

Public Board of Directors
Item number: 21
Date: 28 May 2025

Confidential/public paper:	Public
Report Title:	Gender Pay Gap 2025
Author(s)	Liz Johnson head of equality and inclusion
Accountable Director:	Caroline Parry executive director of people
Presented by:	Liz Johnson head of equality and inclusion
Vision and values:	This paper is relevant to the organisation strategic aim of a great place to work and aligns with the organisation value that we are inclusive .
Purpose:	There is a statutory duty to publish the organisations Gender Pay Gap annually. For public sector organisations this is set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. This is a formal report to the People Committee of our Gender Pay Gap at March 2025 which is presented prior to Board and publication.
Executive summary:	<p>Pay gap data must be uploaded to the gender pay gap government portal and this constitutes publication for statutory purposes. The statutory deadline for publication for the 2025 gender pay gap is 31 March 2026. The report is based on data as of the 31 of March 2025 and for bonus pay any bonus pay received in the preceding year. This report is provided ahead of the statutory deadline to ensure that the report is contemporaneous and allow for action to be identified at an early stage if required. Publication of an explanatory narrative is not required but is seen as good practice.</p> <p>Gender pay gap covers seven areas:</p> <ul style="list-style-type: none"> • The mean gender pay gap • The median gender pay gap • The mean bonus pay gap • The median bonus pay gap • The proportion of men and women receiving a bonus payment • The proportion of men and women in each pay quartile <p>Alert</p> <ul style="list-style-type: none"> • The organisation 'Bonus Pay Gap' remains high. • The organisation mean pay gap has increased from 7.6% in 2024 to 8.8% in 2025. • The percentage of women in the upper pay quartile has reduced from 78.9% in 2024 to 75.8% in 2025. (Figure 5 and 6) • Previous reports have highlighted that the <i>Medical and Dental</i> and <i>Administrative and Clerical</i> staff group pay gaps have the largest influence on the overall mean pay gap in the organisation (Figure 3). The report highlights that in 2025 there has been an increase in the pay gap in the administrative and clerical group. This is a concern because the 2024 data indicated a downward trend in this group. Appendix A considers the detail behind these changes. <p>Assure</p> <ul style="list-style-type: none"> • The organisation median pay gap remains small but has increased from 1.45% in 2024 to 0.98% 2025.

	<ul style="list-style-type: none"> With regard to the <i>Medical and Dental</i> staff group there has been a positive reduction in the pay gap in this group bringing the gap nearer to the overall organisations gap. (Figure 3) <p>Advise</p> <ul style="list-style-type: none"> Previous benchmarking (2024) has indicated that the organisations pay gaps are small relative to other organisations – the increase in the 2025 gap is unlikely to significantly affect this position. As advised in previous reports the bonus pay gap is due to historical ‘Clinical Excellence Awards’ and options are limited to influence or reduce the gap. Changes in the awards process implemented this year may mean that award pay can be considered differently, and this will be reviewed in line with how other organisations approach this and any legal advice available. The increase in the administrative and clerical group is most likely to be related to management and senior posts which are usually allocated in the ESR to this staff group. EMT reviewed the Gender Pay Gap Report and requested more detail on this point – this is provided in Appendix A which appears to support this. Although the changes alerted to Board above are of concern previous benchmarking (2024 report) indicated that the organisations main pay gaps (mean and median) are relatively low compared to a number of other NHS organisations, because our organisation reports its pay gap at an early-stage benchmarking against the 2025 pay gap data of other NHS organisations is unlikely to be available until after March 2026. It is recommended that further assurance would be provided by reviewing pay gap benchmarking data from 2025 in the 2026 gender pay gap report. <p>Appendix Appendix 1 – Gender Pay Gap Report 2025 - Review of Reasons for the Change in the Upper Middle Pay Quartile</p>
--	--

Which strategic objective does the item primarily contribute to:					
Effective Use of Resources	Yes		No	x	
Deliver Outstanding Care	Yes		No	x	
Great Place to Work	Yes	x	No		
Reduce inequalities	Yes		No	x	

