

East Anglia's Children Hospices (EACH)



Gender Gap Pay Reporting 2025

As at 31st March 2025

	Male	Female	Difference	%		
Mean salary hourly rate	£16.22	£16.20	0.02	0.1%		
Median salary hourly rate	£12.96	£13.78	0.83	-6.4%		
Received bonus	0	0	0	0		
% receiving bonus	0	0	0	0		
Mean bonus payment	0	0	0	0		
Median bonus payment	0	0	0	0		
Salaries by quartile	Lower limit	Males (no.)	Female (no.)	Total (no.)	Male %	Female %
Quartile 1	0.00	23	82	105	21.9%	78.1%
Quartile 2	11.85	24	83	107	22.4%	77.6%
Quartile 3	13.61	11	95	106	10.4%	89.6%
Quartile 4	18.97	14	93	107	13.1%	86.9%
Total		72	353	425	16.9%	83.1%

Workforce composition

Our workforce remains consistently female-dominated, with 83% women and 17% men, contrasting with the national population split of 51% female / 49% male (ONS 2022). This gender profile aligns with broader trends in the healthcare sector, where 77% of NHS staff are women (NHS Workforce Statistics, April 2025)

Gender pay gap

We are pleased to report continued progress in narrowing our gender pay gap:

- The mean hourly pay gap has reduced to 0.1%, down from 7.6% in 2023, indicating near parity in average earnings between male and female employees.
- The median hourly pay gap remains in favour of women, with female staff earning 6.4% more than male colleagues. This reflects a further improvement of 2.9 percentage points from the previous year.

These figures compare favourably with national benchmarks:

- UK mean pay gap: 13% (ONS 2024)
- NHS mean pay gap: 11.3% (NHS Digital, March 2025)
- UK median pay gap: 7% (ONS 2024)
- NHS median pay gap: 8.6% (NHS Digital, March 2025)

Further comparisons are identified below:

The median hourly gender pay gap by region (data source: GOV.UK gender pay gap comparison 2024/25)

Region	Gender Pay Gap (%)
London	13.5%
South East	11.9%
East of England	10.8%

Gender pay gap by employer size (data source: GOV.UK gender pay gap comparison 24/25)

Employer Size	Median Gender Pay Gap (%)
250–499 employees	~10.5%
500–999 employees	~11.2%
1,000–4,999 employees	~12.4%
5,000+ employees	~13.1%

Our commitment

Our gender pay gap results reflect the profile of our workforce, where women make up the majority employees and occupy most senior roles. We remain committed to:

- Regularly reviewing pay and reward structures.
- Promoting equitable career development opportunities.
- Ensuring transparency and fairness in all HR practices.

We will continue to monitor our data and refine our approach to employee development, pay and reward matters to uphold a non-discriminatory, inclusive workplace culture.

Amanda Drummond
Head of HR
September 2025