



**The Newcastle upon Tyne Hospitals**  
NHS Foundation Trust

**TRUST BOARD**

Date of meeting	28 March 2025					
Title	Gender Pay Gap					
Report of	Vicky McFarlane-Reid - Director for Commercial Development and Innovation & Executive Lead People Directorate					
Prepared by	Karen Pearce Head of Equality, Diversity and Inclusion (People)					
Status of Report	Public	Private	Internal			
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Purpose of Report	For Decision	For Assurance	For Information			
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Summary	<p>Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 the Trust is required to produce and publish an annual report of gender pay gap information.</p> <p>This paper includes the Trust's gender pay gap report for the 'snapshot' date of 31 March 2024 plus a supporting narrative and action plan.</p> <p>The report must be published on the government's gender pay gap service website and the Trust's website within a year of the snapshot date (i.e. before 30 March 2025).</p>					
Recommendation	To agree the contents of the paper and the publication of the data on the government's gender pay gap service website and the paper on the Trust's website before 30th March 2025.					
Links to Strategic Objectives	People Strategy and Equality Diversity and Inclusion (EDI) Improvement Plan					
Impact (please mark as appropriate)	Quality	Legal	Finance	Human Resources	Equality & Diversity	Sustainability
	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Link to Board Assurance Framework [BAF]	Not applicable.					
Reports previously considered by	Gender Pay Gap Report - March 2024					

## GENDER PAY GAP REPORT 2024/25

### 1. EXECUTIVE SUMMARY

#### 1.1 INTRODUCTION

The Trust's overall gender pay gap remains strongly influenced by the pay and gender make-up of the medical and dental staff group. This group is predominantly male and their higher pay relative to other staff increases the level of male average pay compared to females. A review of the data set demonstrates the mean pay gap for Agenda for Change staff is -0.18% and the median pay gap for Agenda for Change is -8.76%.

#### 1.2 PAY GAP DATA

The gap in the average [mean] hourly pay rate between males (£24.57) and females (£19.26) is 21.59%. The gap has decreased slightly by 0.85 percentage points since 2023 when the Trust reported a mean pay gap of 22.44%.

When the data is reviewed by staff group with the highest gender pay gap is within Administrative and Clerical at 14.75%, followed by Estates and Ancillary (8.22%) and Medical and Dental (7.30%). The report provides a detailed breakdown of the gender pay gap across different pay bands and roles within the Trust. It demonstrates that the pay gap emerges in the higher pay bands with significant gaps starting to appear in the higher bands (8C 4.48%, band 8D 6.53%). Within the Medical and Dental workforce, a 5.25% gap exists but there is also a significant gap with trainees employed by the Trust (11.98%). In the 'other' category (ad-hoc appointments, apprentice, Trust doctors) men earn 7.45% more indicating potential equity issues in less structured and or flexible senior positions.

#### 1.3 BONUS PAY GAP DATA

The gap in average [mean] bonus pay between males (£9,363.65) and females (£3,683.95) is 60.66%. The gap has decreased by 18.7 percentage points from 2023. The average [median] gap in bonus pay decreased from 96.68% to 0.0%; this is due to the impact of equal distribution of Clinical Excellence Awards (CEA's) for 2022/23 and 2023/24.

Like the Trust's mean gender pay gap, the mean gender bonus pay gap is also strongly influenced by the pay and gender make-up of the medical and dental staff group. In this reporting period the total value of CEAs paid by the Trust by gender was:

- male £2,794,923
- female £535,607

#### 1.4 ADDITIONAL ANALYSIS

Analysis demonstrates that female employees are overrepresented in the lower two quartiles, particularly in Nursing and Midwifery and administrative roles. Male staff dominate the highest paying quartile, especially on Medical and Dental and Scientific roles. Representation disparities suggest occupational segregation and potential barriers for females transitioning to higher paid positions.

