St Wilfrid's Hospice
Making a difference to local lives

2025 Gender Pay Gap Report

Summary

The Gender Pay Gap reporting requires employers with 250 or more employees to publish statutory calculations annually (as at 5th April 2025) to show any pay gap between male and female employees. The figures are calculated using the standard methodologies used in the Equality Act 2010, Regulations 2017, which compares the pay of males and females.

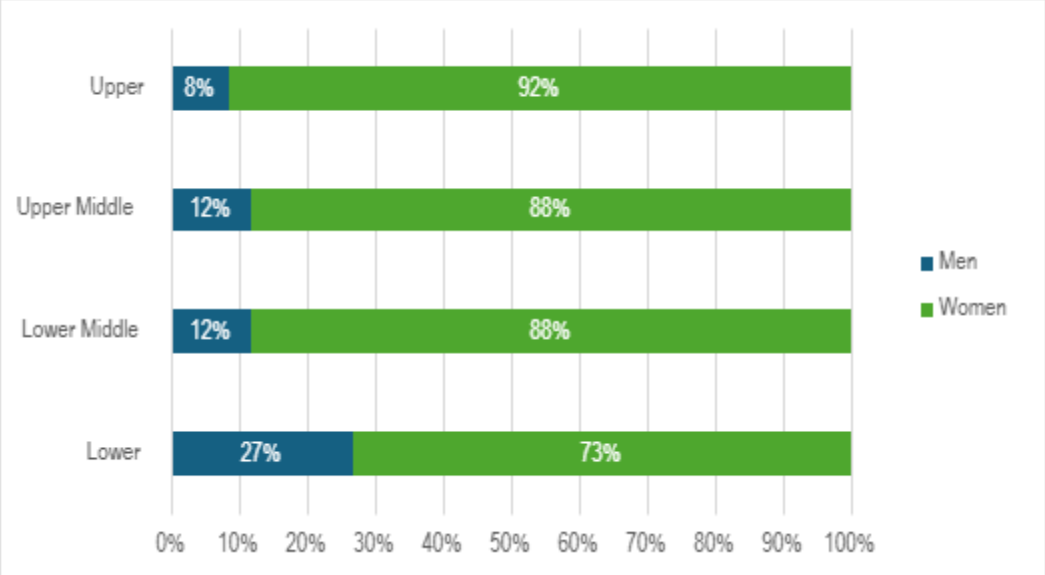
Our 2025 Gender Pay Gap Report shows a continued trend we see across the health and care sector: we employ significantly more women than men, especially in our clinical roles. As many of these roles sit higher on our pay scales, our gender pay gap is negative — meaning women are paid more than men at St Wilfrid's.

Our Pay Gap

We're pleased to see that our median ordinary pay gap (i.e. contractual) has narrowed this year, moving from –21.54% to 20.33%. This reflects the distribution of roles across the Hospice, with women strongly represented in specialist and professional positions.

Mean Pay Gap: -15.95% Median Pay Gap: -20.33%

The image below shows the distribution across four quartiles of approximately equal size, with three quartiles containing 59 colleagues and one containing 60.



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Our Workforce

Our 2025 Gender Pay Gap Report shows that the workforce at St Wilfrid's Hospice is made up of more females than males. As of 5th April 2025, St Wilfrid's Hospice had 256 employees. Of these:

- 216 (84%) were female
- 40 (16%) were male

This proportion is higher than the NHS average, where 76% of employees are female*. This reflects the strong representation of women within our organisation and is consistent with the wider health and social care sector, which is characterised by a predominantly female workforce.

We confirm that the data reported is accurate and compiled in accordance with the Gender Pay Gap Reporting Regulations.

Conclusion

At St Wilfrid's Hospice, we are committed to equity, diversity and inclusion (EDI) in every aspect of our organisation. We're continuing to build an inclusive workplace where everyone feels valued and supported.

Our transparent and fair pay policy, and our work on EDI including inclusive recruitment practices, are key safeguards in ensuring that our people are paid fairly for their work irrespective of gender.

Lois Howell

Lois Howell
Chief Executive
St Wilfrid's Hospice

*Kingsfund – NHS Workforce in a Nutshell 4 November 2025