What is the contribution to the delivery of standards, legal obligations and/or wider system and partnership working.	
There is a statutory duty to publish our organisations Gender Pay Gap annually set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.	
Board assurance framework (BAF) and corporate risk(s):	There are currently no risks associated with this item.
Any background papers/items previously considered:	The Gender Pay Gap 2024
Recommendation:	<p>The Board of Directors are asked to:</p> <ol style="list-style-type: none"> Approve the report for Publication Note the content and the changes from 2024 to 2025 Note the recommendation that further assurance would be provided by reviewing pay gap benchmarking data for 2025 in the 2026 Gender Pay Gap report, and the reasons for this.

Public Board of Directors May 2025 Gender Pay Gap 2025

1. Purpose of report

There is a statutory duty to publish our organisations Gender Pay Gap, annually. For public sector organisations this is set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. This is a formal report to the People Committee of our Gender Pay Gap at March 2025 which is presented prior to publication.

2. Background

The report covers the six areas we are required to report on, these are:

The MEAN Gender Pay Gap

The MEDIAN Gender Pay Gap

The MEAN BONUS Pay Gap

The MEDIAN BONUS Gender Pay Gap

The PROPORTION of Men and Women Receiving a BONUS PAYMENT

The PROPORTION of Men and Women in each PAY QUARTILE

Publication of data and narrative report

Pay Gap data must be uploaded to the Gender Pay Gap government portal, the statutory deadline for publication for 2025 is the 31 March 2026, this report is provided well ahead of this deadline to ensure that the report is contemporaneous and allow for action to be identified at an early stage if required.

Reporting compliance is overseen by the Equality and Human Rights Commission (EHRC). The requirements are to publish the data above, a narrative report is not a requirement but is good practice. The detail in this report constitutes our narrative report, once reviewed by the Board for publication a link to the Board report is included in the upload to the government web site (our 2024 report can be accessed [here](#))

3. Gender Pay Gap 2025

MEAN Gender Pay Gap and MEDIAN Gender Pay Gap

MEAN Pay Gap

2021	2022	2023	2024	2025	Change 24/25
9.4%	8.4%	7.3%	7.6%	8.8%	Increase

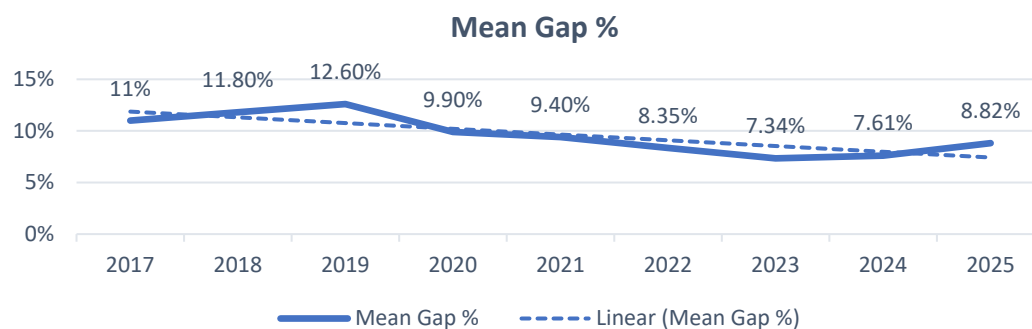


Figure 1

- Influences on the Mean pay gap have previously been identified as relating to the **Medical and Dental** and **Administrative and Clerical** staff groups.
- In 2025 the pay gap in the **Administrative and Clerical** group continued to increase after a significant reduction between 2022 and 2023 (Figure 3)
- As noted in previous reports this group includes a number of senior roles, and it appears that changes in the gender diversity of people in these roles may be the reason for the worsening of the Mean pay gap.
- On a positive note, the pay gap in our **Medical and Dental** group has continued to decrease and is now at a similar level to the overall organisation.