## 1.5 ACTION TO REDUCE THE GENDER PAY GAP

People Plan: Last year the Trust established a People Programme Board to guide and ensure the success of our People Plan. There are four key themes forming our people plan for 2024-2027. The year 1 action plan covers a number of elements impacting indirectly on gender equity including:

- Equality and Diversity Steering Group: The establishment of our Equality and Diversity Steering Group has provided a platform to engage a diverse representation of staff, to ensure a comprehensive and supportive plan.
- Equality, Diversity and Inclusion (EDI) Improvement Plan: Alongside our People Plan our EDI Improvement plan focuses on 6 High Impact National Actions.
- Growth Opportunities: Initiatives such as the revised person-centred appraisal process and the 'Scope for Growth' career conversations focus on tailoring development plans to individual aspirations and potential. This allows for more targeted learning pathways and personal growth opportunities. Pay gap data also plays a crucial role in informing our Leadership and Development (L&D) Strategy by identifying systematic barriers, giving a focus on career progression to reduce disparities and developing compassionate and inclusive leadership that values diversity.
- The Establishment of the Women's Network: will create opportunities to amplify women's voices, challenging stereotypes, raise awareness of gender disparities and the additional impact of intersectionality.

## 2. INTRODUCTION

The gender pay gap measures the difference between the pay rates of all male and female staff across the Trust irrespective of their role and seniority. It should not be confused with equal pay where males and females performing similar roles or work of equal value must be paid equally. Under the Equality Act 2010 it is unlawful to pay people unequally because they are male or female. This report shows the Trust's gender pay gap data for the 'snapshot' date of 31 March 2024 and includes a supporting narrative and action plan. Gender pay reporting is about showing the difference in average pay and bonus payments between male and female staff. Currently 22% of our workforce are male, 78% are female.

The gap in the average [mean] hourly pay rate between males (£24.57) and females (£19.26) is 21.59%. The gap has decreased slightly by 0.85 percentage points since 2023 when the Trust reported a mean pay gap of 22.44%.

The gap in average [mean] bonus pay between males (£9,363.65) and females (£3,683.95) is 60.66%. The gap has decreased by 18.7 percentage points from 2023. The average [median] gap in bonus pay decreased from 96.68% to 0.0%; this is due to the impact of equal distribution of CEA's for 2022/23 and 2023/24.

The Trust's overall gender pay gap remains strongly influenced by the pay and gender make-up of the medical and dental staff group. This group is predominantly male and their higher pay relative to other staff increases the level of male average pay compared to females.

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There are other staff groups (admin and clerical) identified within the detail of the report that require further exploration. Within the Trust proportionally more males hold senior positions within the when compared to females.

This report provides an in-depth analysis of the Trust's gender pay gap, highlighting key findings from the most recent reporting period and the actions we are taking to address any disparities. We continue to be committed to fostering a fair, equitable and inclusive workplace. While our gender pay gaps don't indicate unequal pay for equal work it does reflect broader structural areas of focus such as proportional representation in senior roles, and potential barriers to career progression. We view addressing our gender pay gap not only as a legal obligation but also as a fundamental part of our core values and our broader commitment to diversity and inclusion, aligning both with our People Plan and our EDI Improvement Plan.

### **3. OUR COMMITMENT TO EQUALITY, DIVERSITY, AND INCLUSION**

As a Trust we are committed to supporting staff to succeed to enable us to provide the best possible service to our patients.

We are committed to advancing equality, recognising diversity and promoting social inclusion. We recognise our responsibility to provide equal opportunities, eliminate discrimination and foster good relations in our activities as an employer, service provider and partner. The measures we will take are set out in our local People Plan and supporting EDI and Health and Wellbeing (HWB) plans.

Salaries within the Trust for staff employed on Agenda for Change are determined through the NHS Job Evaluation Scheme and NHS terms and conditions of service. Salaries for Medical and Dental Staff are in accordance with NHS terms and conditions of service for this staff group. Staff undertaking the same job are paid the same irrespective of gender. We are an equal pay employer.

### **4. DECLARATION**

I confirm this report is accurate to the best of my knowledge and belief. It reflects a snapshot of our organisation on 31 March 2024. We have a number of actions in place which are intended to address our gender pay gap. We will publish our data by 30 March 2025.

