

Gender pay gap summary 2024–25

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www.ashgatehospice.org.uk
Registered Charity No. 700636

 **Compassionate**
care for everyone

 **Ashgate
Hospice**

Summary and statement



Ashgate is committed to equity and inclusion. We pride ourselves on living our value of inclusivity, intentionally nurturing a culture where everyone is treated fairly and are valued for who they are. We continue to have a positive gender pay gap this year, and to invest in ways to support our majority female workforce, including tailored wellbeing provision and menopause support.

Regular reporting helps us see trends in our workforce related to gender, and improvements to how we use recruitment data will enable us to do more in the coming year to understand who is applying to join that workforce too. A higher proportion of our male workforce are still in retail work where the turnover is typically higher and enhancements are less common, which contributes to fluctuations in our gender pay gap year on year. We continue to look for ways to increase male representation in patient facing roles, as part of the sector-wide need for a more inclusive and representative health care workforce.

We are continuing to prepare for a widening of pay gap reporting to explore other protected characteristics, to better understand our current and future workforce. We aim to meet the changing expectations of people coming to work for Ashgate, and make sure that we continue to be an employer of choice with a positive and inclusive work environment.

I confirm this data as true and accurate:

A handwritten signature in black ink, appearing to read 'BA Walker', positioned above the printed name and title.

Barbara-Anne Walker
Chief Executive

Calculations and analysis

Profile by Gender

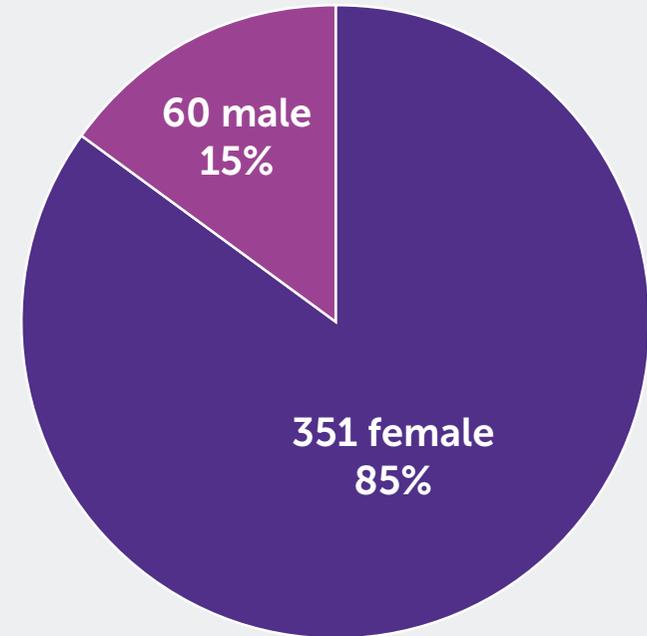
On 5 April 2025, Ashgate Hospice employed 411 paid staff, which is an increase from 406 the previous year.

The charts compare 2025 and 2024, where it is demonstrated that again there has been a slight increase in the percentage of females employed compared to males, from 84% females in 2024 to 85% in 2025.

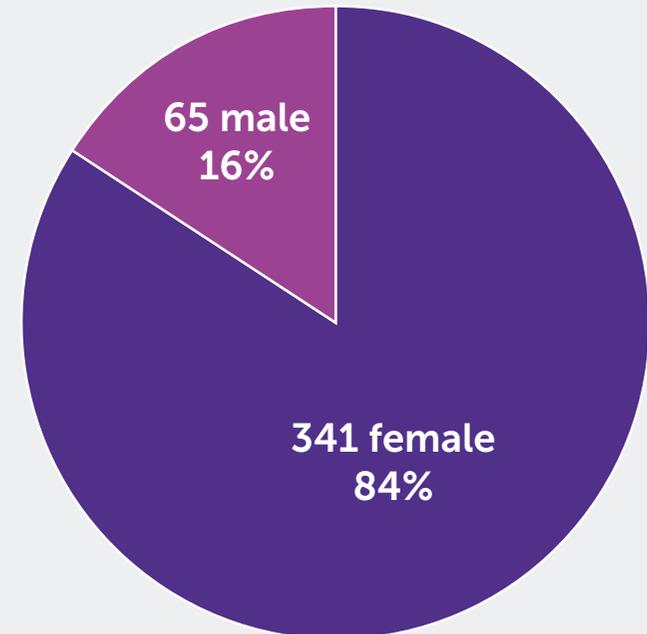
Between April 24 and April 25, 16 men left the organisation, and 12 men joined during this time.

