

Gender Pay Gap Report 2024

At St Peter's Hospice, we aim to ensure that decisions on pay are managed in a fair, transparent and sustainable way and that we have a pay structure that will attract, reward and retain employees to maximise the services of the Hospice and recognise and reward all employees appropriately for their contribution.

This report sets out the gender pay gap statistics in relation to the reporting year of 2024/25.

Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we are legally required to publish specified information relating to our gender pay gap.

The following information has been calculated in accordance with the Regulations and is legally compliant.

Definitions

Gender pay gap - the difference between the average pay of men and women across a workforce, expressed as a percentage.

Median gender pay gap – the difference between the median hourly pay for male and female employees. The median pay gap is calculated by finding the middle value in our pay.

Mean gender pay gap – the difference between the mean hourly rate of pay for male and female employees. The mean gender pay gap is calculated by adding up all the salaries and dividing by the number of males and females.

Pay Bands – proportion of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.

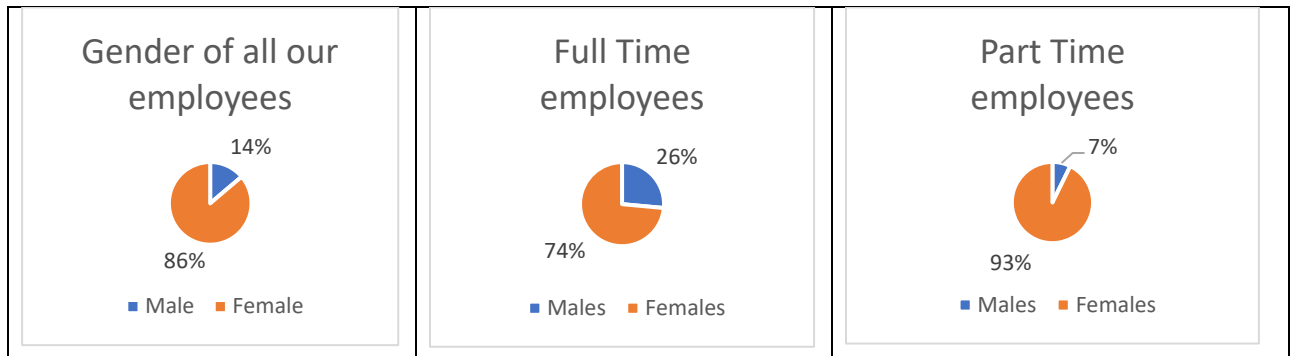
Organisational context

Our Ambition is to “**support people to live well until the end of life**” and our Purpose is “**to give adults in our communities the support, comfort and dignity they need at the end of their life**”.

We intend to deliver our Ambition and Purpose through our Strategic Intentions:

- Be the best we can be.
- Be sustainable and resilient.
- Build collaborative services that reach all communities.

Our workforce is made up as follows:



Our commitment to equality and diversity

At St Peter's Hospice, we know how rewarding it is to be part of an incredible team, making sure that patients and their families get the support they need at some of the most challenging times in their lives.

We want to create a workplace where all our people feel welcomed, valued and respected, regardless of their diverse backgrounds, characteristics or perspectives. Actively fostering a culture where everyone can participate fully, contribute their ideas, and feel a sense of belonging will make us stronger. It will ensure that diverse perspectives are heard and integrated into decision-making processes, leading to better outcomes for both the Hospice and its people.

The Hospice's vision for equality and diversity goes beyond a legal duty. Promoting and valuing peoples' rights, responsibilities and dignity are at the heart of what we do, and our Hospice values.



The information in this report shows our overall mean and median gender pay gap between male and female employees based on our payroll data of hourly rates of pay as at the snapshot date of 5th April 2024 and includes all full pay equivalent colleagues. Full pay equivalent colleagues are those who are not on reduced pay due to sick or maternity leave.

The regulations also require calculations in respect of bonus earnings, but St Peter's Hospice does not pay bonuses to any employees and therefore there is no data to report.

What is our gender pay gap data?