Signed:



Date: 31st March 2025

**Name: Rob Harrison**

**Designation: Acting Chief Executive**

## 5. OUR GENDER PAY GAP DATA

### 5.1 Gender profile

Profile	Male 2024	Female 2024	Male 2023	Female 2023	Male 2022	Female 2022
All staff	22%	78%	22%	78%	23%	77%

### 5.2 Gender pay gap

Profile	Male 2024	Female 2024	Pay Gap 2024	Male 2023	Female 2023	Pay Gap 2023	Male 2022	Female 2022	Pay Gap 2022
Mean hourly pay rate (all staff)	£24.57	£19.26	21.59%	£23.34	£18.10	22.44%	£22.29	£17.30	22.42%
Median hourly pay rate (all staff)	£18.10	£17.68	2.29%	£17.24	£16.84	2.29%	£16.39	£15.12	1.65%

The mean hourly pay gap has decreased by 0.85 percentage points to 21.59%. The median hourly pay rate gap remains unchanged at 2.29%

The Trust's overall mean gender pay gap remains strongly influenced by the pay and gender make-up of the medical and dental staff group which is predominantly male. Their higher pay relative to other staff increases the level of male average pay compared to females. A review of the data set demonstrates the mean pay gap for Agenda for Change staff is -0.18% and the median pay gap for Agenda for Change is -8.76%. When we take Medical and Dental Staff out females, on average earn more than males.

#### 5.2.1 Gender pay gap by staff group.

Staff Group	Male	Female	Difference	Pay gap
Add Prof Scientific and Technic	£22.94	£21.31	£1.63	7.10%
Additional Clinical Services	£13.41	£13.47	-£0.05	-0.39%
Administrative and Clerical	£18.70	£15.95	£2.76	14.75%
Allied Health Professionals	£20.70	£20.96	-£0.26	-1.26%
Estates and Ancillary	£14.59	£13.39	£1.20	8.22%
Healthcare Scientists	£23.58	£22.04	£1.54	6.53%
Medical and Dental	£51.51	£47.75	£3.76	7.30%
Nursing and Midwifery Registered	£20.23	£20.49	£0.26	1.28%
Students	£13.33	£14.45	-£1.12	-8.39%

The staff group with the highest gender pay gap is Administrative and Clerical at 14.75%, followed by Estates and Ancillary (8.22%) and Medical and Dental (7.30%).

### 5.3 Bonus pay

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Bonus payments which the Trust is required to include in gender pay reporting are:

Bonus payment	Staff who are eligible
Clinical excellence awards (CEA)	Consultant medical and dental staff
Excellence awards	Senior staff employed on a Trust senior staff contract
Performance-related pay	Executive directors and very senior managers (VSMs)
Performance	Pharmacy Production Unit (PPU)
Long service awards	All staff

**Gender bonus pay gap.**

Profile	Male 2024	Female 2024	Bonus pay gap 2024	Male 2023	Female 2023	Bonus pay gap 2023	Male 2022	Female 2022	Bonus pay gap 2022
Mean bonus pay	£9,363.65	£3,683.95	60.66%	£12,038.50	£2,484.38	79.36%	£1,009.03	£205.24	79.66% (* 77.24% without thank you bonus)
Median bonus pay	£4,298.00	£4,298.00	0.00%	£6,032.04	£200.00	96.68%	£147.05	£147.05	0% (* 90.78% without thank you bonus)
Proportion of staff in receipt of bonus	12.92%	3.93%		7.27%	2.35%		92.41%	94.06%	

The mean bonus pay gap has reduced by 18.7 percentage points.

The median bonus gap has decreased by 96.68% to 0%. This is as a consequence of CEA's being equally distributed across the medical workforce.

**Proportion of male and female staff who receive bonus pay by staff group.**

Staff Group	Gender	Staff paid bonus	Total relevant staff	%
Add Prof Scientific and Technic	Female	41	524	6.87%
	Male	24	148	14.19%
Additional Clinical Services	Female	36	2,695	1.34%
	Male	17	597	2.18%
Administrative and Clerical	Female	40	1,962	1.99%
	Male	14	685	2.04%
Allied Health Professionals	Female	12	1,008	1.19%
	Male	3	222	1.35%
Estates and Ancillary	Female	14	664	2.11%
	Male	10	579	1.73%

