

2025 Gender Pay Gap Report

April 2025

Background

Under legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This requires six calculations and presentation of the results that show the difference between the average earnings of men and women in our organisation.

The six calculations that we are required to show are as follows:

1. Proportion of males to females in each pay quartile
2. Proportion of males to females who have received a bonus payment
3. Gender pay gap (median)
4. Gender bonus gap (median)
5. Gender pay gap (mean)
6. Gender bonus gap (mean)

St Michael's Hospice does not pay any bonuses to any of its employees. We are therefore limiting this report to the three calculations that St Michael's Hospice are mandated to report:

1. Proportion of males to female in each pay quartile
3. Gender pay gap (median)
5. Gender pay gap (mean)

Employers are additionally encouraged to include in their report a comment on the following:

- A. What is causing your Gender Pay Gap
- B. What are you doing about the Gender Pay Gap

We are pleased to include our response in respect of these questions in this report.

Introduction - What is the Gender Pay Gap and how is it calculated?

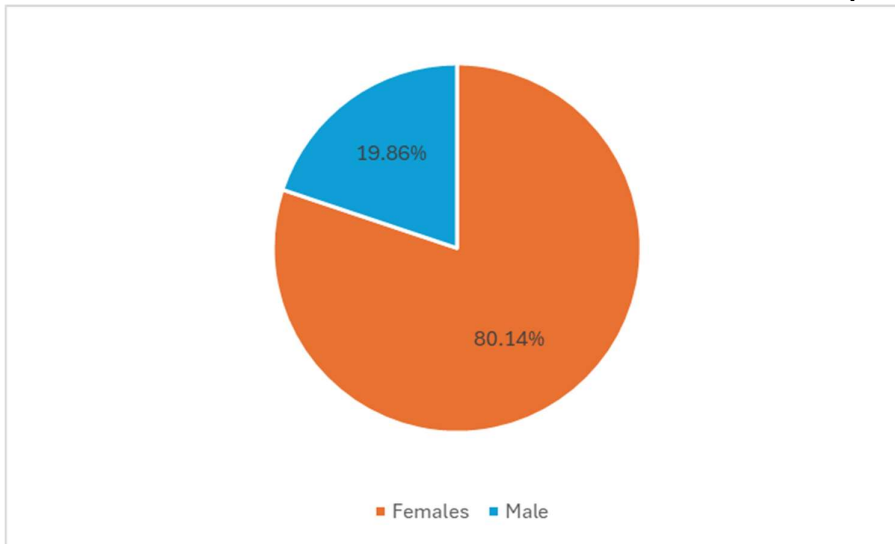
The gender pay gap is defined as the difference between the average hourly pay received by men and women across the organisation. This report presents the information at the same given point of time that all organisations have been requested to use, which is on 5th April 2025.

We are required to calculate and present our Gender Pay Gap in two separate ways:

The **median pay gap** is the difference between the midpoints in the ranges of hourly earnings of all men and all women. So, if we wanted to calculate the median pay for 99 men or women, we would need to rank their hourly earnings in order from lowest to highest and pick the middle-most salary, i.e., the 50th person out of 99. This person would have 49 people paid more than him or her, and 49 people paid less than him or her.

The **mean pay gap** is the difference between average hourly earnings of all men and all women employed by St Michaels Hospice. So, if we wanted to calculate the mean hourly earnings for 99 people, we would add up the hourly earnings of all 99 people, and then divide the total by 99.

