females and 24 males.

As proportionately there are more female than male employees across each quartile, this has resulted in a lower average hourly rate. In the Lower quartile roles that attract UK or Living Wage hourly rates are included and are predominantly undertaken by women.

Although there is an overall average (mean) pay gap of 5.83%, the gap has reduced year-on-year. Significant gaps remain in the Upper Middle and Upper quartiles. This is attributed to the wide range of roles for female colleagues that fall into these two quartiles from Fundraiser to Senior Leadership Team.

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### 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                     | 1.57%                  | 60                      | 23.53%                 |
| Lower middle   | 9                     | 3.53%                  | 55                      | 21.57%                 |
| Upper middle   | 5                     | 1.96%                  | 58                      | 22.75%                 |
| Upper          | 6                     | 2.35%                  | 58                      | 22.75%                 |
| <b>Overall</b> | <b>24</b>             | <b>9.41%</b>           | <b>231</b>              | <b>90.59%</b>          |

### Mean Pay Gap

| Quartile       | Mean         |
|----------------|--------------|
| Lower          | 2.06%        |
| Lower middle   | 0.53%        |
| Upper middle   | 4.44%        |
| Upper          | 11.09%       |
| <b>Overall</b> | <b>5.83%</b> |

### Median Pay Gap

| Quartile       | Median        |
|----------------|---------------|
| Lower          | 1.12%         |
| Lower middle   | 0.85%         |
| Upper middle   | 4.35%         |
| Upper          | 6.65%         |
| <b>Overall</b> | <b>-5.53%</b> |

## Understanding the Retail pay gap

Separate to the Demelza Hospice, we have an associated workforce in our Retail operations of Retail shops and associated distribution and management colleagues. With 110 employees Demelza is not required to report its gender pay gap for its Retail payroll, but chooses to report this voluntarily.

As with the Hospice, our retail workforce has significantly more female than male employees. At the snapshot date our Retail workforce comprised 80 females and 30 males.

An overall gender pay gap of 11.30% is seen across all quartiles. There are negligible gaps in the lower quartiles, but a pay gap of 22.18% exists in the Upper quartile. This is attributed to the range of roles from Retail Shop employees to senior management included across both male and female colleagues. Senior male Lottery and SLT colleagues are allocated to this quartile also.

### 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          | 5                     | 4.55%                  | 23                      | 20.91%                 |
| Lower middle   | 9                     | 8.18%                  | 18                      | 16.36%                 |
| Upper middle   | 7                     | 6.36%                  | 20                      | 18.18%                 |
| Upper          | 9                     | 8.18%                  | 19                      | 17.27%                 |
| <b>Overall</b> | <b>30</b>             | <b>27.27%</b>          | <b>80</b>               | <b>72.73%</b>          |

### Mean Pay Gap

| Quartile       | Mean          |
|----------------|---------------|
| Lower          | 0.00%         |
| Lower middle   | 0.43%         |
| Upper middle   | 0.17%         |
| Upper          | 22.18%        |
| <b>Overall</b> | <b>11.30%</b> |

### Median Pay Gap

| Quartile       | Median       |
|----------------|--------------|
| Lower          | 0.00%        |
| Lower middle   | 0.36%        |
| Upper middle   | 0.00%        |
| Upper          | 1.90%        |
| <b>Overall</b> | <b>1.76%</b> |



I confirm that the data reported is accurate.

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