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Healthcare Scientists	Female	6	445	1.35%
	Male	4	277	1.44%
Medical and Dental	Female	352	578	39.37%
	Male	538	732	47.27%
Nursing and Midwifery Registered	Female	95	5,147	1.85%
	Male	6	462	1.30%
Totals	Female	596	13,023	3.57%
	Male	616	3,702	11.26%

Like the Trust's mean gender pay gap, the mean gender bonus pay gap is also strongly influenced by the pay and gender make-up of the medical and dental staff group which is predominantly male and their higher pay relative to other staff increases the level of male average pay compared to females. The 'Additional Prof Scientific and Technical' staff group continues to show a relatively higher proportion of males receiving bonus over females which is largely due to the payment of a performance bonus in the Pharmacy Production Unit.

In this reporting period the total value of CEAs paid by the Trust by gender was:

- male £2,794,923
- female £535,607

The number of consultants by gender in receipt of a national platinum, gold or silver CEA is male 30; female 5 the values of which are identified below and can be seen to impact on gender pay.

Bonus Type	Female	Male	Female (value)	Male (value)
CEA 1-10	56	116	£392,649	£1,534,509
CEA Bronze	5	13	£142,958	£462,570
CEA Silver	0	13	£	£557,908
CEA Gold	0	3	£	£171,507
CEA Platinum	0	1	£	£68,492

### 5.4 Bonus paid 1 April 2023 - 31 March 2024

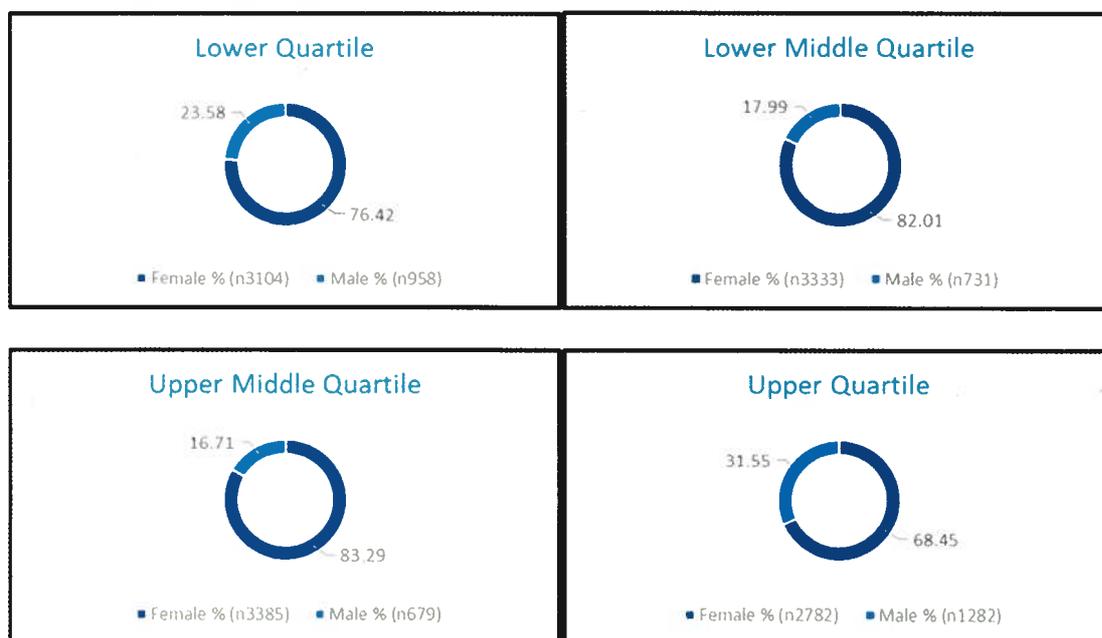
Bonus Type	Female	Male	Total
Clinical Excellence Awards	341	522	863
Excellence Award	0	0	0
Performance Related Pay	0	0	0
Performance	39	37	76
Long Service Awards	206	41	247
<b>TOTALS</b>	<b>586</b>	<b>600</b>	<b>1186</b>

### 5.5 Pay distribution by quartiles.

The data below is achieved by dividing the workforce into four equal parts (quartiles). All staff are ranked from the lowest hourly rate of pay to the highest. The rank order is then divided into four sections with an equal number of staff in each. With a female workforce of 78%, females should ideally make up 78% of each quartile. Females are under-represented

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in the upper quartile and over-represented in the lower and upper middle quartiles. The medical and dental workforce is predominantly in the upper quartile and has a higher percentage of males (728) compared to females (575).



