

Severn Hospice Gender Pay Gap Report

(Based upon snapshot data 5 April 2025)

As Severn Hospice employs more than 250 people, we are required by law to publish an annual gender pay gap report showing the difference in average female earnings compared to average male earnings.

The hospice provides palliative care and treatment to terminally ill patients, a sector which is predominantly staffed by females. This is the case with the hospice which is evidenced by the percentage gender/pay band distribution at each pay quartile below.

Table 1 Gender/Pay Band Distribution

Band/Quartile	Males	Females
Lower quartile	8%	92%
Lower middle quartile	14%	86%
Upper middle quartile	11%	89%
Upper quartile	8%	92%

This shows that females have the highest proportional representation in all pay bands and particularly in the lower and upper quartiles (92% in each quartile). By way of contrast, proportionally, the highest proportion of males compared to the proportion of females is in the lower middle pay band quartile.

Table 2 Mean and median hourly pay rates for female and male staff are as follows.

	Mean Pay Rate	Median Pay Rate
Female	17.40	15.51
Male	15.52	13.43

From the same source data, we derive the mean gender pay gap which is as follows.

Table 3 Mean and Median Gender Pay Gap

Mean Gender Pay Gap	-12.08%
Median Gender Pay Gap	-15.52%

Please note that Severn Hospice does not pay bonuses and so the statutory requirement to report on this issue is not applicable.

Our statement

Severn Hospice has a gender pay gap.

The overall higher pay for women is largely attributable to the fact that, collectively, more men are employed in lower-paid positions within the hospice. The majority of women in our non-retail workforce occupy nursing roles, which are remunerated according to professional qualifications and enhanced rates for shift work, thereby increasing their average hourly earnings.

We acknowledge particular difficulties in attracting more men to frontline care positions, where they remain significantly under-represented across the sector.

Our pay structure is straightforward, equitable and open. Salaries for clinical staff are set using a job evaluation framework based on fair, non-biased criteria. For non-clinical roles, pay is externally benchmarked and regularly reviewed through ongoing market analysis.

Proposed action

The findings of this report indicate that, while a gender pay gap exists, the higher average earnings of women compared to men stem from the predominance of women employed in nursing roles across all levels of the organisation. We are committed to broadening our recruitment approaches in order to encourage more men to apply for care positions, where their presence is currently limited. Additionally, we are exploring opportunities to support more women entering fields generally dominated by men, such as IT.

In summary, it is the view of Severn Hospice that the gender pay gap is not an issue of concern.

I confirm that the information in this statement is accurate.

Heather Tudor
Chief Executive
Severn Hospice
25 March 2026