

Gender Pay Gap Report (GPG) 2024-2025

Gateshead Health NHS Foundation Trust

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1. Executive Summary

As of 31 March 2025, the Trust employed **4,317** staff, excluding bank, locum and honorary workers. Women continue to make up the majority of the workforce at 81.97%, with men representing 18.10%. Although female representation has decreased slightly it remains broadly consistent with previous years.



Key Pay Gap Data

- Mean gender pay gap – 23.64%
- Median gender pay gap – 13.57%
- Mean bonus gap – 74.61%
- Median bonus gap –95.86%
- Quartile pay bands – as below;

Year	Lower (Q1)		Lower Middle (Q2)		Upper Middle (Q3)		Upper (Q4)	
	Female	Male	Female	Male	Female	Male	Female	Male
2025	85.53%	14.47%	84.40%	15.60%	84.40%	15.60%	73.55%	26.45%

- The **median gender pay gap** for ordinary pay has increased by **3.54%** to **13.57%** meaning that men are paid 13.57% higher than women
- The **mean gender pay gap** remains high at **23.64%**, reflecting the continued influence of higher-paid male staff in senior medical roles.
- Only **0.81%** of staff received a bonus yet both mean and median bonus pay gaps remain substantial due to the distribution and value of Clinical Excellence Awards (CEAs) to male staff.



Key Changes from last year

- Mean pay gap has remained **consistent**
- Mean bonus gap has **increased** by under 1%
- Median pay gap has **increased**
- Median bonus gap has **increased** by 3.4%



Key Analysis

- Women remain heavily represented in lower and mid-level pay bands with male representation disproportionately higher in senior grades particularly within the medical workforce.
- This imbalance is the primary driver of both the mean and median gender pay gaps.
- There are more men in our workforce in 24/25 than there were in 23/24. As a result, this has increased the **median pay gap** % as this smaller population has impacted the mid point value.
- The combination of; more women in Q1, and the same number in Q4 as well as a lower % of men in Q1 and a consistent % of men in Q4 is causing our **median pay gap** to increase.
- The **mean gap** has remained unchanged from last year
- The **ordinary pay** gap is driven marginally by male staff in Quartile 4 in AFC pay grades and is driven substantially by the male medical workforce overall
- Of the 53 female staff that received a bonus, 35 received the lower value cash bonus, so this has resulted in the median value being £250 and hence the **median bonus pay gap** % being so high
- Legacy CEA awards are driving the **mean bonus pay gap** and the only actions that will address this are staff leaving the Trust or new National Clinical Impact Awards to our female consultants



Key Actions

- We need to support more women to move out of the lower pay quartiles in all staff groups to address the long-established and structural gender disparities in pay and reward. More specifically we will;
- Consider the language, images and branding we use to promote and advertise roles and careers within our organisation.
 - Ensure our People policies, training and other inclusion strategies all contribute to closing the gender pay gap by understanding and tackling the inequalities faced by women
 - Work with the women's network to improve staff experience including creating and promoting leadership and wider development programmes to support and encourage women to progress

2. Introduction and Methodology

The annual Gender Pay Gap Report is a national requirement and aligns with NHS England's Equality, Diversity and Inclusion Improvement Plan. It requires organisations to calculate and publish mean and median gender pay gaps.

It is important to distinguish between:

- **Equal pay**, which ensures all receive the same pay for work of equal value (a legal requirement). This looks at like for like roles and pay for the 'same' role.
- **The gender pay gap**, which reflects structural workforce differences such as occupational segregation and seniority distribution. This looks at the overall workforce and measures the average hourly rate difference.

A Trust can have absolute equal pay for its employees, but still have a high gender pay gap if for example all senior management roles are held by men.

The calculations reported on in this report are:

- **Mean gender pay gap** – The difference between the mean (average) hourly rate of pay by gender
- **Median gender pay gap** - The difference between the median (middle) hourly rate of pay by gender.
- **Mean bonus gap** –The difference between the mean (average) bonus pay paid by gender
- **Median bonus gap** – The difference between the median (middle) bonus pay paid by gender
- **Quartile pay bands** - The proportions of employees in the lower, lower middle, upper middle and upper quartile pay bands by gender

This report includes each of the above calculations and a supporting actions to address the findings. We have identified where there are variances in gender pay differences across our workforce, enabling us to take targeted action to address any gaps.