Median Pay Gap

2021	2022	2023	2024	2025	Change 24/25
8.1%	1.0%	1.6%	-1.45%	0.98%	Increase

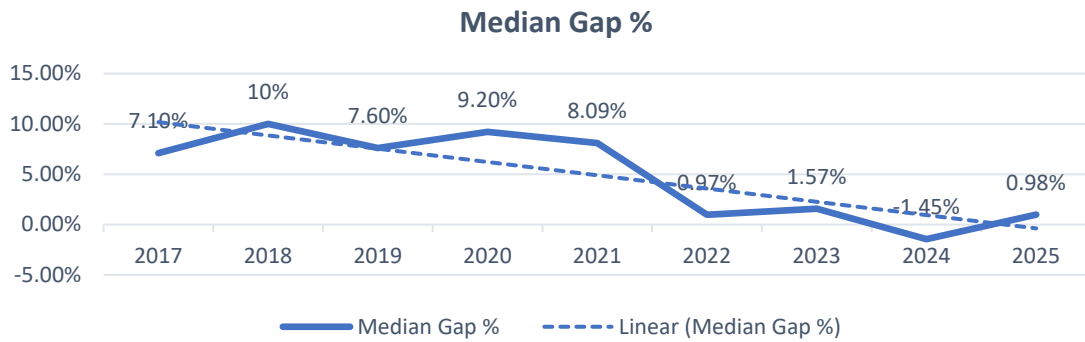


Figure 2

Between 2024 and 2025 the Median pay for men increased from £17.68 per hour to £19.28 an increase of £1.60. Women's median pay increased by a lesser extent from £17.94 to £19.09 a change of £1.15. The organisation Median pay gap remains low between women and men in 2025 with the gap reflecting around 1p difference in median pay.

Source of the Mean pay gap

Figure 3 below shows the Influences on the Mean pay gap , as previously noted in Gender pay Gap reports the largest influences relate to the **Medical and Dental** and **Administrative and Clerical** staff groups. In 2025 the pay gap in the **Administrative and Clerical** group has increased after a reduction between 2022 and 2023. As noted in previous reports this group includes a number of senior roles and changes in the gender diversity of people in these roles may be the reason for the worsening of the Mean pay gap. On a positive note, the pay gap in the **Medical and Dental** group has continued to decrease and is now at a similar level to the overall organisation.

