

The Myton Hospices Gender Pay Gap 2025-2026

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.

The Myton Hospices had a 0.7% positive median hourly rate gender pay gap in 2025-2026.

1. Main gender pay gap figures

At The Myton Hospices in 2025:

- Women earned 101 pence for every £1 that men earned (based on median hourly pay), reversing the picture from 2024 where male median pay was fractionally above female.
- Myton continues to have a predominantly female workforce across every pay quartile.
- In the highest-paid quartile 84.9% of colleagues were women.
- Using the mean (average) hourly pay calculation, women's pay was 1.2% lower than men's.

2. Hourly pay

At The Myton Hospices:

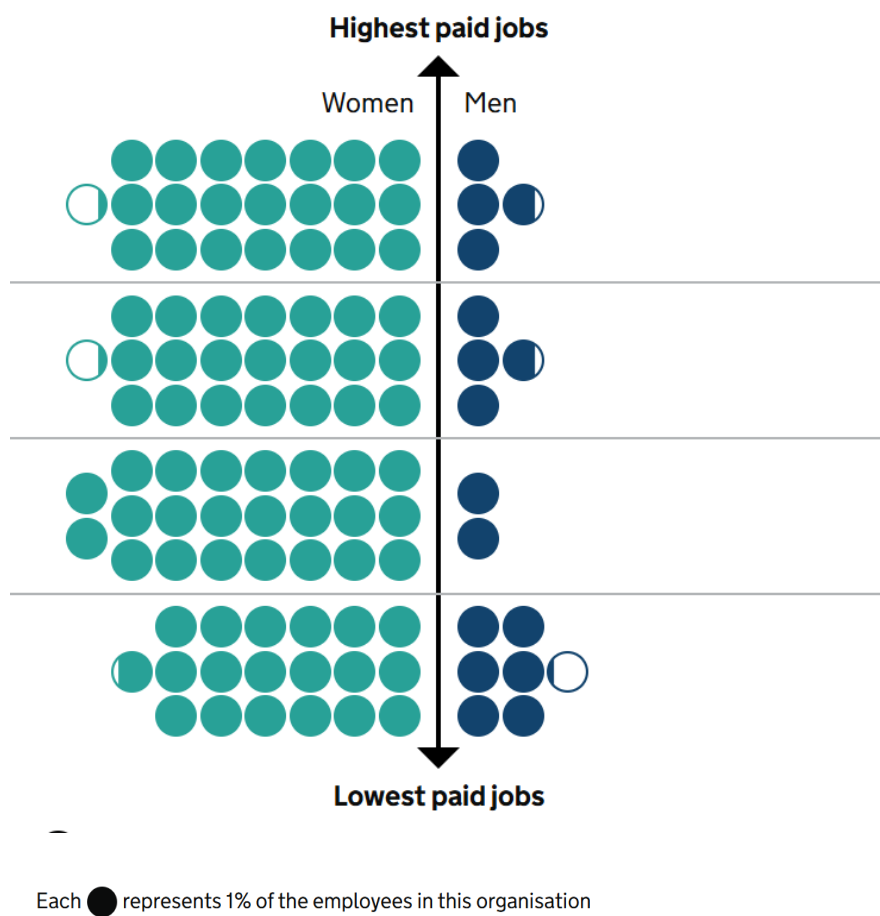
- Women's median hourly pay was 0.7% higher than men's – meaning they earned 101 pence for every £1 that men earned when comparing median hourly pay.



3. Pay quarters...

At The Myton Hospices women made up:

- 84.9% of colleagues in the highest-paid quartile (upper hourly pay quartile).
- 84.9% of colleagues in the upper-middle quartile.
- 81.8% of colleagues in the lower-middle quartile.
- 75.3% of colleagues in the lowest-paid quartile (lower hourly pay quartile).



4. Board of Trustees and Senior Leadership Team

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

At The Myton Hospices in 2025:

- 55% of the Board of Trustees were women including the chairs of 3 out of the 4 Governance Committees.
- Myton's Chief executive and 4 other members of the Senior Leadership Team (83%) were women.

Our Commitment to Equity

At Myton, we pay equal pay to everyone in the same role, irrespective of their gender identity. A job evaluation and salary benchmarking approach is embedded into Myton's pay strategy, meaning that all new and changing roles are objectively graded in comparison to each other, and salaries are then benchmarked using a recognised independent database. At least every 3 years, fresh salary benchmarking is completed of all role salaries, to ensure Myton salaries remain equitable in the comparative employment market and across our workforce irrespective of gender or any other individual characteristics.

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

- **Generous annual leave allowances**
- **A range of support, guidance and free resources for women**
- **Free sanitary hygiene products in all restrooms**
- **experiencing each stage of the menopause**
- **Individual wellbeing coaching**
- **Bespoke training and support tailored to the emotional demands of working in hospice care**
- **Access to confidential advice lines including mental health services**
- **Quarterly staff wellbeing check-ins for a range of topics**
- **Flexible and hybrid working arrangements**
- **Access to a fantastic maternity scheme, fully paid paternity leave 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 Equity and Inclusion at The Myton Hospices, please contact our Director of People Services, Liz Jackson on elizabeth.jackson@mytonhospice.org