

## Gender Pay Gap Reporting 2025

The gender pay gap is the percentage difference between men's and women's median hourly earnings across all jobs in the UK; it is not a measure of the difference in pay between men and women for doing the same job.

The results of our gender pay analysis are set out in more detail below and will be reported to gov.uk by the 4<sup>th</sup> April 2026 deadline.

### GENDER GAP PAY REPORTING

#### As at April 2025

(April 2024 figures for comparison in brackets)

	A		B			
	Male	Female	Difference	Percent		
Mean salary hourly rate	(14.87) <b>15.97</b>	(18.10) <b>19.14</b>	(-3.23) <b>-3.17</b>	(-21.7) <b>-19.9%</b>		
Median salary hourly rate	(14.26) <b>14.81</b>	(18.47) <b>19.61</b>	(-4.21) <b>-4.80</b>	(-29.5%) <b>-32.4%</b>		
Received bonus	0	0	0	0		
% receiving bonus	0	0	0	0		
Mean bonus payment	0	0	0	0		
Median bonus payment	0	0	0	0		
<b>Salaries by quartile</b>	<b>Lower limit</b>	<b>Males Number</b>	<b>Females Number</b>	<b>Total Number</b>	<b>Male Percent</b>	<b>Female Percent</b>
Lower Quartile	(11.45) <b>12.57</b>	(8) <b>7</b>	(28) <b>55</b>	(36) <b>62</b>	(22.2) <b>11.3</b>	(77.8) <b>88.7</b>
Lower Middle Quartile	(12.31) <b>13.11</b>	(9) <b>7</b>	(82) <b>55</b>	(91) <b>62</b>	(9.9) <b>11.3</b>	(90.1) <b>88.7</b>
Upper Middle Quartile	(14.61) <b>15.18</b>	(6) <b>5</b>	(55) <b>57</b>	(61) <b>57</b>	(9.8) <b>8.1</b>	(90.2) <b>91.9</b>
Upper Quartile	(20.15) <b>21.99</b>	(1) <b>1</b>	(64) <b>60</b>	(65) <b>61</b>	(1.5) <b>1.6</b>	(98.5) <b>98.4</b>

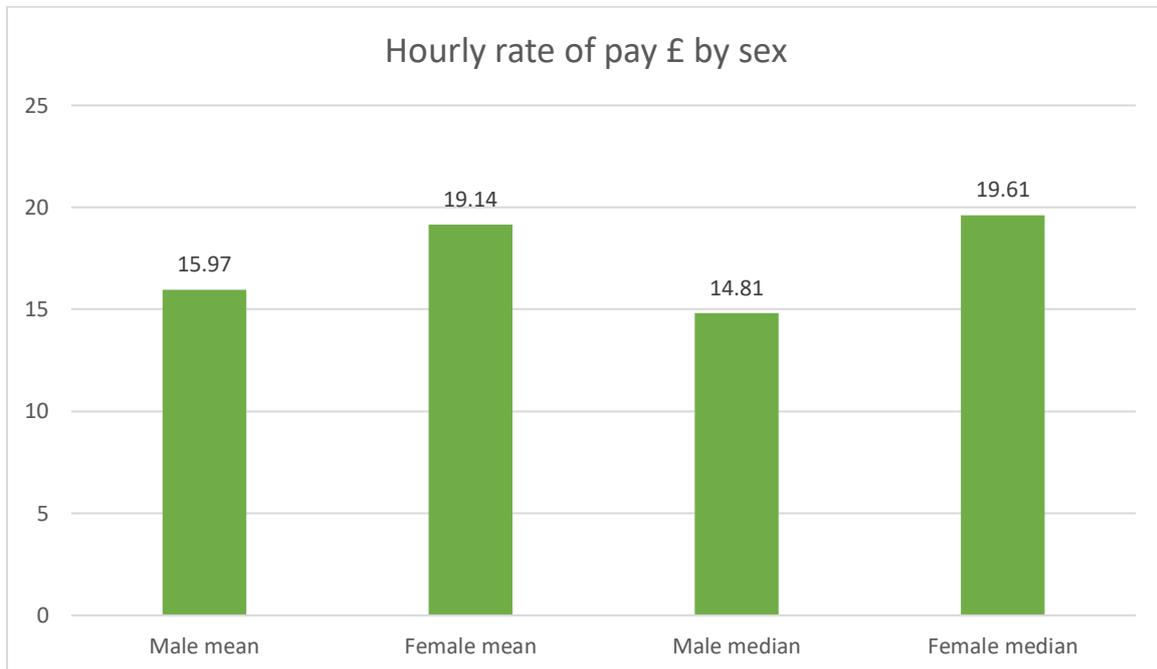
## Workforce Composition

The breakdown of our workforce is 93% female and 7% male, at variance with the national population<sup>1</sup> which is a 51/49 split. However, this is not unusual in the healthcare sector and Nursing and Midwifery Council (NMC) data<sup>2</sup> shows that over 89% of registrants are female. Hospice UK survey data from 2025 shows that 95% of the hospice care workforce is female.

