



2025 Gender Pay Gap Report

1. Introduction and background

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap information) regulations 2017 and the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. These regulations require charities with 250 or more relevant employees to publish gender pay gap information annually, both on the Government website and on their own. This is the second such report the charity has published. This report outlines the data that was published on the Government website as well as some additional narrative and benchmarking, to help us better understand what this means for the organisation.

The data is based on the number of people employed by the charity and what they were paid at the "snapshot date" of 5th April 2025. At that date, Rennie Grove Peace Hospice Care had 326 employees classed relevant employees used in the reporting of hourly pay gap statistics. We are therefore making a statutory report.

2. Workforce composition and pay structures

The gender breakdown of the charity's workforce at the reporting date was 90.5% female and 9.5% male and shows a higher proportion of females to males, not uncommon in the care sector. Hospice UK survey data from 2024-2025 shows that 95% of the hospice care workforce is female. There are two active pay scales; one for clinical employees so the organisation is aligned to NHS pay and one for non-clinical employees benchmarked to market rates. There are a small number of medical employees aligned to NHS pay scales.

3. Rennie Grove Peace Hospice Care statistics

- Our mean gender pay gap is 0.54%, mean pay for men is £17.76 and for

women is £17.66

- Our median gender pay gap is a negative 1.03%
- Our mean bonus pay gap is 0%
- Our median gender bonus gap is 0%
- The charity does not pay bonuses to any staff

4. Trend

This is the second year Rennie Grove Peace Hospice Care has met the criteria to report on the gender pay gap.

Year	Rennie Grove Peace Hospice Care mean gender pay gap (%)	Change from previous year (percentage points)
2025	0.54%	-2.01
2024	2.55	-

RGP Gender Pay Gap 2025 data has reduced to 0.54%.

4.1 Our pay quartiles percentages (the number of employees in each band):

However, this data doesn't tell us enough about our gender pay and what it means for Rennie Grove Peace Hospice Care and how we compare with other organisations, other charities, or organisations with similar numbers of staff. The analysis of Rennie Grove Peace Hospice Care staff by quartile is detailed below.

Group	Mean Pay Male	Mean Pay Female	Pay Gap (mean)	Pay Gap (median)	Percentage of Males	Percentage of Females	Contribution to Pay Gap
Lower Middle Quartiles	13.44	13.12	2.37%	2.46%	11.88%	88.12%	2.37%
Lower Quartiles	12.24	12.11	1.04%	0.00%	11.29%	88.71%	1.04%
Upper Middle Quartiles	16.38	17.34	-5.82%	-5.47%	4.94%	95.06%	-5.82%
Upper Quartiles	29.76	27.59	7.29%	-0.85%	9.76%	90.24%	7.29%

5. Data and narrative

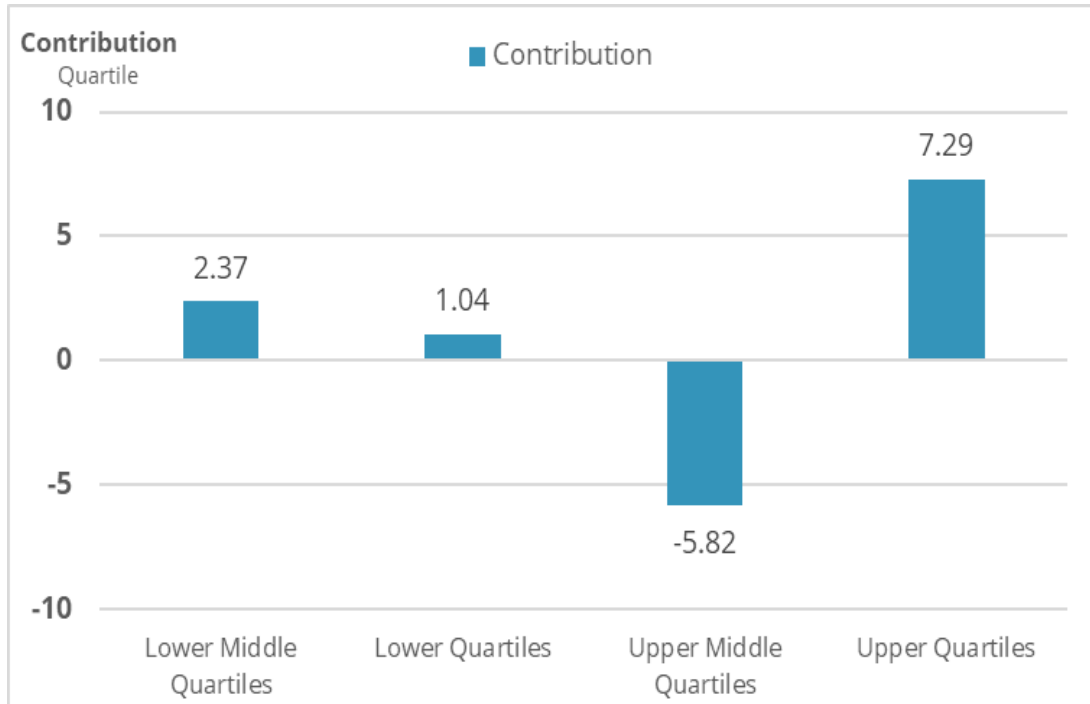
5.1 Rennie Grove Peace Hospice Care gender pay gap

