



St Helena Hospice

Gender Pay Gap Report for April 2025

Published in April 2026

Legislation

Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require organisation with 250 or more employees to publish statutory calculations annually to show any pay gap between male and female employees.

The legislation requires us to carry out six calculations:

1. Mean gender pay gap
2. Median gender pay gap
3. Mean bonus gender pay gap
4. Median bonus gender pay gap
5. Proportion of males and females receiving a bonus payment
6. Proportion of males and females in each pay quartile

The calculations are done on the People and Culture and Payroll records that are valid on 5th April each year and the results will be posted on the St Helena Hospice's website and a government website within a calendar year. Reporting will not involve publishing individual employees' data.

As at April 2025, St Helena paid a small bonus to limited numbers of employees.

Set out below are the calculations reported on.

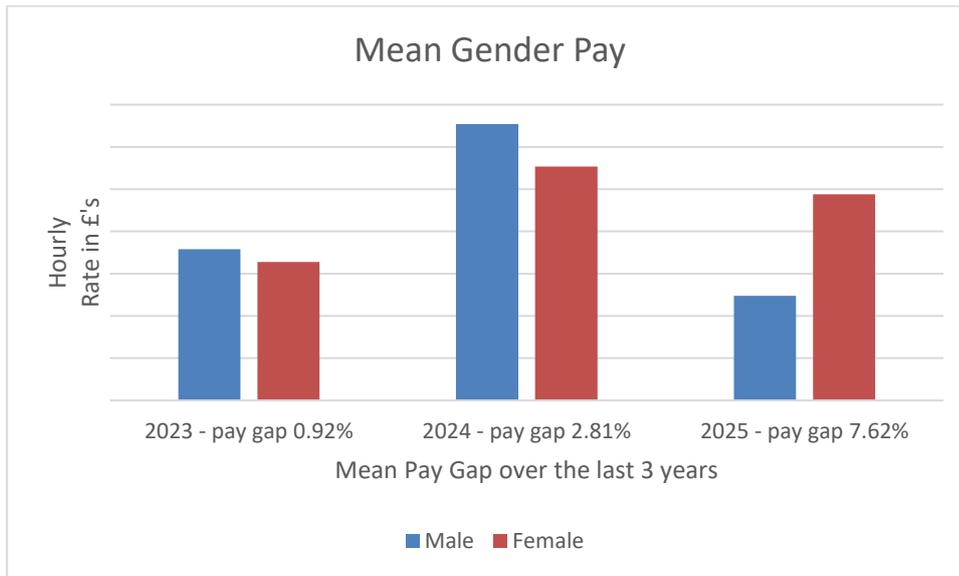
1. Mean gender pay gap: The mean (average) gender pay gap in hourly pay. We calculate this by totalling the hourly rates of all "relevant" male employees and then all "relevant" female employees and dividing by the number of employees in each list. The result is expressed as the difference of male pay over female pay which could be positive or negative.
2. Median gender pay gap: The median gender pay gap in hourly pay. We calculate this by listing all the hourly rates in order from high to low for male employees and then all female employees and identifying the middle value in each list. The result is expressed as the difference of male pay over female pay which could be positive or negative.
3. Proportion of males and females in each pay quartile. We calculate this by dividing the list into 4 equal sections ("quartiles") and calculating the % of male and female employees in each quartile.
4. Mean Bonus pay gap: We calculate this by totalling the bonus payments of all "relevant" male employees and then all "relevant" female employees and dividing by the number of employees in each list. The result is expressed as the difference of male pay over female pay which could be positive or negative.
5. Median Bonus Pay Gap: We calculate this by listing all the bonus payments in order from high to low for male employees and then all female employees and identifying the middle value in each list. The result is expressed as the difference of male pay over female pay which could be positive or negative.

St Helena's Results as at 5th April 2025

1. Mean Gender Pay Gap:

Female employees were paid on an average 7.6% more than male employees. This is a change from previous years, where the difference was in favour of males at 0.92% in 2023 and 2.81% in 2024.