For every paid male employed by Ashgate Hospice, there are 5.85 paid female employees

Headcount and gender % split 2025



Headcount and gender % split 2024



Gender pay gap reporting data – all

Gender Pay Gap: Mean Average (all)						Median (all)			
Year	Male	Female	Difference (£)	Mean pay gap	To every male £1, a female earns:	Male	Female	Difference (£)	Median pay gap
2025	£16.16	£17.45	-£1.29	-7.97%	£1.08	£12.76	£14.49	-£1.73	-13.57%
2024	£16.13	£16.83	-£0.70	-4.33%	£1.04	£12.39	£14.04	-£1.65	-11.67%
2023	£15.89	£16.67	-0.78	-4.91%	£1.05	£13.00	£13.72	-0.72	-5.54%
2022	£15.31	£16.13	-0.82	-5.36%	£1.05	£11.64	£13.46	-1.82	-15.64%
2021	£15.32	£15.17	0.15	0.98%	£0.99	£11.33	£11.59	-0.26	-2.29%
2020	£15.00	£15.43	-0.43	-2.87%	£1.03	£10.70	£12.04	-1.34	-12.52%

Gender pay gap reporting data – full time

Gender Pay Gap: Mean Average (full time)						Median (full time)			
Year	Male	Female	Difference (£)	Mean pay gap	To every male £1, a female earns:	Male	Female	Difference (£)	Median pay gap
2025	£18.35	£19.20	-£0.85	-4.62	£1.05	£15.15	£16.98	-£1.83	-12.13%
2024	£18.34	£18.63	-£0.29	-1.60%	£1.02	£14.48	£16.09	-£1.61	-11.59%
2023	£17.70	£18.32	-0.62	-3.50%	£1.04	£14.00	£16.53	-2.53	-18.07%
2022	£16.97	£17.29	-0.32	-1.89%	£1.02	£13.70	£15.35	-1.65	-12.04%
2021	£16.08	£16.15	-0.07	-0.44%	£1.00	£11.59	£14.03	-2.44	-21.05%
2020	£15.55	£16.40	-0.85	-5.47%	£1.05	£12.79	£13.78	-0.99	-7.74%

Gender pay gap reporting data – part time

Gender Pay Gap: Mean Average (part time)						Median (part time)			
Year	Male	Female	Difference (£)	Mean pay gap	To every male £1, a female earns:	Male	Female	Difference (£)	Median pay gap
2025	£14.36	£16.22	-£1.86	-13%	£1.13	£12.38	£13.50	-£1.12	-8.99%
2024	£14.66	£15.99	-£1.33	-9.11%	£1.09	£11.77	£13.06	-£1.29	-10.93%
2023	£11.78	£14.53	-2.75	-23.34%	£1.23	£11.02	£11.96	-0.94	-8.53%
2022	£11.41	£14.45	-3.04	-26.64%	£1.27	£10.73	£11.40	-0.67	-6.24%
2021	£10.80	£13.91	-3.11	-28.80%	£1.29	£10.19	£10.48	-0.29	-2.85%
2020	£13.84	£14.50	-0.66	-4.77%	£1.05	£10.19	£11.00	-0.81	-7.95%

Gender pay gap analysis – mean and median

In 2025, Ashgate continues to have a negative GPG. The pay gap exists because of an imbalance in the proportion of men and women across all levels of the organisation, and is in favour of women due to the number of women in higher-paid roles.