The Gender Profile of our workforce at St Michaels Hospice

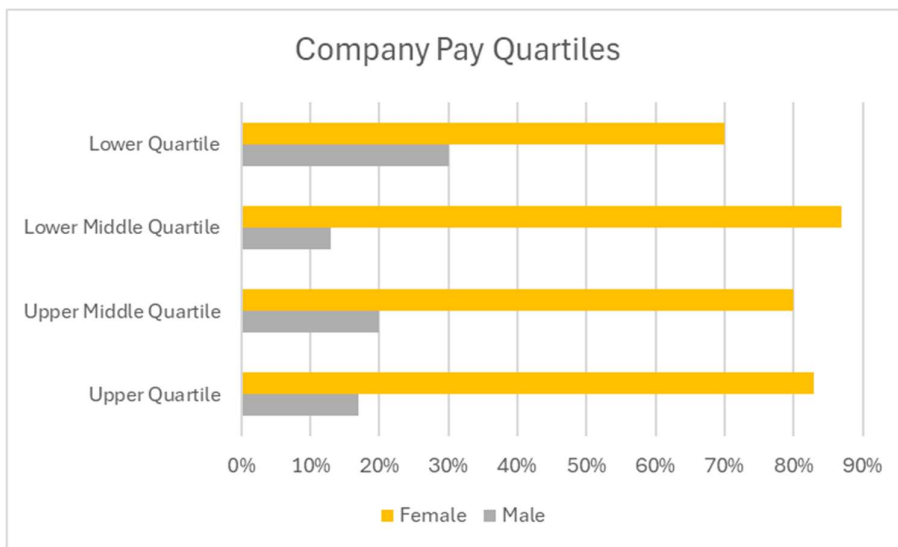


On 5th April 2025, 80.14% of our employees at St Michaels Hospice were female. Whilst St Michaels Hospice has a proportionately higher number of female employees, this proportion is common for a charitable entity, particularly in the care sector.

1. The proportion of males to females in each pay quartile

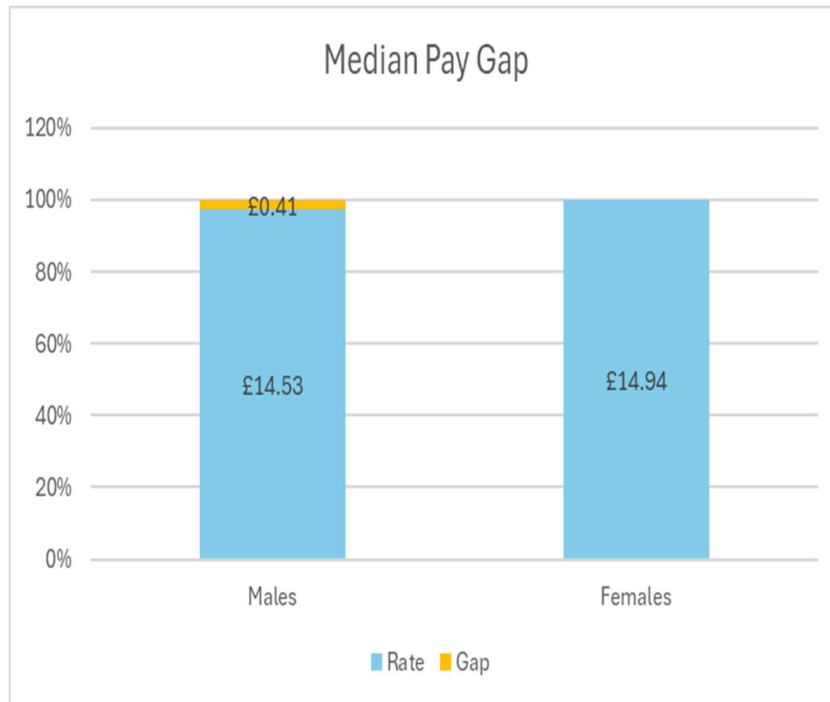
The below table is formed by splitting the whole workforce into four equal sized bands based on hourly pay, from lowest to highest. The percentage of men and women is calculated for each band.

This is an incredibly positive data set for St Michaels Hospice. What is encouraging in the data we are reporting is that we have a higher percentage of women across all quartiles with the percentage split of greater pay for woman higher in the lower middle quartile.



