

The Myton Hospices Gender Pay Gap 2024-25

The Gender Pay Gap reporting rules use median and mean hourly rates of pay calculated on a snapshot date of April the previous year as the key measures.

The median pay amount is calculated by lining all the hourly rates for each group of employees from lowest to highest and identifying the middle figure in each group.

1. Main gender pay gap figures...

At The Myton Hospices:

- Women earn 100 pence for every £1 that men earn (based on median hourly pay).
- Women represent 86.1% of colleagues in the highest-paid quartile and 78.1% in the lowest-paid quartile.
- 8.5% of women received bonus pay, compared with 11.0% of men.
- Women's median bonus pay was 13.4% higher than men's.

2. Hourly pay...

At The Myton Hospices:

- Women's median hourly pay was 0.2% lower than men's – meaning they earned 100 pence for every £1 that men earned when comparing median hourly pay.



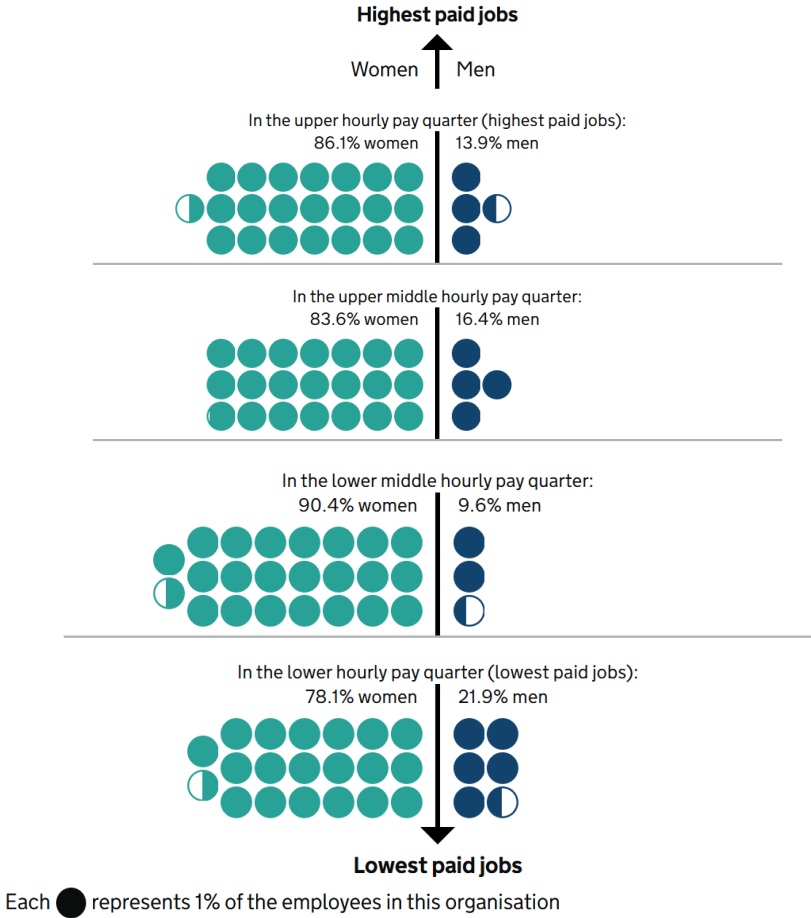
- Women's mean (average) hourly pay was 0.8% lower than men's.

3. Pay quarters...

At The Myton Hospices:

- 86.1% of colleagues in the highest-paid quartile (upper hourly pay quartile)
- 83.6% of colleagues in the upper-middle quartile

- 90.4% of colleagues in the lower-middle quartile
- 78.1% of colleagues in the lowest-paid quartile (lower hourly pay quartile) are female



Pay quarter		Women (%)	Men (%)	Total (%)
Upper hourly pay quarter (highest paid)	Percentage in this pay quarter	86.1	13.9	100
	Percentage of all employees	21.5	3.5	25
Upper middle hourly pay quarter	Percentage in this pay quarter	83.6	16.4	100
	Percentage of all employees	20.9	4.1	25
Lower middle pay quarter	Percentage in this pay quarter	90.4	9.6	100
	Percentage of all employees	22.6	2.4	25

Lower hourly pay quarter (lowest paid)	Percentage in this pay quarter	78.1	21.9	100
	Percentage of all employees	19.5	5.5	25
Totals		84.6	15.5	100

4. Bonus pay...

At The Myton Hospices:

- Women's median bonus pay was 13.4% higher than men's – meaning they earned £1.13 for every £1 that men earned when comparing median bonus pay.



- Women's mean (average) bonus pay was 0% lower than men's
- 8.5% of women and 11.0% of men received bonus pay

At The Myton Hospices we are firmly committed to promoting gender equity and strive to provide opportunities for women – which is why we frequently employ people from all genders into Senior Leadership and Management positions:

We are also confident that we pay equal pay to everyone in the same role, irrespective of their gender identity. In the past two years, Myton has made significant investment into the salaries of all employees, particularly those in lower earning roles.

Additionally, a new job evaluation and salary benchmarking approach has been embedded, meaning that all roles are objectively graded in comparison to each other, and salaries are then benchmarked using a recognised independent database.

Additionally, we support our employees with a range of considered wellbeing benefits, including:

- **Generous annual leave allowances**
- **Access to confidential advice lines including mental health services**
- **Bimonthly staff wellbeing check-ins for a range of topics**
- **Free women's health focussed sessions regarding the Menopause**
- **Free sanitary hygiene products in all restrooms**
- **Flexible and hybrid working arrangements**
- **Access to a fantastic maternity scheme and shared parental leave policy**

We are confident that women love working at The Myton Hospices, however do recognize that there still a long way to go to address the societal imbalances between different genders in the workplace and are always open to feedback...

For any more information regarding this data or EDI at The Myton Hospices, please contact our Director of People Services Liz Jackson on elizabeth.jackson@mytonhospice.org