



Gender Pay Gap Statement

Reporting Year: 2024–2025

Organisation: Southern Hospice Group

In accordance with our obligations under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we confirm that the gender pay gap data published for the reporting period of 5 April 2025 is accurate and has been calculated in line with the statutory requirements.

We are committed to fostering an inclusive and diverse workplace where everyone has equal opportunities to develop and progress. We continue to review our recruitment, reward, and progression practices to ensure fairness and transparency across the organisation.

Southern Hospice Group (the organisation) aims to design and implement policy documents that meet the diverse needs of our service, population and workforce, ensuring that none are placed at a disadvantage over others. It considers the provisions of the Equality Act 2010 and promotes equal opportunities for all to ensure that no one receives less favourable treatment on the protected characteristics of their age, disability, sex (gender), gender reassignment, sexual orientation, marriage and civil partnership, race, religion or belief, pregnancy and maternity.

Where a gender pay gap exists, it does not necessarily indicate unequal pay for equal work. We are confident that men and women are paid equally for performing equivalent roles; any gap identified reflects the distribution of roles across the organisation.

This statement is made in accordance with the statutory requirements and confirms the accuracy of the data reported.

Signed,

A handwritten signature in black ink, appearing to read 'Clare Thompson', written over a horizontal line.

Clare Thompson,
Director of People and OD
Southern Hospice Group

20 March 2026