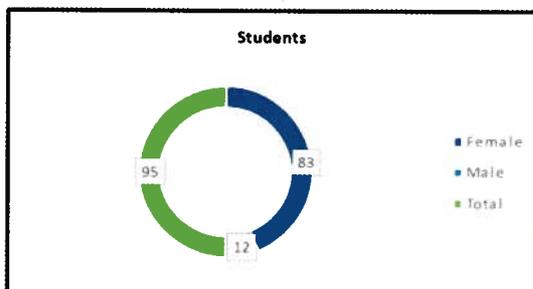
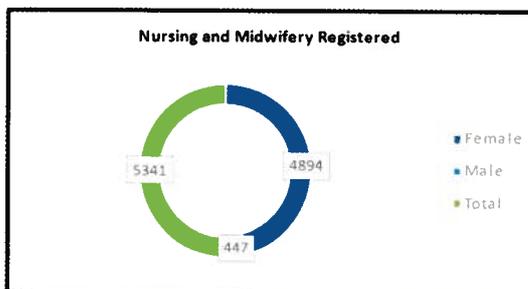
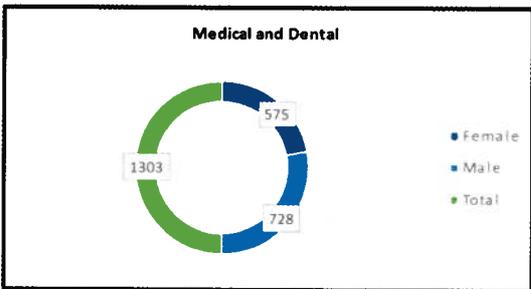
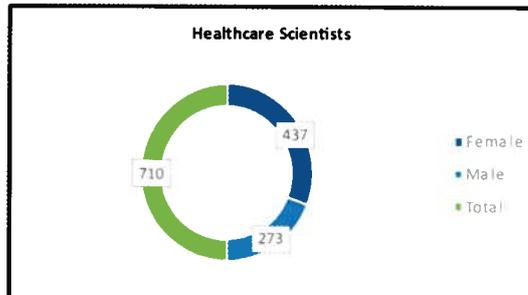
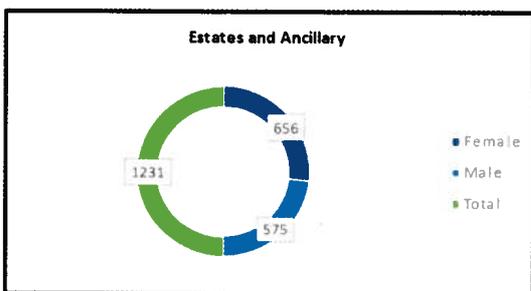
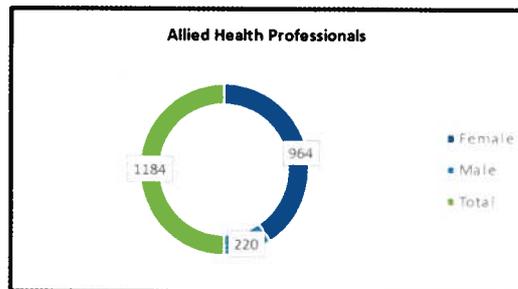
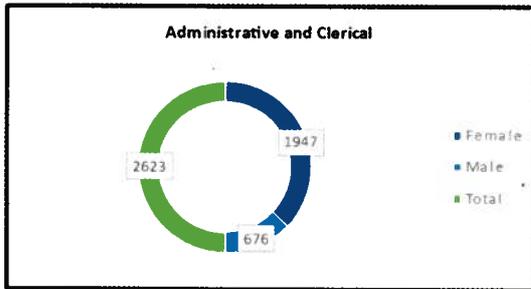
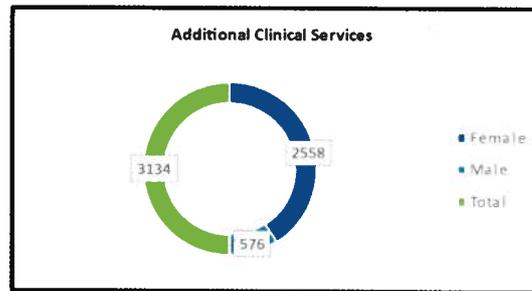
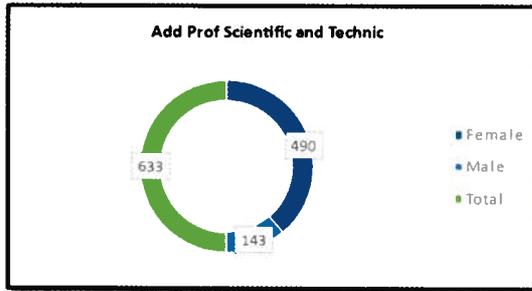
- 79.2% (6,437) of all staff in the lower and lower middle quartiles are female – a positive decrease of 0.24% compared to last year (79.4%).
- 75.9% (6,167) of all staff in the upper middle and upper pay quartiles are female – a negative decrease of 0.5% compared to last year (76.3%).
- 20.8% (1,689) of all staff in the lower and lower middle quartiles are male – a negative decrease of 1.44% compared to last year (20.8%).
- 24.1% (1,961) of all staff in the upper middle and upper pay quartiles are male – a positive decrease of 2.12% compared to last year (23.6%).