It is important to note that there are a number of multi-dimensional factors which can impact on the gender pay gap. Undertaking this process on a yearly basis takes us a step forward and assess if pay disparities are changing. Year on year comparison enables the Trust to evidence progress made in achieving mean and median pay equality across genders.

The data provided in this report covers the period of **1 April 2024 to 31 March 2025**

What is included in the calculations:

- Basic pay (**ordinary pay**)
- Full paid leave including annual leave, sick, maternity, paternity, adoption, or parental leave (**ordinary pay**)
- On call allowances and shift premium payments (**ordinary pay**)
- Additional programmed activities for Consultants (**ordinary pay**)
- Clinical Excellence Awards for Consultants (**bonus**)
- Other bonus

Not Included within the calculations:

- Any member of staff who is not receiving full pay when the 'snapshot' data is taken. For example, those employees on statutory maternity pay, sick pay or parental leave.
- Overtime pay (including Waiting List Initiatives)
- Expenses, for example mileage for use of vehicle
- Salary sacrifice schemes

3. Pay Gaps – Ordinary and Bonus pay summary

The gender pay gap, mean percentage for both ordinary and bonus pay, is worked out as follows:

The difference in hourly rates is calculated between male and female staff. This difference is then divided by the total male hourly rate to give the pay gap percentage. The guidance for this calculation is taken from the Statutory Guidance for the Government Equalities Office.

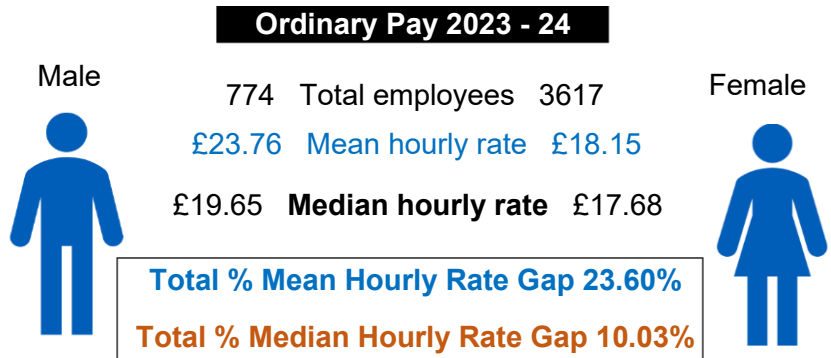
The guidance states that:

A positive percentage shows that women have lower pay or bonuses than men in the organisation. A negative percentage shows that men have lower pay or bonuses than women in the organisation.

The **Ordinary Pay** element includes all relevant staff who have received full-pay within the pay period (**1st April 2024 – 31st March 2025**) and includes salary sacrifice deductions, therefore lowering the actual pay.

Last year's ordinary pay in 2023/2024 showed that:

- **The Total % Mean Hourly Rate Gap was 23.60%**
- **The Total % Median Hourly Rate gap was 10.03%**



The 2024/2025 ordinary pay analysis shows:

- **The Total % Mean Hourly Rate has increased by 0.04% to 23.64%**
- **The Median Hourly Rate Gap has also increased up to 13.57% (up by 3.54%).**

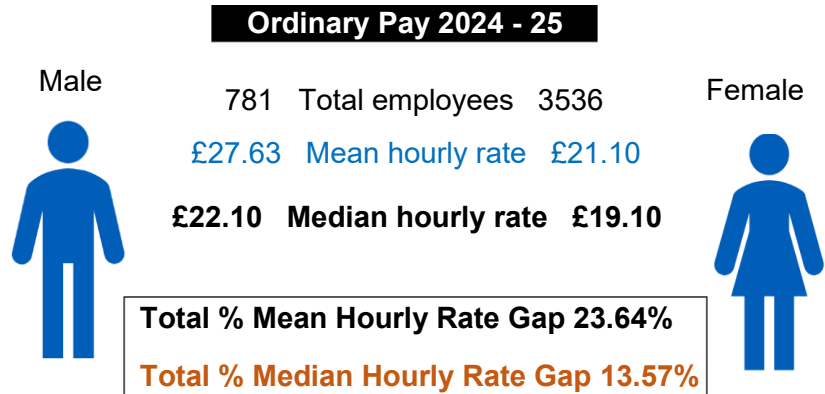


Table 1 below shows our **Mean Gender Pay Gap** over the last 5 years by **ordinary pay and bonus pay**:

Pay and Bonus Pay Gap	Mean 2025	Mean 2024	Mean 2023	Mean 2022	Mean 2021
Ordinary pay	23.64%	23.60%	23.76%	28.29%	27.25%
Bonus	75.09%	73.86%	77.52%	55.11%	47.60%

In 2024 -2025 the Mean Pay Gap did not increase significantly and the Bonus Mean Gender Pay increased by 1.23%.

