

# Gender Pay Gap Report

All Hallows Healthcare Trust believes in job opportunities for everyone regardless of gender.

This report shows the gender pay gap as at April 2018 for All Hallows Healthcare Trust in accordance with statutory requirements.

All Hallows Healthcare Trust is a relatively small charitable organisation providing a range of health and social care services across South Norfolk and North Suffolk. The raw data which has contributed to this report covers 266 staff, 40 male and 226 female during 2017/18.

The workforce has more females than males but this reflects health and social care sector trends. The trust operates under a discrimination free regime and all posts (and their descriptive job descriptions) are freely open to both males and females. The pay structure is systematic and consistent and does not differentiate on gender in any way.

The short explanation of the figures shown on the following page describes how the statistics should be interpreted.

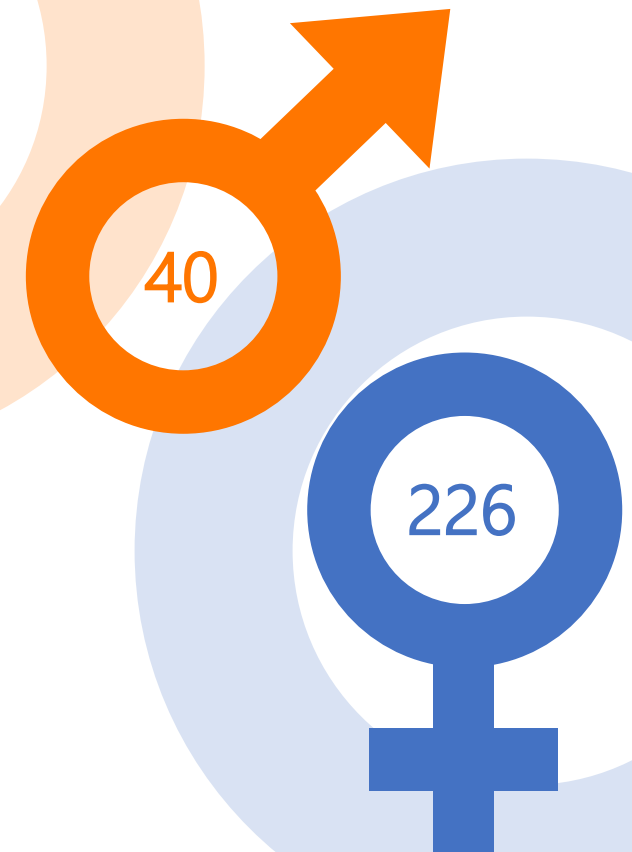
Of the Trusts current top team, the Core Management Group, 2 are male, and 5 are female which includes all 3 Registered Managers of core services. The current Chief Executive is male.

Because of the small number of staff the resulting statistics show a bias created by small figure statistics i.e. where very small absolute changes can cause a disproportionately higher percentage change.

The overall result shows a gender pay gap of 6.5% in favour of male employees.

The top-line result demonstrates very clearly the difficulties in interpreting small figure statistics – simply by omitting a single post, the Chief Executive, the gender pay gap reverses. If the Chief Executive were female the gender pay gap would be 7.2% in favour of females.

It is possible to conclude that All Hallows Healthcare Trust is a fair and equitable employer and that gender has no impact on employment terms and conditions and that this is demonstrated by the gender pay gap report.



**Andrew Evans**

*Chief Executive, All Hallows Healthcare Trust*

31/03/2019

The table below shows the overall mean and median average gender pay gap based on hourly rates of pay:

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### Average Gender Pay Gap

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Mean Average

Median Average

6.5%

0.6%

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Mean hourly rate: Pay Gap of £0.69

Median hourly rate: Pay Gap of £0.05

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### Average Bonus Gender Pay Gap

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No bonuses were paid

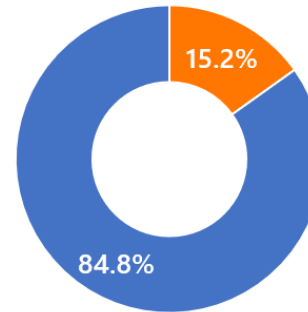
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All Hallows will continue to monitor and review its processes in relation to all staff development, pay and terms and conditions to ensure that we maintain a fair and non-discriminatory approach.

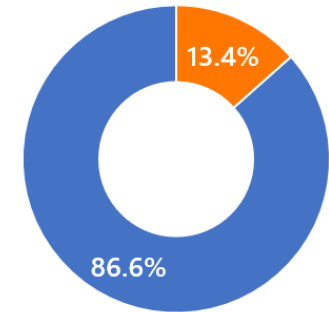
The diagrams below show the gender distribution at All Hallows Healthcare Trust across four equally sized quartile pay bands:



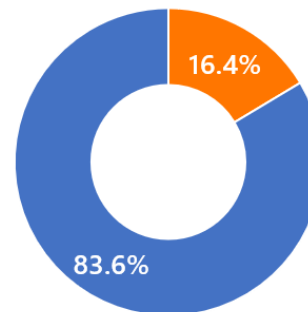
#### Lower Quartile



#### Lower Middle Quartile



#### Upper Middle Quartile



#### Upper Quartile