Proportionally more males hold senior positions than females:

	Percentage of total male in upper quartile	Percentage of total female in upper quartile
March 2022	34.70%	22.13%
March 2023	36.09%	22.54%
March 2024	35.12%	22.07%

### 5.6 Gender profile by staff group

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- The majority of females are in nursing and midwifery (4894), additional clinical services (2,558) and admin and clerical (1947).

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- The majority of males are in medical and dental (728), admin and clerical (676) and additional clinical services (576).

**5.7 Percentage of the total female and male workforce (by staff group) in each of the quartiles**

staff group	lower quartile	lower quartile	lower middle quartile	lower middle quartile	upper middle quartile	upper middle quartile	upper quartile	upper quartile
	male	female	male	female	male	female	male	female
Add Prof Scientific and Technic	0.04%	0.28%	0.16%	0.85%	0.31%	0.71%	0.38%	1.18%
Additional Clinical Services	2.41%	9.70%	0.88%	5.42%	0.25%	0.60%	0.01%	0.01%
Administrative and Clerical	1.58%	6.17%	0.94%	3.48%	0.71%	1.05%	0.92%	1.28%
Allied Health Professionals	0.01%	0.01%	0.27%	1.10%	0.68%	2.73%	0.39%	2.10%
Estates and Ancillary	1.73%	2.31%	1.22%	1.22%	0.44%	0.49%	0.15%	0.01%
Healthcare Scientists	0.04%	0.07%	0.23%	0.53%	0.56%	0.88%	0.84%	1.21%
Medical and Dental	0.00%	0.00%	0.00%	0.00%	0.03%	0.09%	4.45%	3.45%
Nursing and Midwifery Registered	0.02%	0.26%	0.78%	7.73%	1.20%	14.24%	0.76%	7.88%
Students	0.06%	0.30%	0.01%	0.18%	0.00%	0.03%	0.00%	0.00%

Female employees are overrepresented in the lower two quartiles, particularly in Nursing and Midwifery and administrative roles. Male staff dominate the highest paying quartile, especially on Medical and dental and scientific roles. Representation disparities suggest occupational segregation and potential barriers for females transitioning to higher paid positions.

