

Gender Pay Gap Reporting 2025

What is gender pay gap reporting?

From 2017 onwards, UK businesses employing 250 or more employees must publicly report details of their gender pay gap. There are six elements that must be reported:

- the mean gender pay gap
- the median gender pay gap
- the mean gender bonus gap
- the median gender bonus gap
- the proportion of men and women who received bonuses, and
- the proportion of men and women within each quartile pay band.

The gender pay gap shows the difference in the average earnings and bonuses of all male and female employees in an organisation.

The mean gender pay gap is the difference between the mean (average) hourly rate of pay of male relevant employees and that of female relevant employees. The median gender pay gap is the difference between the median hourly rate of pay of male relevant employees and that of female relevant employees. The median values are obtained by separately ranking all male and all female employees pay rates from lowest to highest then identifying the male and female who fall in the middle of these two rankings. The mean and median gender pay gaps are calculated as at a snapshot date of 5th April 2025. The mean and median gender bonus gaps report the difference between bonuses paid to men and women in the year to 5th April 2025. The gender gaps for pay and bonuses are expressed as a percentage of men's pay. A positive gender pay gap percentage shows that males are paid more than females, whereas a negative gender pay gap shows that females are paid more than males. Sick pay, maternity pay, and back pay were excluded from the analysis as these caused results to be skewed.

Pay and Bonus Gap

	Gender Gap	
	Mean	Median
Hourly pay	6.0%	-8.2%
Bonus pay	-2.4%	0.00%

The table above shows that at the snapshot date of 5th April 2025, the mean pay for female employees was 6.0% lower than that of male employees and the median pay for female employees was 8.2% higher than that of male employees. This difference is due to the profile of employee roles within the organisation. Of the 436 employees analysed, 111 are nurses, of which 88 are female. Similarly, 86 of the employees are drivers, of which 80 are male. Nurses command a higher rate of pay than drivers and the fact that most nurses are female and most drivers are male means that median rates of pay are higher for female employees than males. The number of employed GPs is 5, all 5 of which are male. All 5 of these employees feature in the top 10 hourly paid employees for the entire organisation, leading to a mean gender pay gap of 6.0%.

In the year to 5th April 2025, 87.9% of male employees on the April 2025 payroll received a bonus, compared to 84.6% of females. All employees on payroll as of 30 September each year are eligible for a bonus payment if

declared. Anyone joining the organisation after 30 September 2024 would not have been paid a bonus in the year to 5 April 2025. The mean bonus paid to female employees was 2.4% higher than that of males. The median bonus paid to female employees was equal to that of male employees. Employee bonuses are a function of an employee's contracted hours and length of service and are not related to rates of pay. The organisation aims to provide an equal bonus net of PAYE / NI deductions therefore when including the additional PAYE / NI contribution female bonuses are higher due to the higher hourly pay rate due to higher PAYE / NI contribution rates.

Pay Quartiles

Pay quartile data is compiled by ranking all employees from the lowest rate of pay to the highest. This list is then split into four equal sizes. Quartile 1 includes the 25% of employees with the lowest rate of pay, quartile 2 the next highest 25%, quartile 3 the next highest 25% and quartile 4 the highest 25%.

The table below shows the proportion of male and female employees within each pay quartile as at the snapshot date of 5th April 2025.

	Quartile 1 (lowest)	Quartile 2	Quartile 3	Quartile 4 (highest)	Total employees
Male	50%	49%	30%	38%	42%
Female	50%	51%	70%	62%	58%

Overall, 58% of the organisation's employees are female. Within quartiles 1 and 2 there is a higher proportion of males compared to the organisational average. Quartiles 3 and 4 contain a higher proportion of females compared to the organisational average. These quartiles have a high proportion of nurses, who are predominantly female. However, in recent years the organisation has employed an increasing number of GP's and physician associates who are predominantly male and land within the upper quartiles.