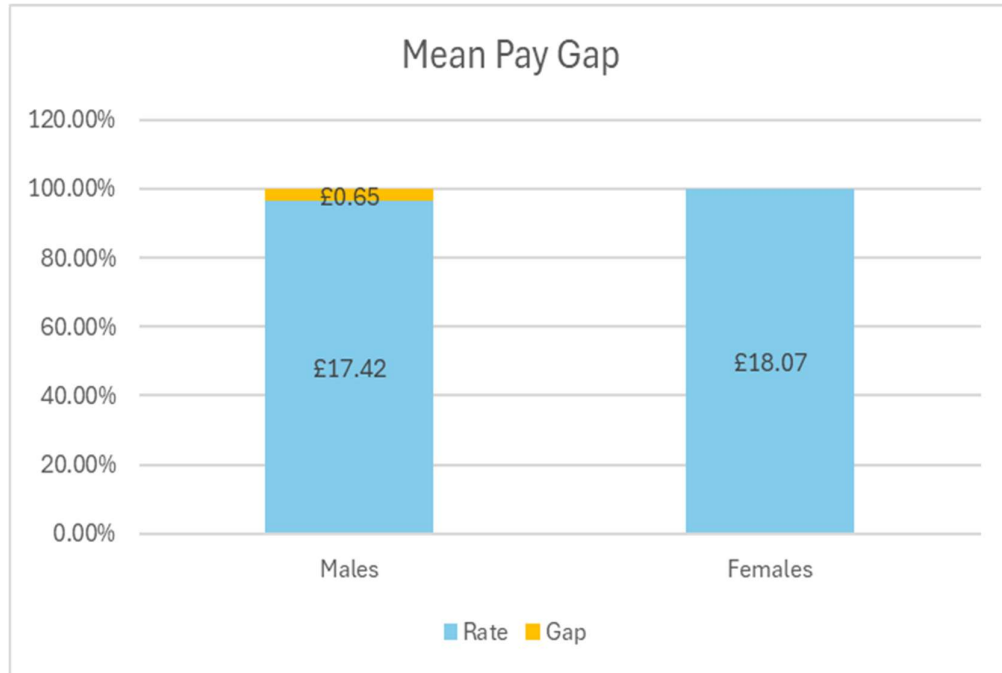
3. Our median gender pay gap at St Michaels Hospice.

Our median pay gap has been calculated at -2.82%.



5. Our mean gender pay gap at St Michaels Hospice.

Our mean pay gap has been calculated at -3.73%



Please note that St Michaels Hospice does not pay bonuses and so the statutory requirement to report on this issue is not applicable.

A - What is causing our gender pay gap

A higher level of pay to female overall can be traced to the fact that a larger proportion of the males, as a group, are in lower paid jobs at the hospice.

We recognise that we have particular challenges around recruiting more males into front-line care roles, where they are under-represented in the sector as a whole.

We operate a simple, fair and transparent pay system. Pay is determined with reference to a job evaluation system based on non-discriminatory factors for our clinical employees. Non-clinical employee salaries are benchmarked externally determined by continuous market testing.

B - What are we doing about our gender pay gap?

We believe that given the statistical context highlighted above, there continues to be no cause for concern for St Michaels Hospice, and therefore no management response is needed. Both our median pay gap and mean pay gap is “negative” and is below charity sector averages.

The organisation made a significant commitment to meet the Real Living Wage prior to April 2024 and is now an accredited living wage employer.

We can continue to explore how we can attract the most diverse talent into our organisation to create a greater gender balance, given that we have more women than men at most levels of our organisation.

As an equal opportunities' employer, we believe in appointing the best candidate into the role, regardless of their gender or other factors covered by the Equality Act.

Declaration

We confirm that St Michaels Hospice gender pay gap calculations have been calculated in accordance with the guidance and requirements prescribed by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

L O'Neil

**Lisa O'Neil
People Director**