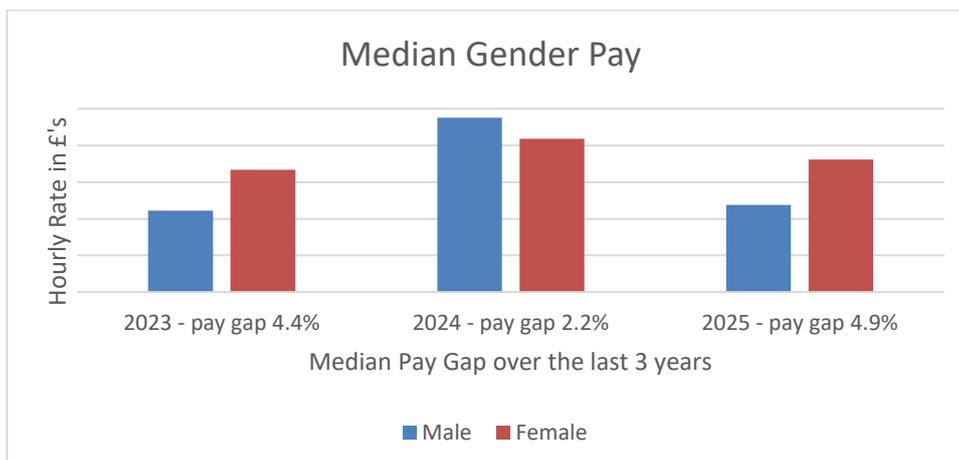
Mean Gender Pay Gap for Years 2023 to 2025



2. Median Gender Pay Gap:

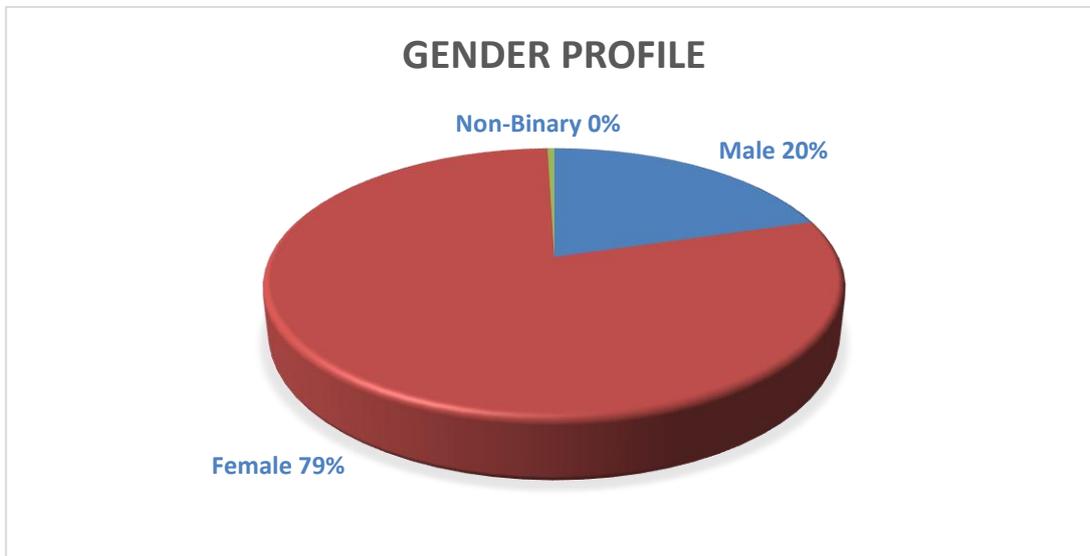
The median hourly rate of female employees was 4.9% more than male. The reason for this change from the previous year, appears to be due to increase in males employees overall, however most are in the lower and middle quartiles and they are in roles at NMW level and do not have unsocial hours allowances eg Cleaners, unlike the female dominated care roles.