The median gender pay gap for the charity is (1.03%). Median Pay per hour for men is

£16.73 and for women is £16.90 which a difference of (£0.17).

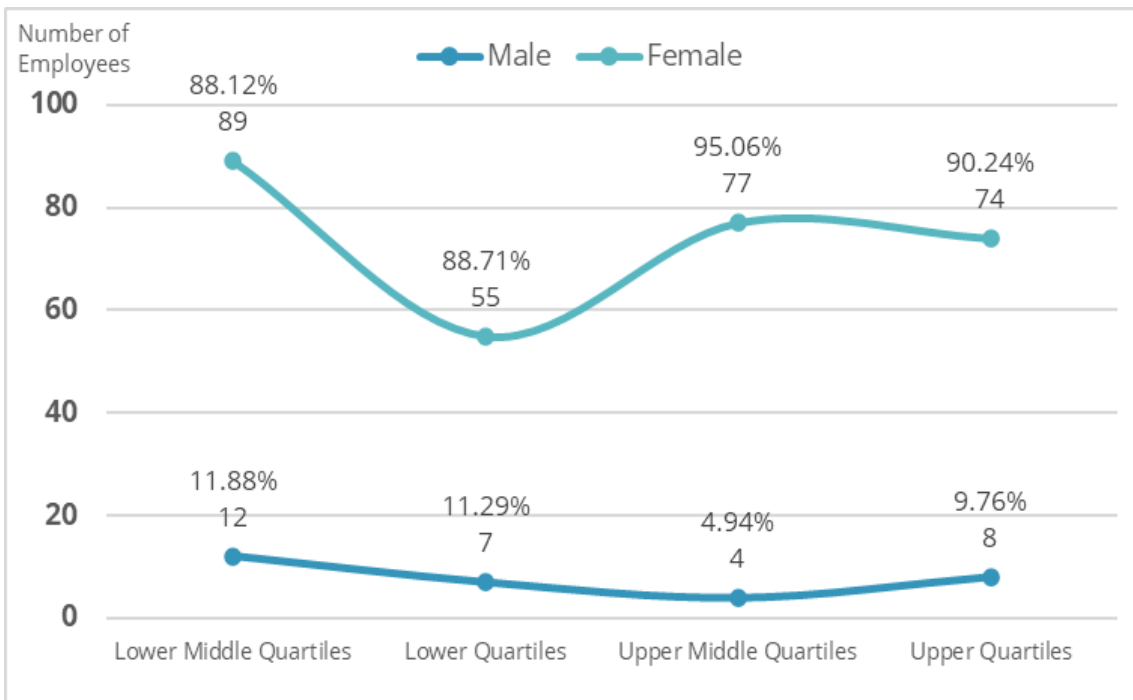
This calculation shows the difference between the median hourly rates of pay that male and female relevant employees receive.

