

Gender Pay Gap Statement 2017

Shooting Star Chase is a leading children's hospice charity caring for babies, children and young people with life-limiting conditions, and their families. At Shooting Star Chase we are fully committed to equal opportunity in employment and in the support that we offer to families using our care services.

We recognise we can only deliver the very best care and support to life limited children, young people and their families through well trained, appropriately qualified and supported employees. We are dedicated to learning and development for the whole organisation, enabling our employees to increase their capability to reach their full potential without compromising service needs.

UK organisations of more than 250 employees are required to publish their gender pay gap information, and we collected data for this purpose on 5 April 2017 when 93% of our 258 employees were women and 7% were men. The gender pay gap is the percentage difference between average hourly earnings for men and women, and on 5 April 2017 we had a mean gender pay gap of 20.47% and a median gender pay gap of 8.64%. Our organisation's workforce is predominantly female and we have more women than men at every level of our organisation, including the senior leadership team, however the majority of the men in our workforce are in the upper and upper-middle pay quartiles, and this has an impact on our gender pay gap.

We remain committed to monitoring pay and ensuring there is no bias towards either gender from the point of recruitment right through to salary conversations and progression opportunities.

Pay Differences

	Women's earnings are:
Mean gender pay gap in hourly pay	20.47% lower
Median gender pay gap in hourly pay	8.64% lower
Mean bonus payments	0.00
Median bonus payments	0.00

Pay Percentage Distributions

	Male (%)	Female (%)
Receiving bonus	0.00	0.00
Upper quartile	11.48	88.52
Upper-middle quartile	4.92	95.08
Lower-middle quartile	6.56	93.44
Lower quartile	8.20	91.80

Notes

The pay differences are expressed as the difference between the mean/median hourly rate of pay for men and women as a percentage of the men's rate of pay.

The percentages of employees receiving bonuses are based on the numbers of male and female employees identified as having received some kind of bonus payment in the year.

Quartile figures are calculated by dividing the pay rates into four equal groups from the lowest to the highest and working out how many male and female employees are in each group.

This report was compiled using the methods described in the relevant legislation from data held in the payroll system of Shooting Star Chase. Information on the calculations can be found at <https://www.gov.uk/guidance/gender-pay-gap-reporting-overview>.

Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Piers Vimpany

Director of Finance & Resources/Acting Chief Executive