



St Columba's Hospice Care Gender Pay Gap Report (2025)

St Columba's Hospice Care is an independent charity based in Edinburgh and provides free, flexible and person-centred palliative care and support to our patients and their families.

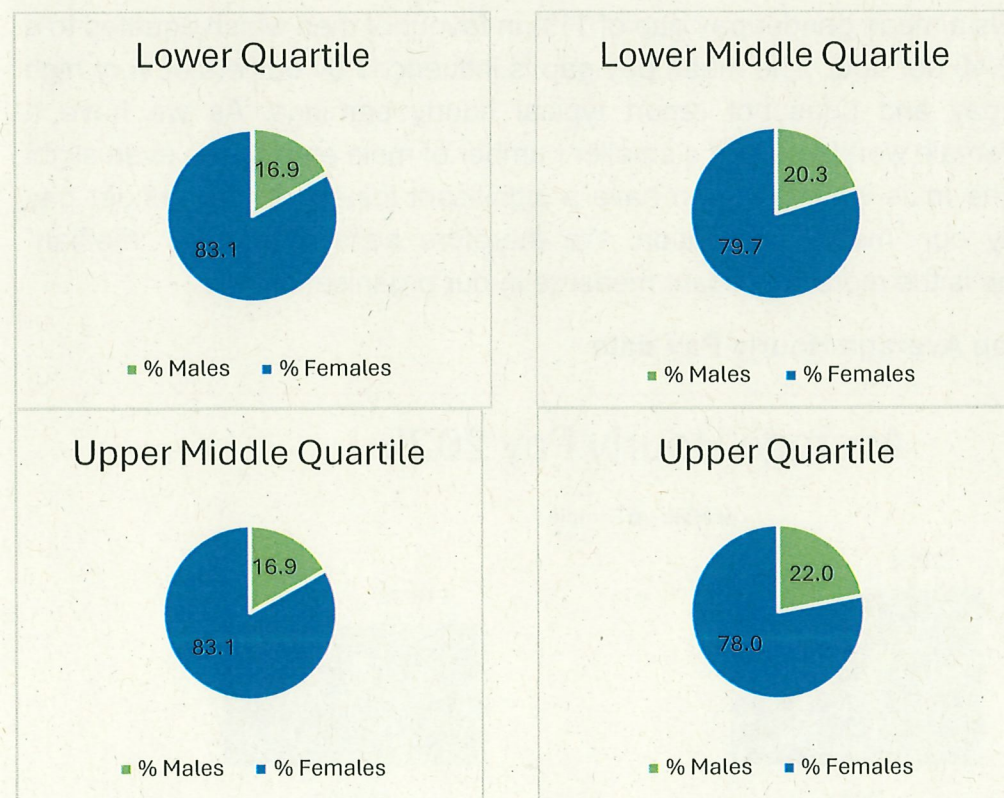
Our gender pay report is prepared in accordance with legislative requirements for organisations with more than 250 employees and shares a snapshot of our pay gap as of 5 April 2025. It shows the difference between the average earnings (mean or median) of male and female employees across the organisation. It does not measure equal pay, which relates to what women and men are paid for the same or similar jobs, or work of equal value.

At the time of reporting, the Hospice employed approximately 259 staff which included bank and casual staff and our workforce gender profile consisted of:

- 81.85% women (212 staff)
- 18.15% men (47 staff)

Gender distribution of males to females in each pay quartile

The data below shows the gender distribution when the whole workforce is placed into four equal sized quartiles based on hourly pay, from highest to lowest. The percentage split of male and female is then calculated for each band.





Our Gender Pay Gap analysis

	Gap %	
Median Hourly Rate	0.3	
Mean Hourly Rate	11.0	
Quartiles	Male %	Female %
Lower Quartile	16.9	83.1
Lower Middle Quartile	20.3	79.7
Upper Middle Quartile	16.9	83.1
Upper Quartile	22.0	78.0

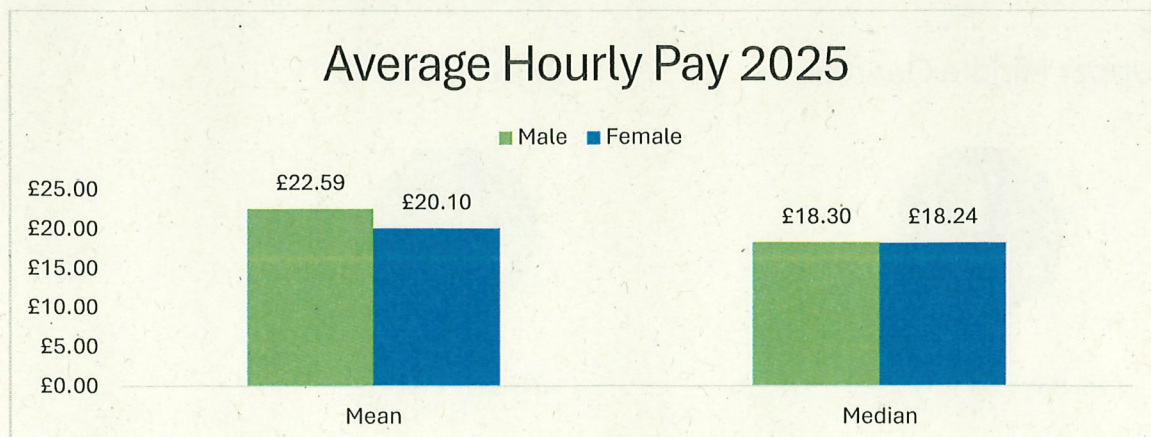
Median Gender Pay Gap

Our median gender pay gap is 0.3%, which means there is a 0.3% difference between our median male and female hourly rates, when taking into account total remuneration. This equates to a difference of £0.06 per hour.

Mean Gender Pay Gap

Our report shows a mean gender pay gap of 11% in favour of men which equates to a difference of £2.49 per hour. The mean pay gap is influenced by outliers of very high and very low pay and does not report typical hourly earnings. As we have a predominately female workforce and a smaller number of male employees even slight fluctuations in the male workforce can have a significant impact on our gender pay gap, specifically our "mean" calculation. We therefore believe that the "median" Gender Pay Gap is the more significant measure in our organisation.

Gender Pay Gap Average Hourly Pay data





The hospice does not make bonus payments to staff therefore this data has not been reported.

Our gender pay gap data is consistent with a workforce that is predominantly female and does not reveal any significant areas of concern.

Our commitment

St Columba's is committed to promoting a working environment based on dignity, trust, and respect, and one that is free from discrimination, harassment, bullying or victimisation. Fostering an inclusive culture helps each of us to benefit from a wider range of these different perspectives, experiences, and skills. We believe that this creates a happier, more productive working environment for us all.

We employ the best people to deliver our services, regardless of their gender or other characteristics. We know that diversity is one of our greatest strengths, contributing positively to our success and, most importantly, to the care we provide for our patients. This sits alongside excellent training & development opportunities for all and is strengthened by our *Investor in People Gold* accreditation.

Using a robust Job Evaluation Scheme, we ensure that our pay and reward approach is both fair and competitive. As part of this, we aim to broadly reflect national pay award trends each year and benchmark pay against sector and peers, supporting consistency, transparency, and equity across the organisation.

Declaration

We confirm that St Columba's Hospice Care gender pay gap calculations are calculated in accordance with the guidance and requirements prescribed by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed: Elinor Boulton

Date: 26/03/26

Elinor Boulton
Director of Finance
March 2026