Table 2 below shows our **Median Gender Pay Gap** over the last five years by **ordinary pay and bonus pay**:

Pay and Bonus Pay Gap	Median 2025	Median 2024	Median 2023	Median 2022	Median 2021
Ordinary pay	13.57% ↑	10.03%	12.03%	12.73%	12.17%
Bonus	95.86% ↑	92.49%	92.01%	0.00%	69.3%

In 2024 - 2025 the Median Pay Gap in ordinary pay increased by 3.54% (10.03% to 13.57%) and the Bonus Median Gender Pay increased by 3.37% (92.49% to 95.86%).

The Office for National Statistics (ONS) data - ONS website, [Gender pay gap in the UK - Office for National Statistics](#) confirms that the UK gender pay gap is at 6.9%, down by 0.2% from 7.1% in April 2024.

What is the data telling us:

- This data indicates a widening difference in typical earnings between men and women and is driven by a concentration of highly-paid male staff in senior roles – medical and agenda for change.
- There has been an increase in male employees and a decrease in female employees in this year and this has caused the increase in the median pay gap %
- The mean gender pay gap has remained consistently between 23–28%, indicating persistent structural issues.
- The median pay gap has fluctuated but not reduced significantly overall.
- The bonus pay gap has consistently remained high due to the concentration of Clinical Excellence Awards among male consultants. The bonus payment is also partially still impacted from legacy 'Refer a friend' - open to all staff and 'Welcome bonus' payments for International Educated Nurses – IEN). The Welcome Bonus was a one-off payment, but it still impacts upon the pay gap.
- Legacy CEA arrangements, **particularly pre-2018 awards**, continue to disproportionately benefit male consultants and contribute to the widening of bonus pay gaps.

4. Quartile Pay bands

As at **31 March 2025** the numbers of whole-time equivalent staff had not changed significantly from the 2024 figure when the data identified 83% female and 17% male staff. The 2025 figures show a **decrease of 1.09% of female staff (81.9%)** and **increase of 1.1% of male staff (18.10%)**

Women outnumber men in all four quartiles reflecting overall workforce composition. However, women's representation drops in the highest paid roles, **upper quartile (Q4)**. Conversely the male workforce representation increases in this quartile.

The table below indicates that the gender split across the **quartiles** is fairly proportionate to the organisational gender split and has been for the last few years. The lowest quartile (Q1) represents the lowest salaries in the Trust and the upper quartile (Q4) represents the highest salaries.

Table 3 below sets out the proportion of male and female full-pay relevant employees in the equally sized lower, lower middle, upper middle and upper quartile pay bands since 2022:

Table 3 Year	Lower (Q1)		Lower Middle (Q2)		Upper Middle (Q3)		Upper (Q4)	
	Female	Male	Female	Male	Female	Male	Female	Male
2022	73.84%	26.16%	81.57%	18.43%	83.13%	16.87%	73.84%	26.16%
2023	76.73%	23.81%	78.75%	21.25%	82.19%	17.81%	73.24%	26.76%
2024	83.99%	16.01%	86.42%	13.58%	85.95%	14.05%	73.34%	26.66%
2025	85.53%	14.47%	84.40%	15.60%	84.40%	15.60%	73.55%	26.45%

Table 3 shows that there are more women in Q1 than there has been since at least 2022, and also less women in Q2 and 3 since last year, with the same in Q4. We have the lowest % of men in Q1 since at least 2022 and a consistent % in Q4.