The contribution section shows how a given quartile contributes in percentage points to our mean pay gap:



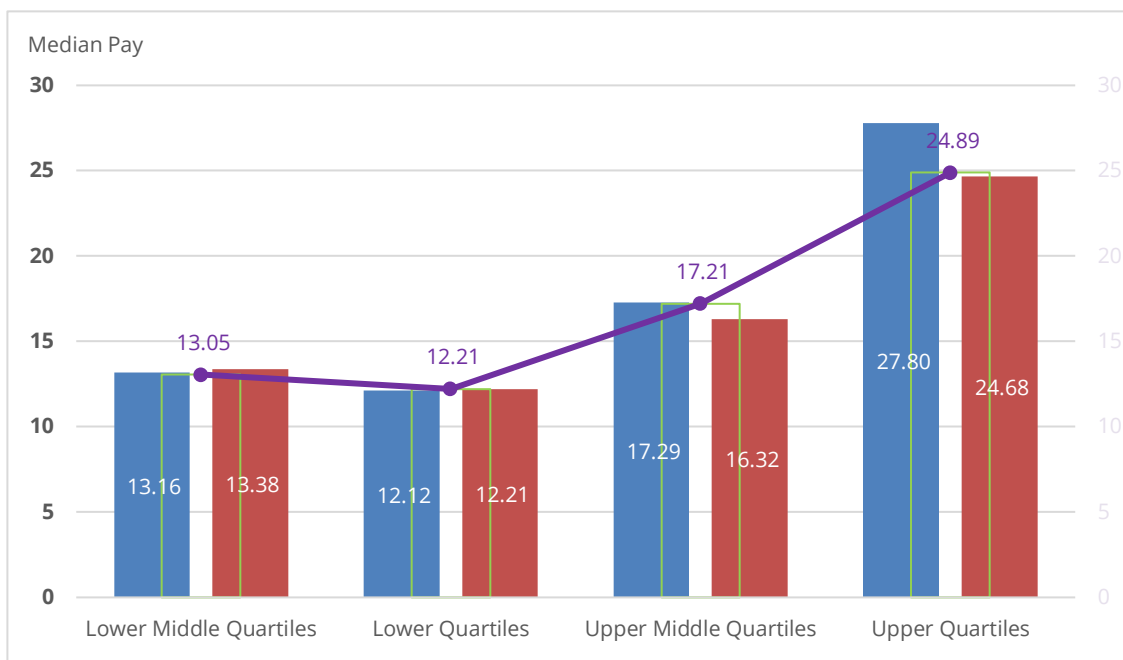
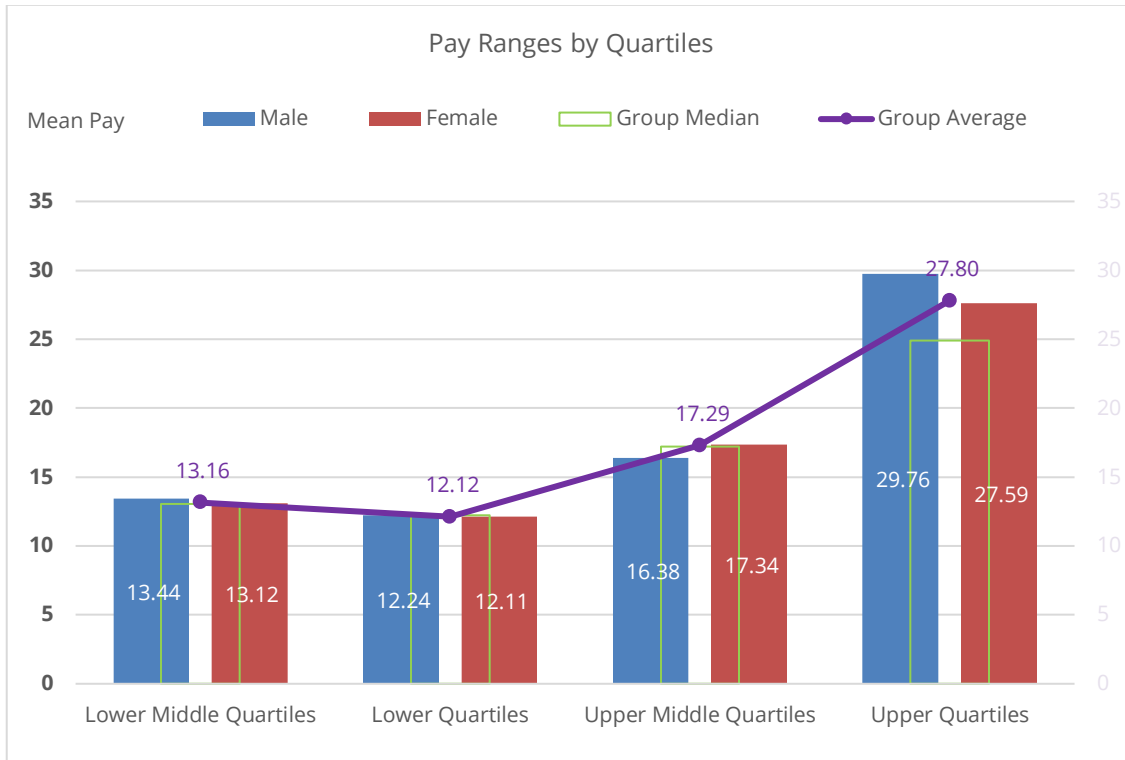
5.2 Workforce representation by quartiles