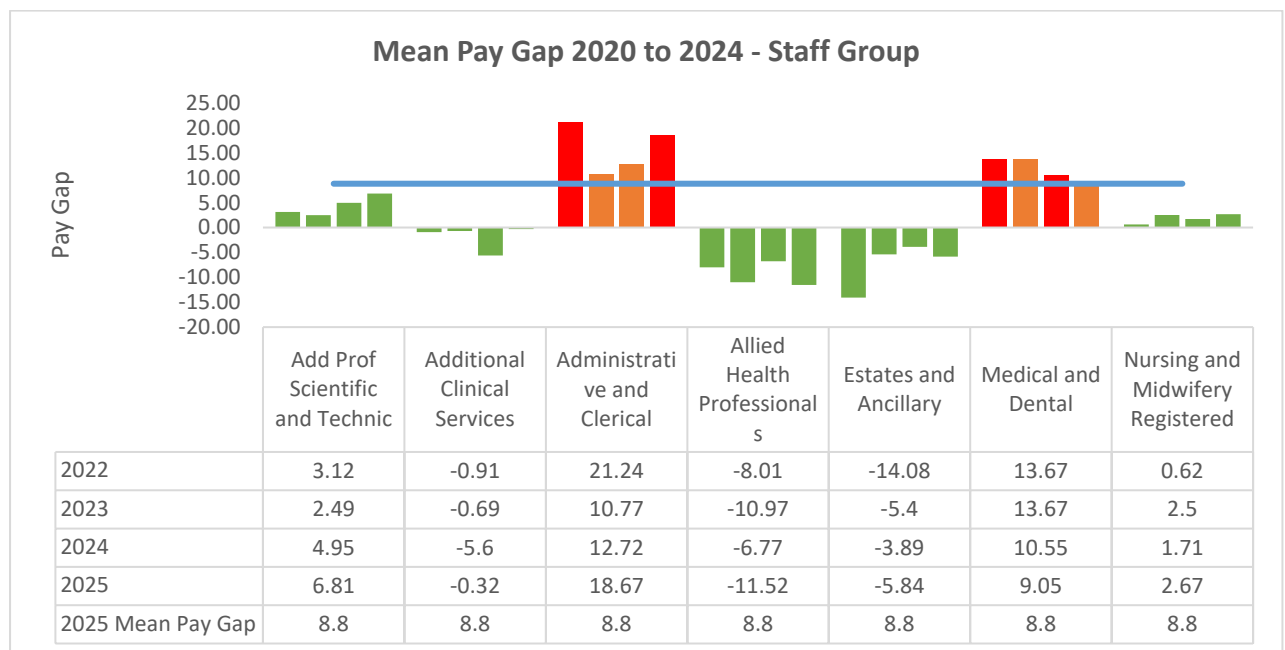


Figure 3

Our MEAN and MEDIAN BONUS Pay Gap and the PROPORTION of Men and Women Receiving a BONUS PAYMENT

MEAN Bonus Pay Gap

2021	2022	2023	2024	2025	Change 24/25
24.6%	46.8%	38.4%	44.40%	27.77	Decrease

MEDIAN Bonus Pay Gap

2021	2022	2023	2024	2025	Change 24/25
25.0%	61.3%	35.6%	45.50%	67.12%	Increase

Reason for changes in our Mean and Median Bonus pay gaps

Our Bonus pay is associated with historical Clinical Excellence Awards (CEA) paid to medical staff in our organisation. Following a national review of Clinical Excellence Awards a new system is being introduced and awards will now be known as National Clinical Impact Awards, the impact of this change will be reviewed but at the moment it appears that these awards will still be considered as Bonus pay. despite these changes we still have consultants in post who are eligible for the historical awards there are more men than women in this group which influences the bonus gap

The PROPORTION of Men and Women Recieving a BONUS PAYMENT

	2021	2022	2023	2024	2025	Change 24/25
Men	1.98%	2.75%	2.74%	2.72%	1.16%	Reduction
Women	0.28%	0.70%	0.76%	0.76%	0.19%	Reduction

The changes above are to do with the numbers of men and women consultants.

The PROPORTION of Men and Women in each PAY QUARTILE

Quartile data trends

Figure 4 shows the percentage of men and women in each pay quartile in 2025. In 2025 the percentage of men in the upper pay quartile remains higher than the percentage of men in the organisation as a whole.

Figures 5 and 6 highlight changes over time impacting women. Our 2024 report highlighted a decrease in the percentage of women in the Lower pay quartile and an increase in the percentage of women in the Upper Middle pay quartile, in 2025 this has reversed with an increase in the percentage of women in the Lower pay quartile and a significant decrease in the percentage of women in the Upper Middle pay quartile.

The decrease in the percentage of women in the Upper Middle quartile is reflected in the increase in the Mean pay gap in 2025 reported above.