Our EDI dashboard shows that there is no disparity between appointment of male and female staff, so this is not impacting on the pay gaps. (Disparity of 1.06 in Q3)

Table 4: Average Hourly rates of pay for All Staff 2025 (total count of 4317 staff) :



Quartile	Headcount Female	Average Hourly Rate Female	Headcount Male	Average Hourly Rate Male	Average Hourly Rate Difference	Mean Gender pay gap
1	922	£13.20	156	£13.13	-£0.07	-0.53%
2	893	£17.02	165	£16.87	-£0.15	-0.89%
3	909	£21.98	168	£22.19	£0.21	0.95%
4	812	£33.57	292	£44.59	£11.02	24.71%
Total	3536	£21.10	781	£27.63	£6.53	23.63%

Table 4 shows that across all quartiles there are more female staff compared to male staff. The mean hourly rate difference stands at **£6.53** equating to **23.63%** difference.

In **Quartile 4**, men earn on average **£11.02** more per hour than women, which represents a **24.71%** gender pay gap. This quartile remains the largest contributor to the overall pay gap.

The information in Tables 3 and 4 has also further been split into Agenda for change staff and Medical staff as in tables 5 and 6 below;



Table 5: Average Hourly rates of pay for Agenda for Change staff (excluding Medical and Dental staff)

Quartile	Headcount Female 	Average Hourly Rate Female	Headcount Male 	Average Hourly Rate Male	Average Hourly Rate difference	Gender Pay Gap
1	848	£13.05	150	£13.07	£0.02	0.15%
2	846	£16.53	151	£16.49	-£0.04	-0.24%
3	844	£21.12	154	£21.39	£0.27	1.26%
4	830	£28.28	168	£29.44	£1.16	3.94%
Total	3368	£19.70	623	£20.37	£0.67	3.29%

Within Agenda for Change there are **more female employees than males** across all quartiles.

- The overall Average Hourly Rate difference between male and female AFC staff equates to **£0.67**
- Women are consistently represented across all quartiles particularly in Bands 5 –7 as identified in the report above.
- Small pay differences exist within higher bands (Band 8 and above) where male representation increases, leading to a higher Average Hourly Rate difference of **£1.16** equivalent to **3.94%**
- While AFC roles do not drive the pay gap the under-representation of women in the highest AFC bands does however contribute to overall disparities in leadership pay.

Table 6: Average Hourly rates of pay for Medical staff

Quartile	Headcount Female 	Average Hourly Rate Female	Headcount Male 	Average Hourly Rate Male	Average Hourly Rate difference	Gender Pay Gap
1	51	£27.23	32	£29.84	£2.61	8.75%
2	47	£51.09	33	£50.60	-£0.49	-0.97%
3	44	£59.60	37	£59.74	£0.14	0.23%
4	26	£70.71	56	£72.37	£1.66	2.29%
Total	168	£49.11	158	£56.25	£7.14	12.69%

Splitting **Medical staff** from the **all-staff** grouping shows:

- Female staff are most highly represented in **Quartile 1** whereas Male staff are most highly represented in **Quartile 4**
- The highest **Average Hourly Rate difference** between Male and Female staff of **£2.61** is in **Quartile 1** with the next highest being in **Quartile 4** of **£1.66**
- In **Quartiles 2 and 3** the difference in **Average Hourly Rate significantly reduces**.
- The variance in **Average Hourly Rates of pay show** a total difference of **£7.14**

What is the data telling us:

- The combination of; more women in Q1, less women in Q2 and 3 and the same number in Q4 as well as a lower % of men in Q1 and a consistent % of men in Q4 is causing our median pay gap to increase.
- Our pay gap is driven by staff in the top pay quartiles (Q4) where men earn on average **£11.02** more per hour than women, which represents a **24.71%** gender pay gap.
- The medical workforce continues to be a key driver of the gender pay gap as male staff hold a greater proportion of the most senior clinical roles, particularly consultant posts.
- In the medical workforce in Q1 and Q4 there are significant pay gaps
- As long as women remain disproportionately concentrated in lower-paid roles (Q1) and men in higher-paid roles (Q4), an overall gender pay gap will persist — even if men and women are paid equally *within* each role.

5. Bonus Pay – only for those eligible

A total of **104** staff received bonus pay between April 2024 and March 2025. These included:

- 42 Cash Bonus payments (Now ceased)
- 62 Clinical Excellence Awards (CEA)

All bonus pay reflected here is comprised of a mix of ‘refer a friend’ (open to all staff), ‘welcome bonus payments’ (paid for work undertaken in respect of the IEN - international nurses) and **bank staff** as they also received a bonus in this period.

Of the 42 staff who received a cash bonus there was no % difference in the payment as both Male and Female staff were paid a cash bonus at a set amount of £250.

