



GENDER PAY GAP REPORT

2024



Foreword

At Birmingham Hospice, we remain deeply committed to supporting and developing our philosophy of 'better together' across all aspects of our People agenda - including how we value and reward the diverse ranges of teams and individuals we have within the hospice. I am pleased to introduce our Gender Pay Gap Report for 2024, which reflects both progress and the persistent challenges we must continue to address.

This year, we have seen a modest improvement in our median gender pay gap, which has reduced from 11.57% in 2023 to 11.44% in 2024. While this figure remains below the national average, it is a reminder that we must continue to challenge the structural and sector-wide inequalities.

Our vision: We believe in the importance of dying with dignity, in comfort and in a place of your choice.

Our commitment: We want everyone, no matter their age, gender, sexuality, religion or medical condition, to be able to access the care of their choice at the end of life.

Our care: We are the primary provider of hospice care in Birmingham.

At the same time, our mean gender pay gap has increased slightly to 9.79%. It reinforces the importance of our ongoing efforts to diversify leadership and ensure that opportunities for progression are accessible to all within the charity.

We are proud of the steps we have taken this year, including a review of our pay structures, the introduction of more inclusive recruitment practices, and a renewed focus on career development and succession planning. These initiatives are part of a broader commitment to creating a workplace where everyone feels valued, supported, and able to thrive.



However, we recognise that there is still work to do. The care sector continues to be female-dominated, and we must do more to attract and retain male colleagues across all levels of the organisation. We must also continue to challenge unconscious bias and ensure that our policies and practices reflect our values.

As we look ahead, we do so with determination and optimism. Our people are the heart of Birmingham Hospice, and we will continue to invest in them - because when we support our teams to be their best, we deliver the best care to our community.

Thank you for your continued support.

Paul Bytheway
Chief Executive



Our 2024 Gender Pay Gap

MEDIAN

Median Gender Pay Gap.....**11.44%**
 The UK median Gender Pay Gap ...**13.1%**

MEAN

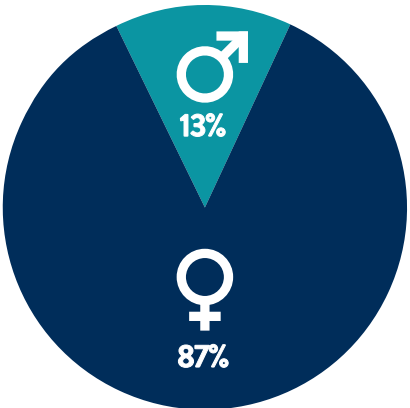
Mean Gender Pay Gap**9.79%**
 The UK mean Gender Pay Gap**13.8%**

	No. of People	No. of Females	No. of Males	% Female	% Male
Lower Quartile	94	84	10	89.36%	10.64%
Lower Middle Quartile	93	82	10	89.25%	10.75%
Upper Middle Quartile	95	82	13	86.32%	13.68%
Upper Quartile	92	79	13	85.87%	14.13%

Average hourly rates 2024:

Mean: Female £16.50 | Male £18.29

Median: Female £14.05 | Male £15.86



Overall profile

Total Females..324 (87%)

Total Males 47 (13%)



Our Commitment

Understanding this year's Gender Pay Gap

Our latest Gender Pay Gap report shows a slight change in figures compared to the previous year:

- Median Gender Pay Gap decreased from **11.57%** in 2023 to **11.44%** in 2024
- Mean Gender Pay Gap increased from **8.73%** to **9.79%**.

Overall pay across the organisation is more balanced on average, but the mean still reflects a disparity. Factors include:

- Organisational structure: The hospice is a predominantly female workforce (over 87%), typical of the care sector.
- Representation in senior roles: A small number of males in higher paid roles can disproportionately impact the mean.

Addressing the Gender Pay Gap

To address the Gender Pay Gap, we will build on our current projects with the following actions:

1. Pay Structure Review

- We have reviewed our pay structure for Retail which were the lowest paid roles, to ensure progression beyond the National Living Wage and bring pay in line with other corporate roles.

2. Career progression and development

- Develop a succession plan which will support growth through clear, structured development pathways.

3. Attract a more gender diverse workforce

- Encourage male applicants across all roles, particularly at entry and mid-levels, to balance representation throughout the hospice.



We declare that the data provided within this report has been calculated in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

I confirm that these figures have been verified and are accurate.

Michelle Stuteley,
Director of People
and Culture

- Use techniques from our inclusive recruitment processes to attract a gender balanced workforce by adapting the language and images in recruitment materials and choosing appropriate locations to promote new roles.
- Promote our family friendly policies (including flexible working) when attracting new applicants, including males who have caring responsibilities or who have previously retired.