Our median gender pay gap:

- 1.0%

This is a positive pay gap which means that, the median salary for women is 1.0% higher than the median salary for men.

Our mean gender pay gap:

4.7%

This means that, on average, women earn approximately £0.95 for every £1 earned by men. While this gap is relatively small and reduced from last year, it still highlights the importance of ongoing efforts to achieve pay equality between genders.

For comparison, the median gender pay gap among all employees published by the Office of National Statistics (ONS) in 2024 was 13.1%, down from 14.2% in 2023. The gender pay gap for Southwest England was 13.7%.

Trend Analysis

	2020	2021	2022	2023	2024
Median Gender Pay Gap	14.7%	-15.5%	-0.7%	0.7%	-1.0%
Mean Gender Pay Gap	12.8%	-1.5%	6.7%	6.9%	4.7%

*(*Years 2020 and 2021 based on reduced headcount due to Covid Pandemic)*

The gender pay gap refers is not merely a statistical figure; it reflects broader societal norms, historical biases, and systemic challenges. By understanding the gender pay gap, we can take meaningful steps toward creating a fairer workplace.

We are committed to transparency, accountability, and continuous improvement. Through this report, we aim to foster dialogue, encourage action, and drive positive change. Together, we can create a workplace where everyone thrives, regardless of gender.

Actions we are taking to address the gender pay gap include continued promotion of flexible and hybrid working at all levels of the hospice, launching a new EDI strategy and delivery plan and reviewing our recruitment process to ensure we are inclusive and attracting the widest pool of talent. We are very pleased that our pay gap is now back to a positive gap and our median has reduced again to a lower level.

Pay Bands

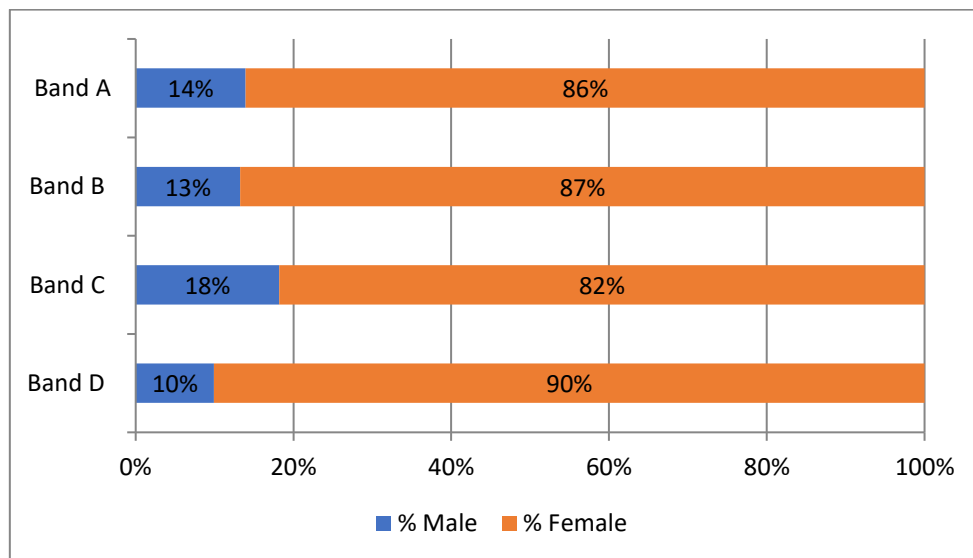
The following chart shows the split of where men and women sit in terms of the quartile pay bands.

Band A – standard hourly rate = above upper quartile

Band B – standard hourly rate = above median but at or below the upper quartile

Band C – standard hourly rate = above lower quartile but at or below the median

Band D – standard hourly rate = at or below the lower quartile



Overall, we are 86% female organisation, and we believe these figures show the fair distribution of males and females across our organisation and in the four quartiles. However, we still have a high number of women in part time roles, which tend to offer lower salary points and attract a higher proportion of women, which is reflected generally in society.

Confirmatory statement

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

Name: Hayley Pirouet

Job title: Director of People & Support Services

Date of statement: March 2025