When reviewing the total numbers of bonus payments, **a number of individuals received more than 1 payment** accounting for a difference between the ‘Total number of bonuses’ and the ‘Total number of individuals receiving a bonus’.

Table 7 below shows the type of bonuses and how many males/females were in receipt of these within the reporting period:

Type of Bonus	Female	Female %	Male	Male %	Total	Total %
Cash Bonus Non-Pensionable Pay NHS	35	83.33%	7	16.67%	42	40.38%
Clinical Ex Award Pay NHS	18	29.03%	44	70.97%	62	59.62%
Grand Total	53	50.96%	51	49.04%	104	100%

- Bonuses were split at **50.96%** female and **49.04%** male.
- **83.33%** females and **16.67%** males received a bonus that was non-pensionable
- Clinical Excellence award bonuses made up **59.62%** of the overall Trust bonus with **70.97%** males and **29.03%** females receiving a CEA bonus.

Table 8 All staff bonus payments

Gender	Mean Bonus Pay	Median Bonus Pay
Male	£9824.25	£6032.04
Female	£2494.12	£250.00
Difference	£7330.13	£5782.04
Pay Gap %	74.61%	95.86%

- This table indicates that there is a significant difference between the mean and median bonuses paid to men and women. These figures can be linked to the Clinical Excellence Awards.
- 35 female staff received the cash bonus of £250 and a significant proportion of males within the consultant cohort are receiving higher Clinical Excellence Award values which creates a higher mean value.

Clinical Excellence and National Impact Awards

The CEA scheme is not a discretionary financial award as it forms part of the terms and conditions for certain medical staff. It is intended to recognise and reward those consultants who go above and beyond in the delivery, leadership and continuous improvement of safe and high quality care to patients. Prior to April 2024 the Trust operated a local scheme which ceased in line with the National Consultant Contract changes. The National Clinical Excellence Awards is now known as National Clinical Impact Awards.

Although the scheme has now ceased there are a number of individuals receiving historic awards known as the pre 2018 LCEAs which are recurrently paid on a pro rata basis for part time staff each year

Table 9 Clinical Excellence Award distribution.

Gender	Total number of consultants	As a % of total of Female and Male	Number in receipt of CEA	As a % of total CEA holders	As a % of Total consultants
Female	104	48.15%	18	29.03%	8.33%
Male	112	51.85%	44	70.97%	20.37%
Total	216		62		

The **2024 – 25** figures show that of the **216** consultants, **62 were** in receipt of a CEA payment. Of these, **18 (29.03%)**, were female and **44 (70.97%)** were male.

What is the data telling us:

- Of the 53 female staff that received a bonus, 35 of these received the lower value cash bonus, so this has resulted in the median value being £250 and hence the bonus gap % being so high
- Legacy CEA awards are driving the mean bonus pay gap and the only actions that will address this are staff leaving the Trust or new National Clinical Impact Awards to our female consultants

6. Overall Conclusion

The Trust continues to have a gender pay gap which is unacceptable, and we are committed to closing it. Our gap is driven by long-established workforce patterns in which women are highly represented in lower-paid roles, men are predominantly represented in the highest-paid roles. Bonus systems, particularly legacy CEA awards also disproportionately benefit male staff.

Some of these factors are shaped by national pay frameworks and historical arrangements. However, we recognise that there are areas firmly within our control, including how we support women to progress into senior leadership roles, how we recruit, and how we develop and retain talent across the organisation.

Our 2024/25 data shows;

- The proportion of men in the workforce has increased, which has raised the **median pay gap due** to the impact on the midpoint value.

- More women remain concentrated in the lowest pay quartile, while the proportion of men in the highest quartile has remained consistent, contributing to the widening **median gap**.
- The **mean gap** has remained unchanged from last year
- The **ordinary pay gap** is influenced slightly by Agenda for Change staff in Quartile 4 and significantly by the medical workforce overall.
- Of the 53 female staff that received a bonus, 35 received the lower value cash bonus, resulting in a median bonus value of £250 and a high **median bonus pay gap**
- Legacy CEA awards continue to drive the mean bonus pay gap; this will only reduce as awards expire, staff leave, or new National Clinical Impact Awards are secured by female consultants

10. Actions to reduce the Gender Pay Gap

We are committed to addressing the structural issues that sit within our control. Over the coming year, we will focus on improving progression pathways for women, increasing transparency in recruitment and promotion processes, and strengthening support for women entering senior clinical and non-clinical roles. We will also continue to monitor our pay and bonus systems to ensure fairness and equity.