Median Gender Pay Gap for Years 2023 to 2025

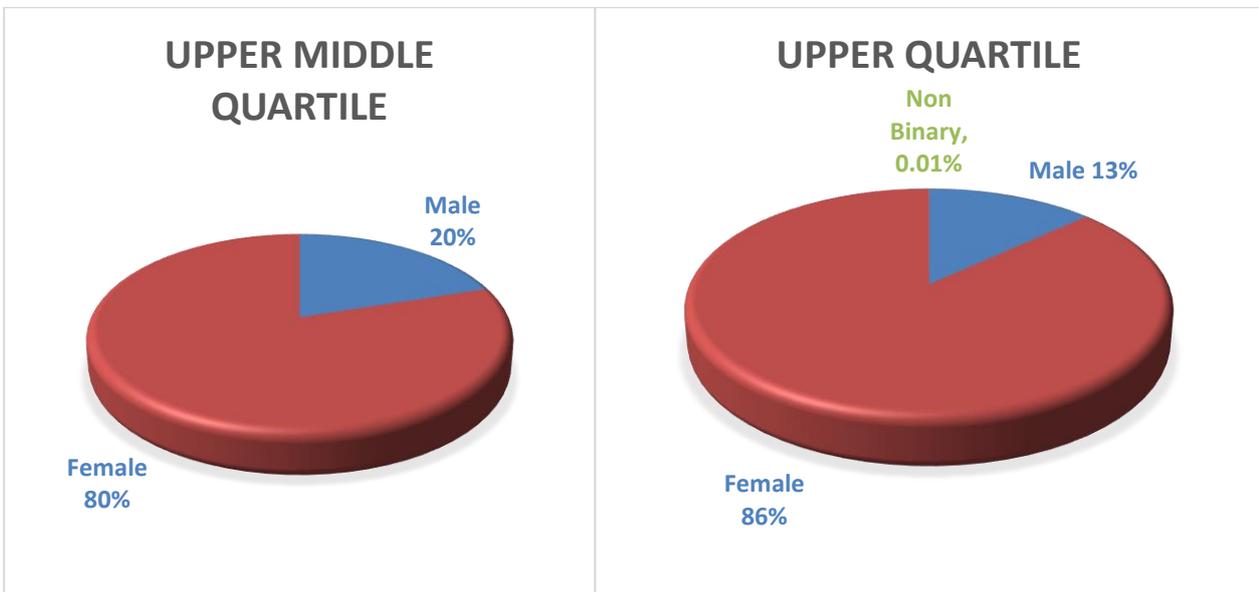
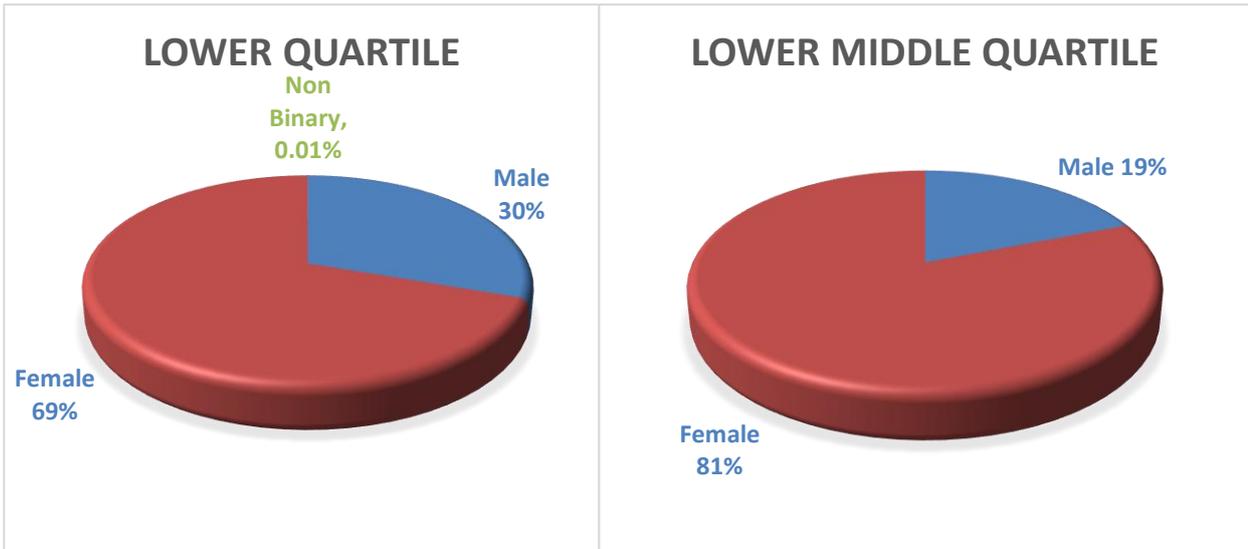