## Average hourly pay

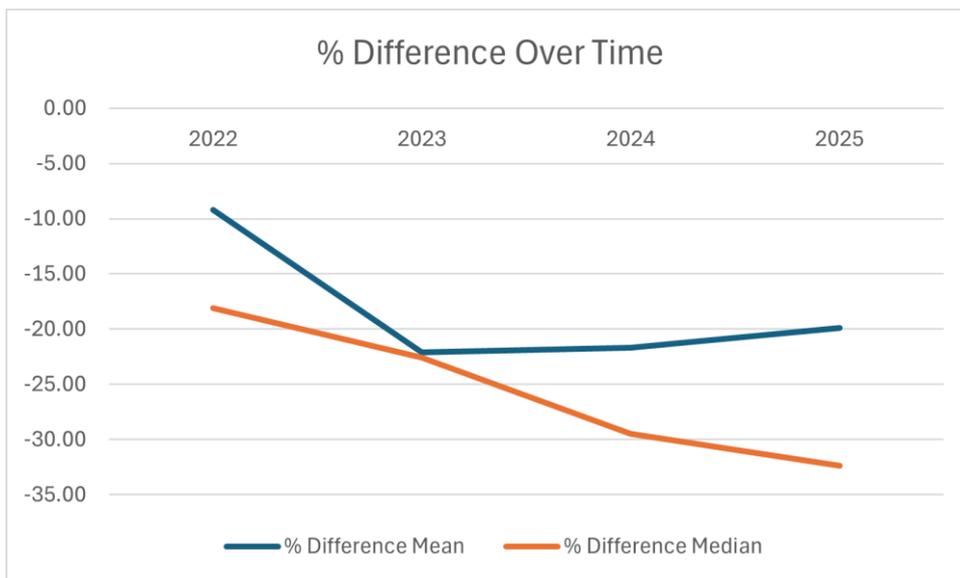
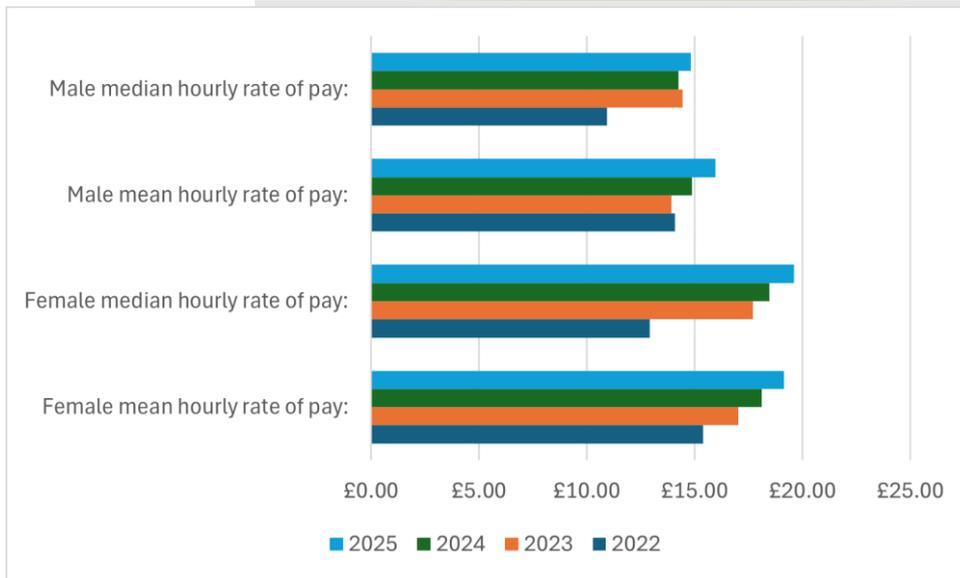
There is a negative gender pay gap at Arthur Rank Hospice Charity i.e., women are paid more on average than men.

We have a median pay gap of -32.4% (increased from -22.6% in 23/24 and further increased from -29.5 in 24/25) and a mean pay gap of -19.7% (decreased from -21.7% in 24/25); this means as a proportion of men's pay, women's hourly rates are higher when looked at from both a mean and median perspective.



<sup>1</sup> <https://www.ethnicity-facts-figures.service.gov.uk/uk-population-by-ethnicity/demographics/male-and-female-populations/latest>

<sup>2</sup> <https://www.nmc.org.uk/about-us/reports-and-accounts/registration-statistics/>



### Determining pay

The Charity has a single grading structure for all staff linked to job evaluation outcomes.

Arthur Rank Hospice Charity Grading Structure		
JE Points	Grade	Roles
120-174	ARHC 1	Hospitality and domestic support
175-219	ARHC 2	Level 2 Assistants – e.g. Healthcare, Admin Assistants, Retail Assistants, Technical and Catering Assistants
220-264	ARHC 3	Level 3 Assistants – e.g. Healthcare, Social Care, Function Administrators, Shop Managers

265-314	ARHC 4	Specialist/Senior support and entry level professionals – e.g. Associate Practitioners, Specialist Administrators, Function Officers, Retail Managers
315-364	ARHC 5	Experienced professionals and registered clinicians
365-404	ARHC 6	Specialist professionals, specialist clinicians, function, service managers
405-464	ARHC 7	Advanced professionals, advanced clinical practitioners, clinical Team Leads, Heads of Function
465-514	ARHC 8	Matrons, Heads of corporate function
515-554	ARHC 9	Not in use – e.g, Associate Directors
555-589	ARHC 10	Directors
590-619	ARHC 11	Clinical Director
620-630	ARHC 12	Chief Executive

### Senior pay reporting

Under the Charities Statement of Recommended Practice (SORP) 2019 charities with an income over £250,000 a year are required to disclose in their annual accounts a breakdown of employees paid above £60,000 in bands of £10,000, and the aggregated remuneration of the Trustees and Senior Management of the charity. This information is therefore publicly available in our annual accounts.

### Conclusion

Our results reflect our overwhelmingly female workforce and that five of the six members of the leadership team of the organisation are women.

Our results reflect the profile of our workforce. Our total pay gap favours women and the main reason for our negative gender pay gap is that most senior roles are occupied by women, reflecting the significantly higher proportion of women in our workforce.

Our Widening Access Group has an action plan to address under-representation of groups, including men.

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Approved by Remuneration Committee January 2026