

## Gender Pay Gap at Kirkwood Hospice (2024-25)

Data reporting date 6th April 2024

### Purpose of the Report:

This report outlines Kirkwood Hospice's gender pay gap metrics for the 2024-25 reporting year, as mandated by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The goal is to transparently present the differences in average earnings between male and female employees and to identify areas for improvement.

This report intends to provide a summary document of the headline data.

### Key Findings:

#### 2024-25 Data

- Median Gender Pay Gap: Women's median hourly pay is 16.7% higher than men's, meaning women earn £1.17 for every £1 earned by men.
- Mean (Average) Gender Pay Gap: Women's mean hourly pay is 8.2% higher than men's.
- Pay Quartile Representation:
  - Upper Quartile: 84.3% women, 15.7% men.
  - Upper Middle Quartile: 85.0% women, 15.0% men.
  - Lower Middle Quartile: 80.9% women, 19.1% men.
  - Lower Quartile: 69.9% women, 30.1% men.

#### 2023-24 Data (Previous Year)

- Median Gender Pay Gap: 7.5% (in favour of women)
- Mean Gender Pay Gap: 0.9% (in favour of women)
- Pay Quartile Representation
  - Upper Quartile: 83.6% women / 16.4% men
  - Upper Middle Quartile: 88.1% women / 11.9% men
  - Lower Middle Quartile: 82.8% women / 17.2% men
  - Lower Quartile: 79.5% women / 20.5% men

### Further Information:

The data has been logged on the governments Gender Pay Gap Services, ensuring legal compliance. For a detailed breakdown of the data, please refer to the official report available at the Gender Pay Gap Service: <https://gender-pay-gap.service.gov.uk/employers/16991/reporting-year-2024>.