This graph shows the data broken down into 4 equally sized groups ranging from the lowest to the highest paid employees. This graph shows the difference in the actual numbers of employees within the separate pay quartiles.



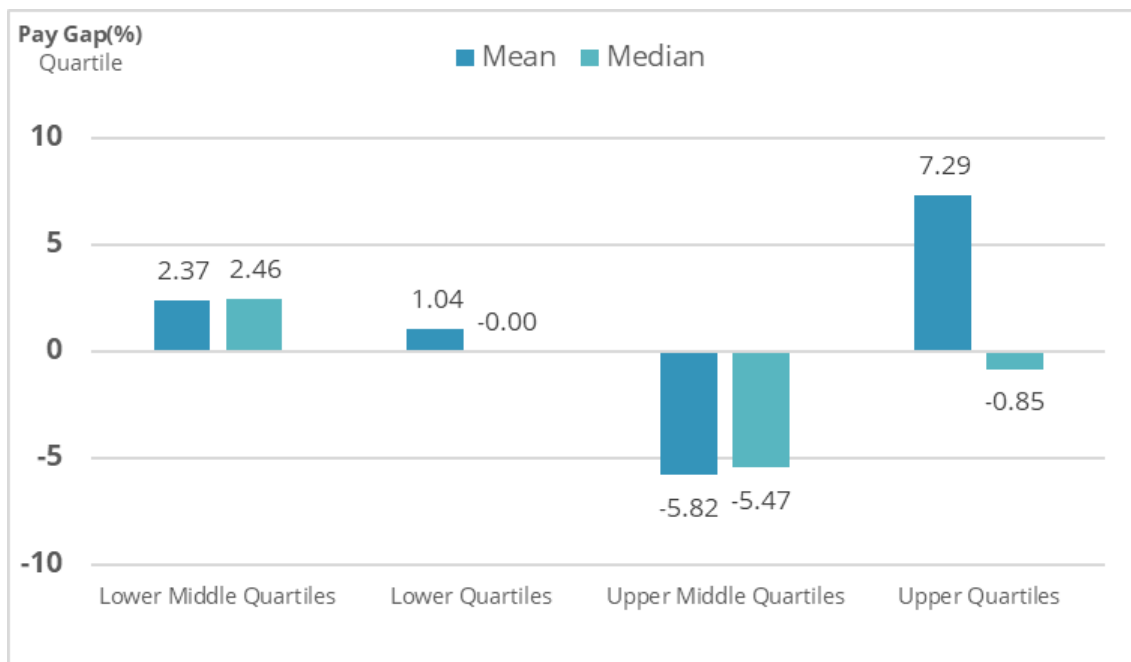
5.3 Pay Ranges by quartiles

This chart shows the pay ranges that provide the averages of mean and median for comparison.



5.4 Gender pay quartiles

Each quartile has its own separate pay gap, comparing them shows what levels of pay present the key imbalances and breaks down the hospice care charity overall pay gap.



6. Summary

This is the second year that Rennie Grove Peace Hospice Care has been required to produce a gender pay gap report, and future years will enable us to develop a trend. We are committed to the principle of equal opportunities for all and believe in employing the best people to deliver our services, regardless of their gender or other characteristics. Application forms are anonymised before shortlisting decisions are made to reduce unconscious bias decisions.

We will continue to analyse data and benchmark the charity against other organisations within the sector as well as benchmarking against other hospice care charities in future where possible.