

Pilgrims Hospices Gender Pay Gap Reporting Narrative

March 2026

Snapshot Date: 5th April 2025

Introduction

Pilgrims Hospices publishes its Gender Pay Gap Data in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017; this report is the ninth annual reporting of data as of the above Snapshot date.

The Gender Pay Gap is defined as the difference between the average hourly pay received by male and female employees across the organisation, expressed as a percentage that represents the Gender Pay Gap between male and female employees' average hourly pay regardless of their role or work level.

This is different to equal pay which compares the pay of men and women who perform the same role or roles of equal value.

Pilgrims Hospices Workforce Profile

In line with Health and Social Care sector trends, Pilgrims Hospices employs considerably more female than male employees. Female employees are over-represented in a number of qualified clinical positions which in turn attract a higher rate of pay. Male employees are over-represented in a number of roles in the bottom quartile.

Our Gender Pay Gap information should be considered within the context of this distribution of female to male employees, which has historically had a significant impact on our overall Gender Pay Gap.

At 5th April 2025, the gender split in the Pilgrims Hospices' workforce was as follows:

Gender	Percentage
Female Employees	82%
Male Employees	18%

Report Definitions

The figures used in this report are based on the average hourly rates for all employees as of the snapshot date as opposed to the annual salaries our employees receive.

The hourly rate is calculated from the earnings received by employees in the April 2025 pay period. For the purpose of Gender Pay reporting, "earnings" include the employee's monthly salary, enhancements an employee may have received for working any unsocial hours, and allowances such as monthly responsibility allowances (before any statutory or voluntary deductions are made).

The Mean Gender Pay Gap is the **percentage gap between the average hourly rates** of all male and female employees. This is the most commonly reported figure when organisations state their gender pay gap percentage.

The Median Gender Pay Gap is the **mid-point of the hourly rate** of male and female employees, where the mid-point is **between the highest and lowest hourly rate**.

Pilgrims Hospices do not pay bonus payments to our staff, however for the purpose of Gender Pay Reporting “bonus payments” include commission payments paid to two of our employees in the preceding 12 months to the 5th April 2025.

The definition of a pay quartile is a quarter, or 25% of employees, grouped by their hourly rate of pay i.e. the lower quartile includes the 25% of employees with the lowest hourly rates of pay.

The Results

The table below represents the quartile percentage rates for all employees as of 5th April 2025:

Quartile Pay Bands	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	74%	83%	85%	87%
Male	26%	17%	15%	13%

The table below represents our results for 2025:

NB: In line with Gender Pay Gap Reporting Guidelines, as no male employees received a bonus in the relevant pay period, the bonus pay gap cannot be included in this report and is therefore excluded from the below table.

Gender Pay Gap Reports	Gender Pay Gap % between male and female hourly pay and bonus pay	Gender Pay Gap £
Mean Gender Pay Gap <i>(most commonly reported figure)</i>	- 5.0%	- £0.89
Median Gender Pay Gap	- 10.06%	- £1.45
Mean Bonus Gender Pay Gap		
Median Bonus Gender Pay Gap		
Proportion of female employees receiving a bonus	0.5%	N/A
Proportion of male employees receiving a bonus	0%	N/A

Year on Year Comparison

The mean figures in this year’s report show a slightly higher gender pay gap in favour of female employees at -5.0%, compared with -4.8% in the 2024 report. In contrast, the median gender pay gap has improved, showing an encouraging decrease to -10.06% (2024: -14.4%). This indicates that, while the overall distribution of pay has remained relatively stable, there has been a slight shift in average earnings that reflects changes in the composition of roles and workforce movements during the reporting period.

The smallest pay gap is now seen in the lower-middle quartile, with a mean gap in favour of females of -£0.04 (-0.3%), and a median gap of -£0.24 (-1.8%). This indicates that pay levels within this quartile remain closely aligned between male and female employees, suggesting a good level of consistency in roles and pay banding.

The **largest pay gap** is seen in the upper quartile as it has been in previous years, however this mean gap has slightly decreased from 22.0% (2024) to 16.6% (2025), but still stays in favour of males, the median gap has slightly reduced from 19.1% (2024) to 18.3% (2025). This result is influenced by the composition of the highest-paid roles within the organisation, as 7 of the 20 highest-paid employees are male, despite there being only 12 male employees in this quartile overall.

Overall, the mean pay for female employees has increased by £0.28, while the mean pay for male employees has increased by £0.23. This has resulted in a slight widening of the mean gender pay gap from £0.84 in 2024 to £0.89 in 2025. This is a direct result of clinical staff received a higher pay increase in 2025 than non-clinical staff.

Overall the **median pay** for females has increased slightly by £0.08 and for males by £0.52, narrowing of the median pay gap which (in favour of females) from £1.89 in 2024 to £1.45 in 2025. This will have been influenced strongly by the national minimum wage increases outpacing those offered to staff as part of our Annual Pay Review.

Pilgrims Hospices Gender Pay Gap Commitment Statement

Pilgrims Hospices is committed to fostering a fair, inclusive, and equitable workplace for all employees. As part of our ongoing efforts to reduce and ultimately eliminate the Gender Pay Gap within our organisation, we pledge to take proactive and meaningful action, including:

Taking positive steps to improve equality across our workforce, for example by:

- Including clear, inclusive statements in job adverts to encourage a broader and more diverse range of candidates to apply.
- Ensuring our selection process is more inclusive, supporting candidates from invitation to interview stage to ensure they can participate fully in the process.
- Reviewing gender representation across pay quartiles and comparing our position with similar organisations within our sector, in order to identify whether trends are consistent and to understand where further action is required.

Pilgrims Hospices recognises that addressing the Gender Pay Gap is an ongoing commitment. We will continue to evaluate our practices, take evidence-based action, and promote a workplace culture where every individual has equal opportunity to develop, progress, and thrive.

- Continue applying our established equality, diversity and inclusion (EDI) policies and practices across all aspects of pay, terms, and conditions of employment to ensure fairness and consistency.
- Actively promote equality, diversity and inclusion in the workplace so that we attract the widest and most diverse pool of candidates for every vacancy.
- Support recruiting managers through ongoing training and development, ensuring that training incorporates equality, diversity and inclusion principles

Statutory Statement

It is confirmed that Pilgrims Hospices have prepared its 2025 Gender Pay Gap results in line with mandatory requirements.



Helen Bennett
Chief Executive Officer



James Smith
Head of HR and Education

March 2026