

What is the Gender Pay Gap?

The gender pay gap is a measure of workplace inequality, expressed in terms of a comparison between men’s and women’s average hourly rates of pay. It provides a framework within which gender pay gaps can be identified so that, both inside and outside of the workplace, employers and society at large can think constructively about why gender pay gaps exist and how we can all work to minimize them. The gender pay gap compares pay of all men and women across a workforce, without considering differences in job roles, experience, and qualifications.

The gender pay gap is not the same as ‘equal pay’ - paying men and women equally for performing identical roles - which has been a legal requirement since 1970.

The Gender Pay Gap focuses on the following measures:

GENDER REPRESENTATION	The number and proportion of men and women employed in the organisation. While we report our gender pay gap based on the government guidelines and comparison between men and women, we understand that this does not fully represent how all colleagues across the charity identify and our organisation’s commitment to supporting colleagues who are non-binary.
MEAN TOTAL GENDER PAY GAP	This is best understood as the ‘true’ average of the hourly earnings of men and women – salaries for each gender are totalled and divided by the number of employees. The gap is measured by taking mean hourly rate for men minus mean hourly rate for women. Divide the result by the mean hourly rate for men, expressed as percentage.
MEDIAN TOTAL GENDER PAY GAP	The difference between the average hourly earnings of men and women – expressed through the salary that appears in the ‘middle’ for each gender. The gap is measured by taking median hourly rate for men minus median hourly rate for women. Divide the result by the median hourly rate for men, expressed as percentage.
PAY QUANTILES	All salaries are ranked from highest to lowest and divided into four evenly sized groups. The percentage of men and women in each group is reported.
BONUS PAY GAP	The difference between either gender, based on bonuses paid over the 12-month period before the snapshot date. As with Total Gender Pay Gap, this is reported on a median and mean.
BONUS PROPORTIONS	The proportions of male and female employees who received bonus pay during the relevant period.

Our Results

Gender Pay and Bonus Gap Results*

Pay Gap

15.4% Mean
12.5% Median

Bonus Gap

-36.7% Mean
-100.0% Median

Portion of Women & Men receiving bonus

W 6.6% **M 4.2%**

Our Workforce

Women

86.0%
(3052)

Men

14.0%
(498)

Women & Men in each Pay Quartile

Quartile 1

W87%
(775)

M13%
(112)

Quartile 2

W90%
(795)

M10%
(93)

Quartile 3

W89%
(789)

M11%
(98)

Quartile 4

W78%
(693)

M22%
(195)

*Data reflects the organisation on the snapshot date of 5th April 2023. Bonus data reflects refer a friend bonus £500 per referred candidates and recruitment bonuses for specialist roles. A special bonus awarded for employees in Wales in August 2022, for those on MC Clinical & Clinical Support T&Cs, which mirror AFC pay rates and one-off bonus.

Analysis and Findings - Our gender pay gap results are driven by a combination of the following factors:

1. **Overrepresentation in Quartiles:**
 - Women are overrepresented in all quartiles, especially in the lower ones.
 - In these lower quartiles, approximately **90%** of employees are women, while only **10%** are men.
 - The overrepresentation is connected to the nature of the roles in these quartiles, including positions like **Nurses, Healthcare Assistants, and Retail Assistants**.
2. **Proportion of Men increases in Upper Quartile:**
 - As we move up to the highest quartile (quartile 4), the proportion of men increases to 22%.
 - Although we have relatively few male employees overall, more of these men hold senior roles, which come with higher pay.
3. **Increase in the Mean Gender Pay Gap vs. previous reporting period:**
 - Compared to the previous reporting period, the mean gender pay gap has increased by 1.2%.
 - This increase is due to the Clinical & Clinical Support staff receiving an annual salary increase in July 2023. While this increase was backdated to April 2023, the data used to calculate the gender pay gap is taken as a snapshot in time on 5th April and, as such, the increase was not included in this analysis.
4. **Decrease in Median Gender Pay Gap vs. previous reporting period:**
 - The median gender pay gap decreased by 2.7%.
 - This improvement is driven by the introduction of the new Marie Curie Terms and Conditions for Clinical and Clinical Support roles in January 2023 (see below for more detail) based on which approximately 65% of our workforce benefited from this change, with 90% of them being female.
5. **Bonus Pay Gap:**
 - Our mean bonus gap was -36.7%, and the median bonus gap was -100% (the minus figures denotes that the gap is in favour of women). This is because most "refer-a-friend" bonuses were paid to females and, additionally, the non-consolidated pay award for Healthcare Workers in Wales impacted predominantly female colleagues (91%).

Our Current and Future Efforts in Closing the Gap

During 2023 we continued initiatives which over time will positively impact our gender pay gap, including:

- ✓ In January 2023, we implemented our new **Marie Curie Terms and Conditions for Clinical and Clinical Support** which was a series of compensation and benefits related improvements for employees in Clinical and Clinical support roles (approx. 2300 colleagues, of which approx. 90% were women). In July 2023, we implemented an increase to basic salary of either 5% (England, Wales & NI) or 6% (Scotland), which was backdated to April 2023 (and will have a positive impact in next year's figures).
- ✓ **High-Cost Living Allowance (HCAS)** was implemented for Clinical and Clinical Support roles in the South-East England in May 2023 and will have a positive impact in next year's figures.
- ✓ **Flexible job design and inclusive practices** - we promote and offer our people at every level, the flexibility to establish both work-life balance and a working pattern that is right for them, and we maintain policies and practices that reflect the culture of inclusion we are striving for. Our workplace evolution initiative has seen more roles change from 5 days in the office to either flexible or fully remote roles.
- ✓ **Inclusive leadership development** - a series of actions which focused on the development of leaders and how they create and foster engagement and performance in an inclusive manner. Our various senior leadership training programmes have had at least 83% of women on each course over last 12 months.

We are committed to addressing the Gender Pay Gap and are aware that it will take time for our efforts to be reflected in the reported figures. Our efforts in the above-mentioned areas will continue in the upcoming years and they will be integrated with actions in the area of **Talent Acquisition**. In this stream we started a project, which will be completed in the course of 2024, aiming at elevating our Talent Acquisition capabilities at all levels in the organisation. The project's deliverables will strengthen the equity, inclusivity and diversity of our talent strategy, channels and processes to attract, recruit and retain people from diverse background in our future pipeline and succession.