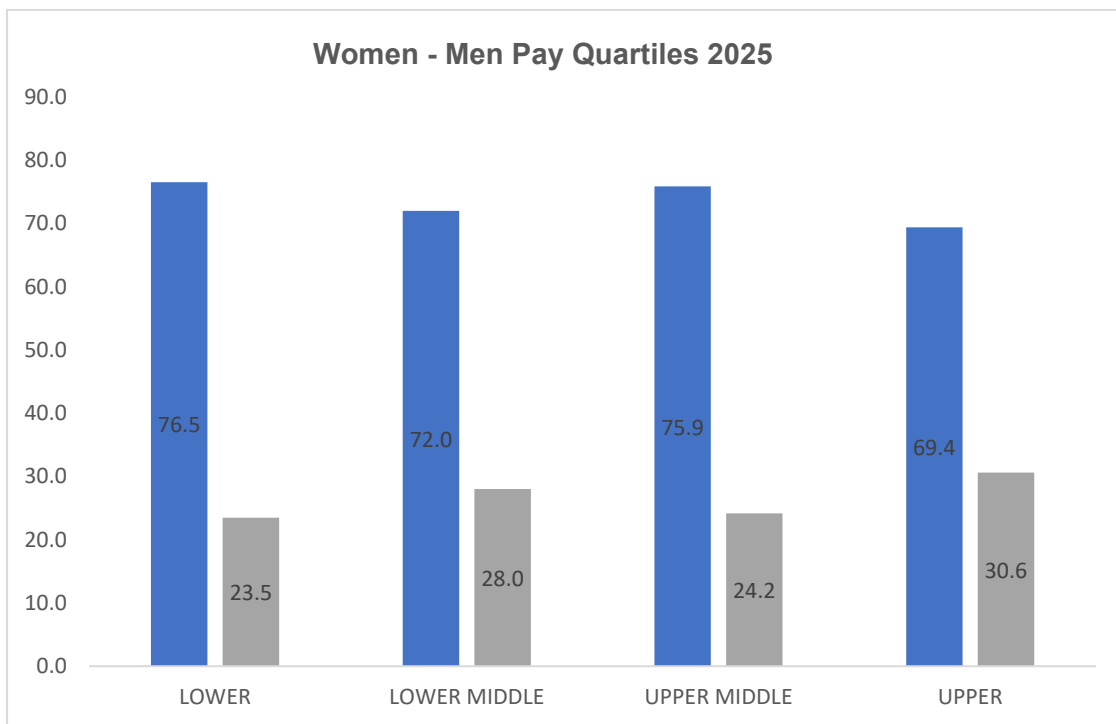


Figure 4

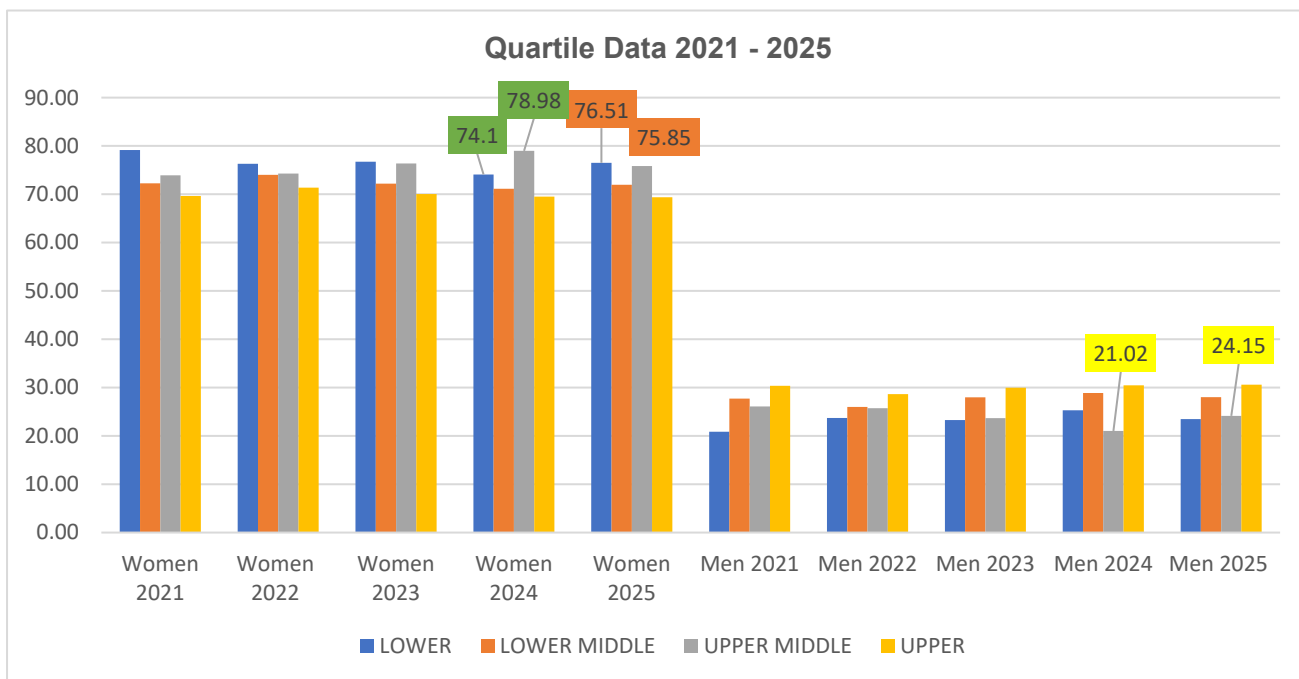


Figure 5

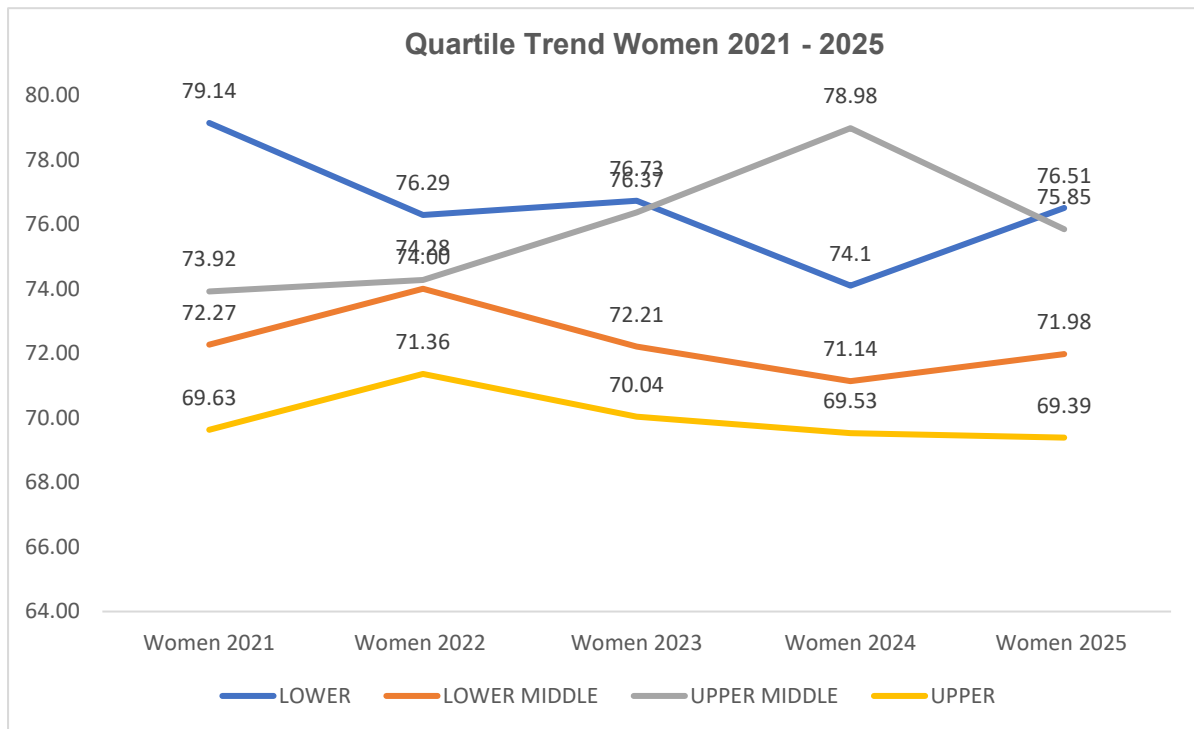


Figure 6

Summary

Although changes noted above are of concern previous benchmarking in our 2024 Gender Pay Gap report indicated that the organisations main pay gaps (Mean and Median) are relatively low compared to a number of other NHS organisations, because our organisation reports its pay gap at an early-stage benchmarking against the 2025 pay gap data of other NHS organisations is unlikely to be available until after March 2026. It is recommended that further assurance would be provided by reviewing pay gap benchmarking data from 2025 in the 2026 Gender Pay Gap report.