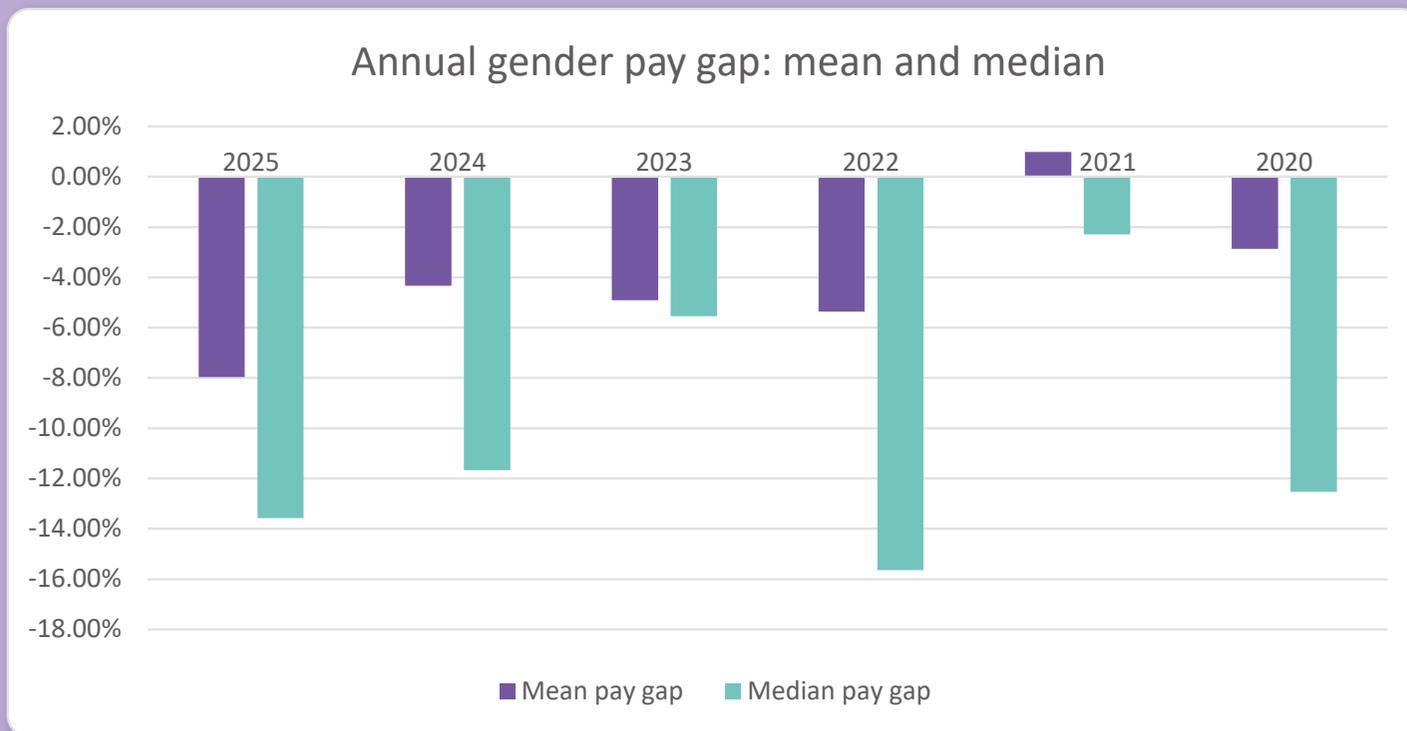
The median is the most representative measure as it stops a small number of very high or low salaries from skewing the results.

For context, the mean GPG of -7.97% represents that for every £1 a man is paid, a woman is paid £1.08. The median GPG of -13.57% represents that for every £1 a man is paid, a woman is paid £1.14.

When comparing against 2024 data, both the mean and median GPG have increased. As per previous annual GPG reports, the gap

is still in favour of women, as the majority of roles that offer pay enhancements due to shift work and unsociable hours are currently held by women. Since the 2024 report, the proportion of women in roles that attract enhancements has increased from 92% to 97%. This increases their ordinary pay and places them within the upper middle quartile, while male ordinary pay sits in the lower middle quartile. The gap is therefore naturally increased.

When looking at the starters and leavers between the two reports, it shows that only 12 men joined the organisation during this time compared to 62 women. Of the 12 men, three joined bank roles in Income generation and 5 took permanent roles in retail. Only four took roles in Support and Clinical areas, which typically attract higher salaries.