3. Proportion of Males And Females In Each Pay Quartile

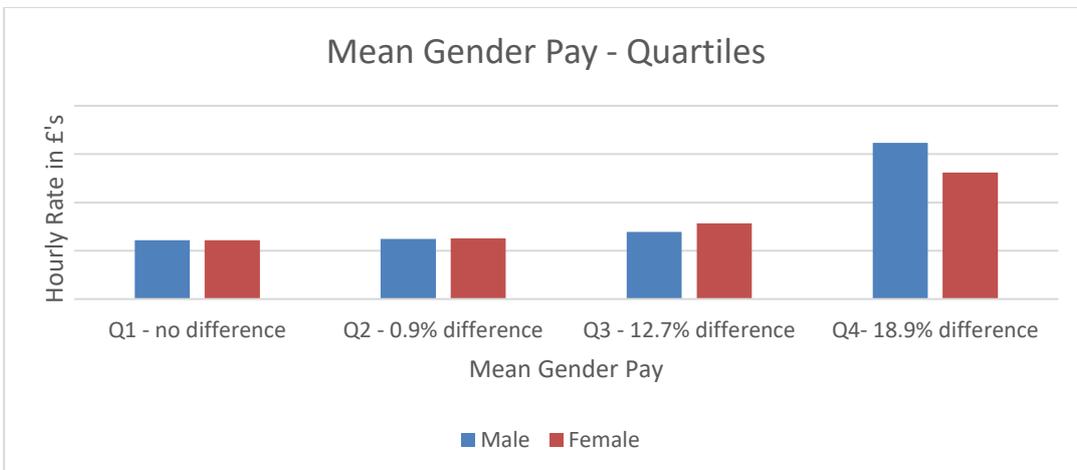
As on 5 April 2025, St Helena employed 441 employees. 349 of these employees were female (79%) and 90 were male (20%), and 2 Non Binary. This is not uncommon for a charitable hospice organisation because we operate in a sector that is predominately female and so it is no surprise that our workforce reflects so.



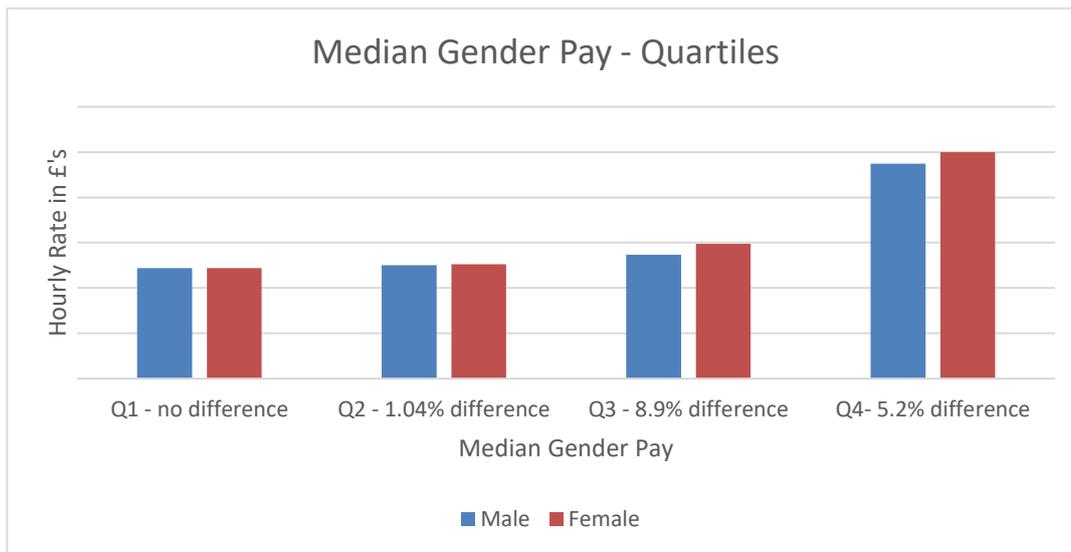
Gender Profile In Each Pay Quartile Band



Mean Gender Pay across the quartiles:



Median Gender Pay across the quartiles

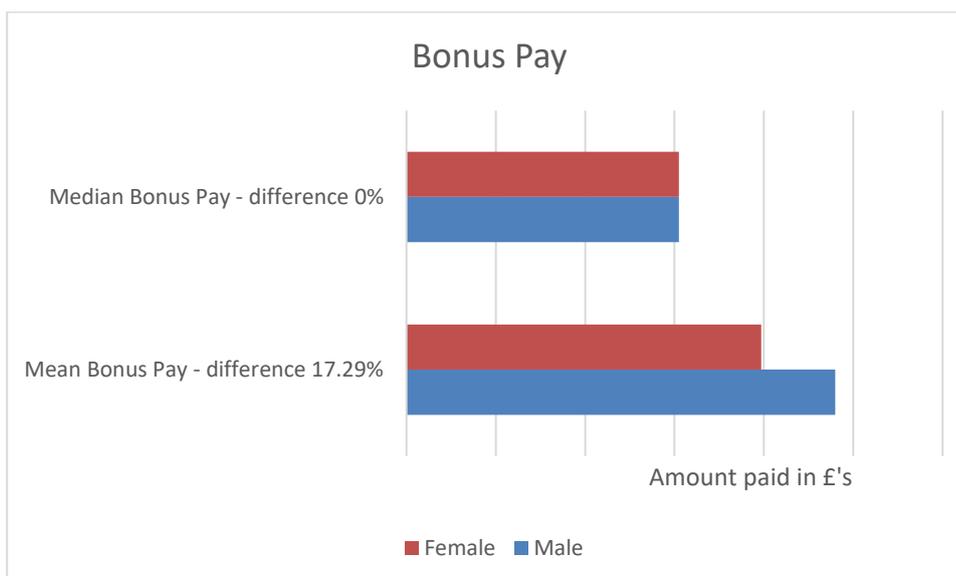


Bonus pay

This is the first time that bonus payments have been made and only to a small team of 10 employees who received a small bonus payment. In terms of numbers of employees this 2% of all female employees and 3% of male employees

This graph shows that males receive a higher average bonus than females, it should be noted that these calculations are based on the bonus paid, which will have been pro-rated according to hours, and majority of females are part-time.

For the median pay this is the same and this is due to the bonus payment was the same starting amount for all.



Conclusion

The overall calculation suggests that the female employees average (mean) pay is higher than male employees average pay by 7.6% and female employees median pay is higher than male employees median pay by 4.9%. This is a change from previous reports, where males employees were paid a higher median pay. This has been influenced by an increase in a number of lower paid roles in the

organisation in areas such as commercial cleaning, rather than a care role that may also have unsocial hours elements paid to them, that are mainly female dominated roles.

We do not believe this is an accurate representation because the mean pay gap is influenced by very high and very low pay and does not report typical hourly earnings, and as we have a predominately female workforce and a very small number of male employees even small fluctuations in the male workforce can have a significant impact on our gender pay gap, specifically our “mean” calculation. The figures are also influenced by unsocial hours payments for some but not all employees, and in areas where there are predominantly more females.

The median pay gap suggests that the female employees median pay is higher than male employees median pay however this doesn’t mean there is inequality in pay.

It is important to note that gender pay is not the same as equal pay. Gender pay is looking at average earnings between male and female employees and does not show differences in pay for comparable jobs. St Helena Hospice is confident that the pay gap reported shows no evidence of gender bias or inequality of pay. St Helena is committed to being an equal opportunities employer and the following strategies continue to be in place to support this:

St Helena aims to ensure that our recruitment process is fair, non-discriminatory and in line with the Organisation’s equality diversity and inclusion policy. It is the individual’s ability to carry out the role that determines selection for employment rather than any other characteristic including gender. Being in a sector predominately female oriented, St Helena endeavours to recruit from the pool of eligible individuals applying for the role and we may not be able to attract and employ male candidates for all the roles.

St Helena is committed to the principle of equal pay. Pay quartiles are determined by looking to keep in line with Agenda for Change with NHS for all clinical roles, and external benchmarking across all sectors is undertaken for all other roles.

Karen Chumbley **CO CEO**
Kate Heslegrave **CO CEO**