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Report Title: Gender Pay Gap Report – 2025

Date: December 2025



**St Gemma's Hospice**

**Gender Pay Gap Report 2025**

**Declaration**

This report is a declaration of our gender pay gap information from the pay period that includes April 5th 2025 (the snapshot date) in line with requirements. Our data is based on average hourly pay rate comparisons and includes all eligible employees.

At St. Gemma's, we are committed to providing an inclusive environment for our employees, our volunteers, and the patients and communities that we serve. To achieve this, we understand the importance of diverse representation within our teams and equitable practices in all that we do.

We confirm that the data presented in this report is accurate and in line with mandatory requirements.

A handwritten signature in black ink that reads "L.M. Baldwin".

Lauren Baldwin  
Chief People Officer

A handwritten signature in black ink that reads "Laura Squire".

Laura Squire  
Chief Executive Officer

## The Purpose of Gender Pay Gap Reporting

A gender pay gap is a measure of the difference in the average pay of all men and of all women in an organisation, regardless of the roles that they do. It is not the same as an equal pay comparison, which directly compares the pay of two or more people carrying out the same jobs, similar jobs, or work of equal value.

Employers with more than 250 employees are required by law to publish their gender pay gap, making use of two types of averages:

- The mean which is the sum of every employee's hourly rate of pay, divided by the total number of employees to find the average pay.
- The median, which is identified by separately listing all male and female employees' hourly rates of pay in numerical order, and then taking the middle number.

The 'gap' is the difference between these averages for male and female employees, presented as a % of men's pay.

Gender Pay Gap reports are useful for highlighting differences in pay status and progression for men and women. They can act as a catalyst for exploring the reasons behind inequitable pay practices, whether within an organisation or society itself, and seeking opportunities to close the gap.

## Gender Pay Gap at St Gemma's

### Our Population

The Hospice sector and indeed the broader healthcare and charity sectors are widely reported to attract and employ more female workers than male workers. The Nursing & Midwifery Council reported in September 2025 that the gender split of their register was 88.8% female, and 11.2% male<sup>1</sup>, while the National Council for Voluntary Organisations (NCVO) reports that 68% of the voluntary sector is made up by women<sup>2</sup>.

St. Gemma's aligns with this; on 5 April 2025, 87% of our employees were female. Over one third of our employees fulfil roles in Nursing or Medical occupations, and just 5% of these employees were male.

### Average Rate of Hourly Pay (Male & Female)



<sup>1</sup> <https://www.nmc.org.uk/september-2025/data-report-uk-web.pdf>

<sup>2</sup> [Workforce characteristics - Workforce | UK Civil Society Almanac 2024 | NCVO](#)



### Our Mean (Average) Gender Pay Gap

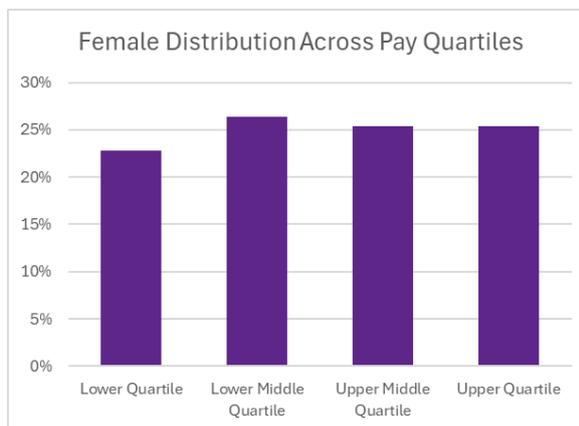
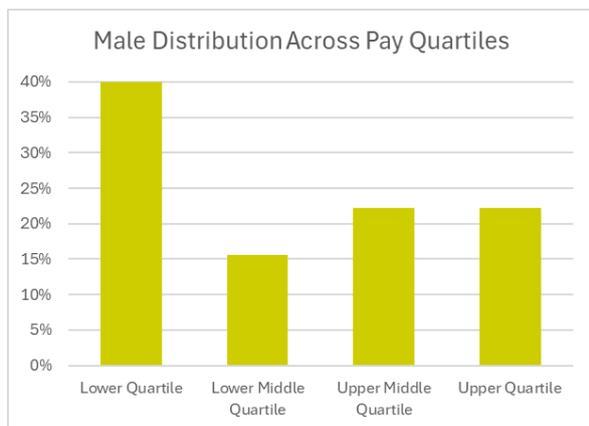
In April 2025, St Gemma's had a mean gender pay gap of **6.78%**

This shows that on average, male employees at St Gemma's earned 6.78% more than female employees per hour. This gap has narrowed compared to April 2024 when our mean gap was 11.7%. This is most likely due to an increase in April 2025 in the percentage of men in the lower pay quartile, coinciding with a decrease in the percentage of men in the upper pay quartile.

Table to show gender split by quartile:

	Lower Pay Quartile		Lower Middle Pay Quartile		Upper Middle Pay Quartile		Upper Pay Quartile	
	Female	Male	Female	Male	Female	Male	Female	Male
2025	79%	21%	92%	8%	89%	11%	89%	11%
2024	83%	17%	93%	7%	87%	13%	84%	16%
2023	86%	14%	92%	8%	89%	11%	87%	13%

Whilst for some organisations, a gap in mean pay is due to more women fulfilling lower earning roles, and more men fulfilling higher earning roles, this is not the case at St Gemma's. More than half of our female population (51%) sit in the two upper pay quartiles, compared with less than half of our male population (44%) sitting in the two upper pay quartiles. We have a relatively even distribution of our female population across each pay quartile, whereas our male population is most concentrated in the lowest pay quartile.



The reason that male employees at St Gemma's earned 6.78% more than female employees per hour is most likely and simply due to our two highest paying roles being held by male employees on 5 April 2025. In an organisation with our headcount size, one or two exceptions can have a bearing on our statistics.

## Our Median (Middle) Gender Pay Gap

In April 2025, St Gemma's median gender pay gap was **-2.65%**

This shows that the median hourly rate of pay for male employees was 2.65% less than the median hourly rate of pay for female employees. This was the first time since 2021 that we saw our median pay gap swing in favour of women.

	2019	2020	2021	2022	2023	2024	2025
<b>Mean gender pay gap in hourly pay</b>	12.5%	5.3%	4.1%	7.2%	12.14%	11.74%	6.78%
<b>Median gender pay gap in hourly pay</b>	-7%	-4.9%	-2.2%	3.2%	0.87%	4.53%	-2.65%

The median figure is potentially a more reliable representation of our pay gap, and reflects the distribution of our male and female population across each pay quartile.

## Summary

St Gemma's Hospice is dedicated to fostering a welcoming, inclusive culture where all colleagues feel respected and treated fairly. Gender (including the non-binary) is just one aspect of our broader commitment to equality and diversity.

As a relatively small organisation, our gender pay gap figures can be skewed by a small number of employees at either end of the pay scale. We are confident that neither our mean nor median pay gaps reflect inequitable pay practices or indicate a need for systemic change within St Gemma's.

The predominance of women working in nursing, allied health care professions and the voluntary sector is reflected in our own workforce demographics. As such, women are well represented in leadership positions within the hospice. In April 2025, 80% of our Hospice Leadership Team and two thirds of our Senior Leadership Team were female.

Our job evaluation process and grading structures are aligned with NHS frameworks for pay and reward. This ensures that in principle, colleagues at every level are equitably compensated for the roles they fulfil.

We remain committed to regularly reviewing our pay practices to maintain equity and fairness across the organisation.