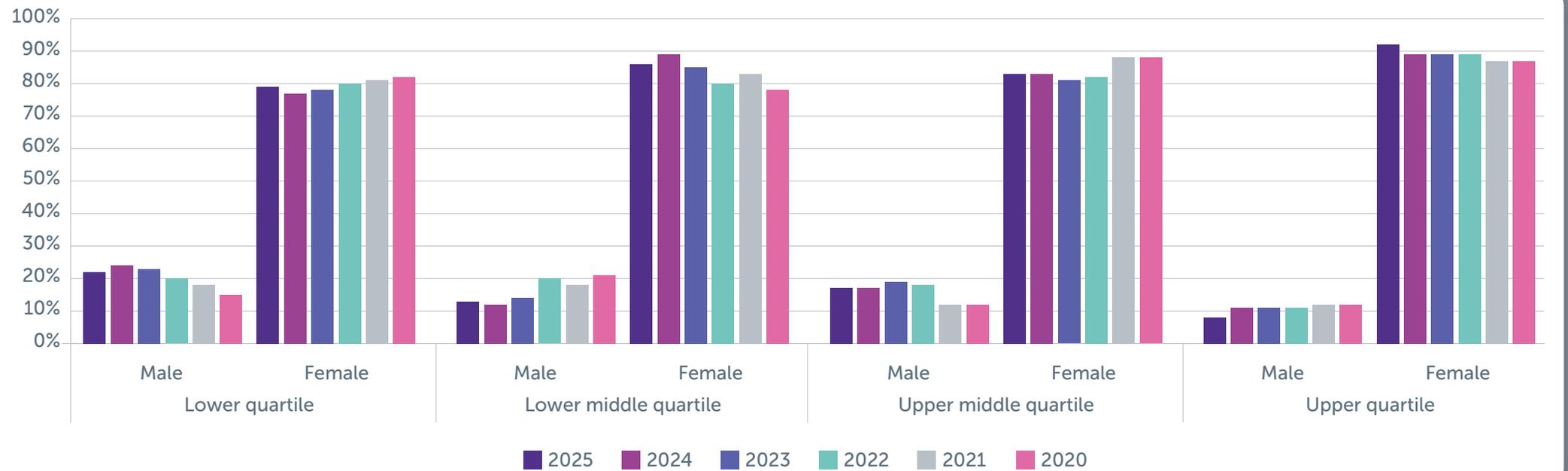
Gender split by pay quartiles

By analysing the gender split by pay quartiles for both male and female employees, we can analyse significant differences between pay levels of both men and women across the Hospice, highlighting potential areas of disparity.

The below data shows that the lower quartile continues to have the highest ratio of males within it, although it has decreased since 2024 by 4%.

Pay quartiles by gender								
	Lower quartile		Lower middle quartile		Upper middle quartile		Upper quartile	
Year	Male	Female	Male	Female	Male	Female	Male	Female
2025	22%	78%	14%	86%	16%	84%	8%	92%
2024	26%	74%	11%	89%	16%	84%	11%	89%
2023	24%	76%	14%	86%	19%	81%	11%	89%
2022	20%	80%	20%	80%	17%	83%	11%	89%
2021	18%	82%	18%	82%	12%	88%	12%	88%
2020	15%	85%	21%	79%	12%	88%	12%	88%

Annual quartile GPG comparison



Context and definitions

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires all organisations with 250 employees or more to report annually on their gender pay gap. For charities, including Ashgate Hospice, this must be published by 4th April each year, and within one year of the 'snapshot' data being taken. Ashgate Hospice took its 'snapshot' data on 5 April 2025 and covers activities between April 2024–April 2025.

The gender pay gap (GPG) is defined as the difference in the average earnings of men and women over a defined period, regardless of role or seniority. Gender pay gap reporting is different

from equal pay, which is about differences in the actual earnings of men and women doing equal work. The gender pay gap shows the difference between all men and all women across the workforce in an organisation.

The report is required to publish data on the mean and median salary pay gap, the proportion of males and females in each pay quartile and the pay gap between males and females for staff who receive bonus payments (see below for an explanation of these terms). As no employees currently receive bonus payments, this data is not provided.

Definitions	
Gender pay gap (GPG)	Calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men. For example, a 4% GPG denotes that women earn 4% less, on average than men. Conversely, a -4% GPG denotes that women earn 4% more, on average than men.
Mean	A measure of the average which is derived by summing the values for a given sample, and then dividing the sum by the number of people in the sample. In earnings distributions, the mean can be disproportionately influenced by a relatively small number of high-paying jobs.
Median	The value below which 50% of jobs fall. It is ONS's preferred measure of average earnings as it is less affected by a relatively small number of very high earners and the skewed distribution of earnings. It, therefore, gives a better indication of typical pay than the mean.
Quartiles	A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group. It indicates how many men and women there are at different levels of seniority within an organisation.
Full-time	Employees working more than 30 paid hours per week.
Full pay relevant	The employees that are included in the criteria for this reporting.

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