

## Tenovus Cancer Care Gender Pay Gap Report

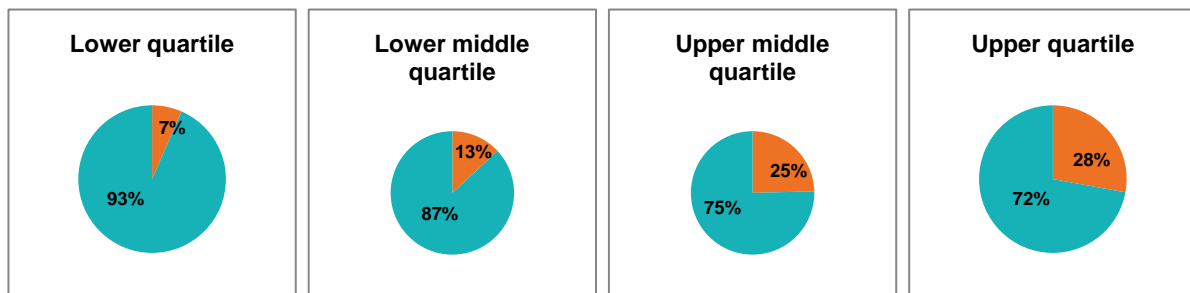
Since April 2017, all companies with 250 or more employees are required to publish a report on their gender pay gap. The gender pay gap measures the difference between the average earnings of men and women regardless of their role or seniority. It doesn't measure pay inequality between men and women. The gender pay gap is reported on both a mean (average) and median (mid-point) basis.

This is our report for the snapshot date of 5th April 2017

- The mean gender pay gap for Tenovus Cancer Care is 16.4%.
- The median gender pay gap for Tenovus Cancer Care is 33.8%.

### Pay quartiles by gender

The table below sets out the percentage of males and females over four equal pay bands or quartiles.



Band	Males	Females	Description
A	7%	93%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	13%	87%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	25%	75%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	28%	72%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

### Bonus

We don't pay any bonus payments to staff regardless of gender, therefore our mean and median gender bonus gap for Tenovus Cancer Care is 0%.

## **What are the underlying causes of Tenovus Cancer Care gender pay gap?**

We're confident that our gender pay gap doesn't stem from paying men and women differently for the same or equivalent work. Rather our gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract. The discrepancy is largely the result of men being underrepresented in our junior, lower paid roles, while being more evenly represented in our senior, higher paid roles.

At the snapshot date Tenovus Cancer Care employed 45 men and 211 women with the lower paid roles particularly within our retail division predominantly undertaken by women.

Across employers part time roles are also more likely to be occupied by women than men with more opportunities for part time work at lower paid roles. Our part time roles are more prevalent in the lower quartile, 98% compared to 18% in the upper quartile.

We're committed to equality and diversity in the workplace and our recruitment initiatives are open to men and women equally. We always strive to employ and promote the best person for the job irrespective of gender. Our executive pay is overseen by our Remuneration Committee and Board of Trustees. At the snapshot date four of the Senior Management Team were female and two male.

We support and extensively enable flexible working, not least as a way of attracting and retaining talent.

### **Action planning**

We'll continue to review our processes to make sure we attract a diverse pool of candidates for all roles and to make sure that our recruitment and internal promotion opportunities will continue to be equally open to both men and women.

There is further opportunity to provide regular, unconscious bias and equality and diversity training for all managers.

We'll review our pay structure to make sure that it's operating fairly and consistently across the organisation and present relevant information about our gender pay gap to our Trustees.

We'll continue to review our family friendly policies including flexible working arrangements to make sure they are offered fairly across the genders and levels of responsibility.

I, Julie Rees, Director of People and Development, confirm that the information in this statement is accurate.

Signed *Julie Rees*

Date *29<sup>th</sup> March 2018*