**5.8 Gender pay gap by band/pay scale as-at March 2024**

PayScale	Male	Female	Pay Gap
	mean average hourly rate	mean average hourly rate	
Band 1	£11.45	£13.84	-20.92%
Band 2	£12.74	£12.39	2.69%
Band 3	£13.31	£13.37	-0.43%
Band 4	£13.72	£13.86	-0.99%
Band 5	£17.10	£17.78	-3.97%
Band 6	£20.14	£20.59	-2.21%
Band 7	£23.94	£24.29	-1.49%
Band 8a	£27.22	£26.98	0.86%

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Band 8b	£32.18	£31.60	1.81%
Band 8c	£39.51	£37.73	4.48%
Band 8d	£48.78	£45.59	6.53%
Band 9		£58.78	-100%
Other	£48.26	£44.66	7.45%
M&D Consultant	£56.86	£53.87	5.25%
M&D SAS	£36.69	£36.66	0.07%
M&D Trainee	£36.55	£32.17	11.98%

The data presented above provides a detailed breakdown of gender pay gap across different pay bands and roles within the Trust. It demonstrates that the pay gap emerges in the higher pay bands with significant gaps starting to appear in the higher bands (8C 4.48%, band 8D 6.53%). Within the medical and dental workforce, a 5.25% gap exists but there is also a significant gap with trainees employed by the Trust (11.98%). In the 'other' category (ad-hoc appointments, apprentice, Trust doctors) men earn 7.45% more indicating potential equity issues in less structured and or flexible senior positions.

## 6. ACTION TO REDUCE THE GENDER PAY GAP

### 6.1 PEOPLE PLAN

Last year the Trust established a People Programme Board to guide and ensure the success of our People Plan. We now have an agreed People Plan and EDI Improvement Plan with a governance structure to ensure delivery. The four key themes forming our people plan for 2024-2027 are:

- Health and wellbeing
- Behaviours and civilities
- Valued and heard.
- Leadership and management

The year 1 action plan covers a number of elements impacting indirectly on gender equity including.

- **Equality and Diversity Steering Group** The establishment of our Equality and Diversity Steering Group in 2023 has provided a platform to engage a diverse representation of staff, to ensure a comprehensive and supportive plan. Beyond coordinating the Trust's approach to equality, diversity and inclusion, the Steering Group facilitates discussions and responses on relevant issues, emphasising key requirements and assessing effectiveness. Going forward the group will actively drive delivery and improvement by evaluating performance through key performance indicators, determining action plans and prioritising initiatives and interventions.
- **EDI Improvement Plan** – Alongside our People Plan our EDI Improvement plan focuses on 6 High Impact National Actions.

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- *High impact action 1:* Chief executives, chairs and board members must have specific and measurable EDI objectives to which they will be individually and collectively accountable.
- *High impact action 2:* Embed fair and inclusive recruitment processes and talent management strategies that target under-representation and lack of diversity.
- *High impact action 3:* develop and implement an improvement plan to eliminate pay gaps.
- *High impact action 4:* develop and implement an improvement plan to address health inequalities within the workforce.
- *High impact action 5:* implement a comprehensive induction, onboarding and development programme for internationally recruited staff.
- *High impact action 6:* create an environment that eliminates the conditions in which bullying, discrimination, harassment and physical violence at work occur.

Growth Opportunities: Initiatives such as the revised person-centred appraisal process and the 'Scope for Growth' career conversations focus on tailoring development plans to individual aspirations and potential. This allows for more targeted learning pathways and personal growth opportunities. Pay gap data also plays a crucial role in informing our L&D Strategy by identifying systematic barriers, giving a focus on career progression to reduce disparities and developing compassionate and inclusive leadership that values diversity.

- **The Establishment of the Women's Network** will create opportunities to amplify women's voices, challenging stereotypes, raise awareness of gender disparities and the additional impact of intersectionality.

## 6.2 ADDITIONAL ANALYSIS

To further understand the impact outside of CEA's the following will be incorporated into next year's reporting.

- The likelihood of appointments in all senior roles band 8a and above by gender.
- A review of promotion data to understand whether women progress as frequently as men into senior positions.
- Gaining an understanding where and why women leave the Trust.
- Working with the newly formed Women's network to identify what additional support can be offered.

## 7. RECOMMENDATION

To agree the contents of the paper and the publication of the data on the government's gender pay gap service website and the paper on the Trust's website before 30th March 2025.

**Karen Pearce**  
**Head of EDI (People)**

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**Vicky McFarlane-Reid**

**Director for Commercial Development and Innovation & Executive Lead People Directorate**

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