

Gender Pay Gap Report 2025

At St Peter's Hospice, we are committed to ensuring our pay practices are fair, equitable and transparent. Each year, we publish our gender pay gap figures in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This report summarises our gender pay gap for the snapshot date of 5 April 2025, based on full-pay relevant employees, and reflects our continued commitment to equality, diversity and inclusion across our organisation.

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.

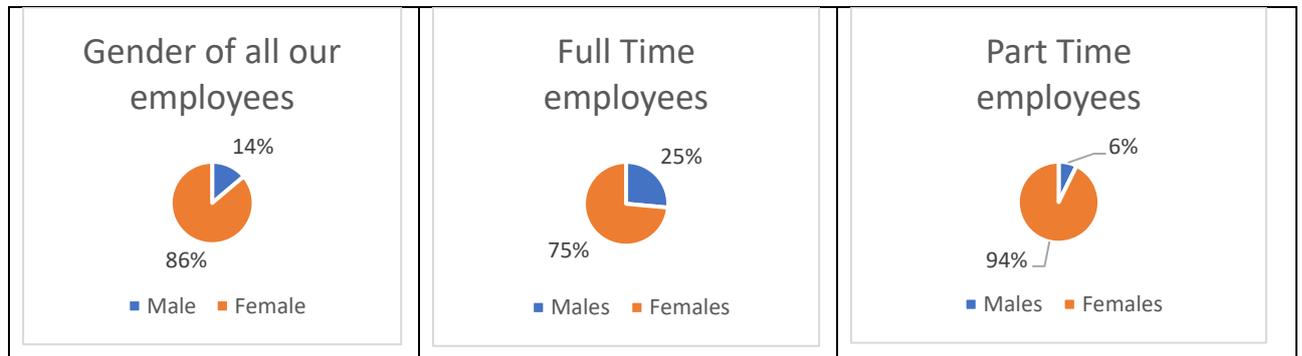
Mean gender pay gap – the difference between the mean hourly rate of pay for male and female employees. The mean gender pay gap is calculated by adding up all the salaries and dividing by the number of males and females.

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

Organisational context

Our workforce continues to be predominantly female, reflecting the wider health and care sector. Creating a workplace where all colleagues feel valued, respected, and able to thrive remains central to our culture and People Strategy. As we implement our new Equality, Diversity & Inclusion Strategy, we are focused on ensuring that opportunities for progression, development and flexible working are available to all.

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 2025 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:

4.3%

Our mean gender pay gap:

2.1%

Our gender pay gap for 2025 shows a small mean gap of 2.11% and a median gap of 4.27%. These figures remain low compared with national benchmarks and continue to demonstrate that our pay structures are broadly equitable. However, the gap is influenced by the proportion of men who are represented in some higher-paid roles and the higher proportion of women working in part-time roles, which typically fall within lower pay bands.

For comparison, the median gender pay gap among all employees published by the Office of National Statistics (ONS) in 2025 was 12.8%, down from 13.1% in 2024. The gender pay gap for Southwest England was 13.7%.

Trend Analysis

	2020	2021	2022	2023	2024	2025
Median Gender Pay Gap	14.7%	-15.5%	-0.7%	0.7%	-1.0%	4.3%
Mean Gender Pay Gap	12.8%	-1.5%	6.7%	6.9%	4.7%	2.1%

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

Our gender pay gap has fluctuated over the past five years, reflecting changes in workforce composition, recruitment patterns and organisational structure. The 2025 results show a modest increase in both the mean and median gaps compared with 2024. While year-on-year movement is expected in an organisation of our size, we will continue to monitor trends and address any underlying structural factors.

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.

To support ongoing progress toward gender equity, we are committed to:

- Ensuring our recruitment processes remain fair, inclusive and accessible to all.
- Enhancing opportunities for progression through our learning and development programmes.
- Reviewing our job families and pay structures to ensure consistency and transparency.
- Promoting flexible and hybrid working at all levels.
- Continuing to embed our Equality, Diversity & Inclusion Strategy across the organisation.

Pay Bands

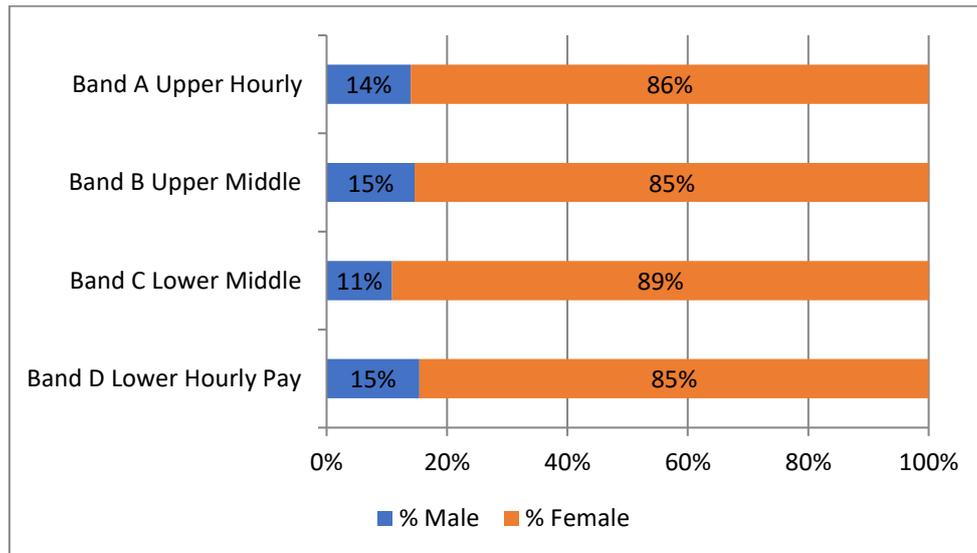
The following chart shows the split of where men and women sit in terms of the quartile pay bands.

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: David Marten

Job title: Head of HR

Date of statement: March 2026