We recognise that changes in representation at entry level and senior levels take time to be reflected in our pay gap figures, but we are committed to sustained action, and we will look to implement the following actions (More detail is included in the Trusts overall EDI action tracker):


Action	Owner
Ensuring inclusion and being proactive positive we will consider the language, images and branding we use to promote and advertise roles and careers within our organisation – both at entry level and at senior levels.	EDI manager and Communication Team
Understand and analyse NHS Staff Survey data, particularly focussing on the experiences of women.	OD practitioner / EDI Manger and Head of Staff Experience
We will continue to encourage our senior leaders to role model working flexibly and to champion flexible working arrangements.	POD Team
Ensure our People policies, training and other inclusion strategies all contribute to closing the gender pay gap by understanding and tackling the inequalities faced by women – specifically those belonging to specific groups, based on characteristics such as ethnicity, age, deprivation and profession.	L and D team / EDI Manager
Continue to promote and update People policies in line with current best practice to promote gender equality, fairness and health literacy. Support senior medical workforce in applying for clinical impact awards on an equitable basis.	Head of Staff Experience / Head of People Services
We will continue to work alongside our Women's network, to offer a place for staff to come together, share experiences and facilitate learning. The network will also comment on the shape and delivery of organisational strategy and policy, working to improve staff experience on specific gender related issues and adding more depth to our Gender Pay Gap Action Plan.	EDI manager / Women's Network
Continue to promote and raise opportunities for women to access Leadership Development through the recently launched Leading Forward Programme. Uptake will be monitored via the Education and Training Group to ensure that it is supporting women to progress. This programme is available for all. Career development opportunities for women into higher level roles	L and D team / Head of Staff Experience
Promote access and availability of the Trust's Aspiring Managers Programme to continue to build a pipeline of future leaders, specifically targeting women at lower bands to apply and monitoring uptake via the Education and Training Group to ensure this is successful. Whilst undertaking any recruitment exercise assess the potential of a proactive positive action approach within recruitment aimed at encouraging men into the Trust.	L and D team / Head of Staff Experience
Develop and promote the development programme for GEM nursing staff at lower bands to build a diverse and talented pipeline for the future.	EDI Manger and Head of Staff Experience

Statement

I confirm that Gateshead Health NHS Foundation Trust is committed to the principle of gender pay equality and has prepared this report in line with mandatory requirements.

Name: Amanda Venner

Job Title: Executive Director of People and OD

Signature: 

Date: March 2026

If you require a copy of this report in a different format, please contact the People and OD team at ghnt.pod@nhs.net

Consolidated Gender Pay Gap detail for the Group



Ordinary Pay 2024 – 25 (Group)

1191 Total employees 3905
 £23.77 Mean hourly rate £20.53
 £16.78 Median hourly rate £18.36
 Total % Mean Hourly Rate Gap 13.63%
Total % Median Hourly Rate Gap -9.42%



Ordinary Pay 2024 – 25 (QEH)



781 Total employees 3536
 £27.63 Mean hourly rate £21.10
 £22.10 Median hourly rate £19.10
 Total % Mean Hourly Rate Gap 23.64%
Total % Median Hourly Rate Gap 13.57%





Ordinary Pay 2024 – 25 (QEF)



410 Total employees 369
 £16.41 Mean hourly rate £15.12
 £14.19 Median hourly rate £12.71
 Total % Mean Hourly Rate Gap 7.86%
Total % Median Hourly Rate Gap 10.43%



Quartile	Headcount Female 	Average Hourly Rate Female	Headcount Male 	Average Hourly Rate Male	Average Hourly Rate difference	Gender Pay Gap
1	944	£12.83	330	£12.54	-£0.29	-2.31%
2	935	£15.85	275	£15.95	\$0.10	0.63%
3	1096	£20.98	242	£21.26	£0.28	1.32%
4	930	£32.54	344	£42.54	£10.00	23.51%

Group detail on quartiles:

Group detail on bonus pay:

Gender	Mean Bonus Pay	Median Bonus Pay
Male	£6,877.20	£3,015.96
Female	£1,305.92	£454.10
Difference	£5,571.28	£2,561.86
Pay Gap %	81.01%	84.94%