Recommendations:

The Board of Directors are asked to:

1. Approve the report for Publication
2. Note the content and the changes from 2024 to 2025
3. Note the recommendation that further assurance would be provided by reviewing pay gap benchmarking data for 2025 in the 2026 Gender Pay Gap report, and the reasons for this.

Appendices

Appendix A – Gender Pay Gap Report 2025 - Review of Reasons for the Change in the Upper Middle Pay Quartile

Appendix A – Gender Pay Gap Report 2025 - Review of Reasons for the Change in the Upper Middle Pay Quartile

Data from the 2025 Gender Pay gap report was analysed with a view to better understanding the reduction in the percentage of women in the Upper Middle Pay Quartile which has seen a reduction between 2024 and 2025.

The Gender Pay Gap Report highlights that there is a high pay gap in the Administrative and Clerical staff group, and this has increased between 2024 and 2025.

Administrative and Clerical is a large staff group,(for example specific administrative roles through to senior leadership roles) so a review was undertaken of staff in that group in the Upper Middle Quartile only.

Table 1 shows the difference in numbers of staff in each group between 2024 and 2025 and shows a reduction of -38 women (81%) and -9 (19%) men in the Upper Middle Pay Quartile

2025	Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
Staff Group	women	men	women	men	women	men	women	men
Administrative and Clerical	191	36	117	35	48	29	79	57
2024	Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
Staff Group	women	men	women	men	women	men	women	men
Administrative and Clerical	178	33	124	36	86	38	92	46
Administrative and Clerical change 2024/5	13	3	-7	-1	-38	-9	-13	11

Table 1

Change by Band 2024 – 2025 Upper Middle Pay Quartile

Table 2 shows changes by Agenda For Change pay band of staff in the administrative and clerical group in the Upper Middle Pay Quartile between 2024 and 2025

- **Band 8B** - There was a reduction of 2 women (100%) in Band 8b roles and no reduction in men.
- **Band 8a** - There was no reduction in women in Band 8a roles but an increase of + 3 men
- **Band 7** - There were reductions in both women and men in Band 7 roles of the total reduction 58% were women and 42% were men.

- **Band 6** – there was a reduction of 3 women (100%) and no men in Band 6
- **Band 5** - There were reductions in both women and men in Band 5 roles of the total reduction 77% were women and 23% men .

(The staff in Band 2 and 3 are bank staff who are likely to be showing in this quartile due to receiving holiday pay due in the period however this is being checked)

2025	Women	Men		2024	Women	Men		Net change	Women	Men
Band 2	1	1		Band 2	0	0		Band 2	1	1
Band 3	0	0		Band 3	1	0		Band 3	-1	0
Band 4	1	0		Band 4	1	0		Band 4	0	0
Band 5	3	1		Band 5	30	9		Band 5	-27	-8
Band 6	33	18		Band 6	36	18		Band 6	-3	0
Band 7	8	5		Band 7	15	10		Band 7	-7	-5
Band 8a	1	4		Band 8a	1	1		Band 8a	0	3
Band 8b	0	0		Band 8b	2	0		Band 8b	-2	0
Other	1	0		Other	0	0		Other	1	0
	47	29			86	38			-38	-9

Table 2

Are these changes associated with promotions?

This data provides a background as to where the reduction in the Upper Middle pay quartile in the Administrative and Clerical group may be focused, however consideration is needed to see if there has been a shift in women to the Upper Pay Quartile. Table 3 shows these changes and that there was a net decrease in the Upper Pay quartile for women and increase for men. Although there was an increase in women in band 8b in the Upper Pay quartile there was a reduction of 6 in Band 8c and 4 in band 8a and an increase of 1 woman in band 8d compared to an increase of 2 in this band for men.

	Women	Men
Band 6	1	0
Band 7	-6	4
Band 8a	-4	2
Band 8b	3	0
Band 8c	-6	0
Band 8d	1	2
Band 9	0	1
ad hoc	0	0
consultant	0	0
chair	-1	0
Net Change	-12	9

