



Gender Equality Report 2025/2026 **(Data as at 31/03/24)**

Introduction

Bradford Teaching Hospitals NHS Foundation Trust is committed to reducing our gender pay gap and this is our 7th publication against this standard.

The 6th April 2017 saw the introduction of the Government regulations setting out the requirement for public sector bodies in England with 250 or more employees to publish their gender pay and bonus gap. The Equality Act 2010 (specific Duties and Public Authorities) Regulations 2017 bring in the gender pay gap reporting duty as part of the existing public sector equality duty (PSED).

Gender pay reporting is different to equal pay. The gender pay gap is the average difference between the gross hourly earnings for all men and women which is expressed as a percentage of men's earnings (as set out in the explanation below). Equal pay refers to men and women being paid the same for like work; work rated as 'equivalent' or 'work of equal value' as set out in the Equality Act 2010. It is unlawful to pay people unequally purely because they are a man or a woman.

Gender pay gap shows the differences in the average pay between men and women. If a workplace has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

Since we began to report our Gender Pay Gap in 2018 (as at March 2017) when our mean average gender pay gap was **31.3%**, we have seen improvement of 9.2%. **As at March 2024 our mean average gender pay gap was 22.1%** which is comparable with other local NHS Trusts.

An overview of key highlights

The following highlights demonstrate an improvement since our last report (data as at March 2024):

- We have seen a further decrease this year in our mean Gender Pay Gap, which has decreased by 2.3% from **24.4%** in **2023** to **22.1%** in 2024.
- We have seen a **2.5%** increase in women in the upper pay quartile.
- Women continue to make up a significant proportion of our workforce (**76.6%**). The proportion of women in the workforce has increased by 0.2% since March 2023 but with a 1% increase in men in some of the under-represented job roles (nursing & midwifery, admin & clerical and other professions).

- A 2% increase in representation of women in medical & dental job roles means women now represent 49% of this workforce, which is positive in terms of representation. However, further analysis shows that women are still under-represented in some of the more senior medical & dental (Consultant) job roles at 39% and despite efforts to create equity in bonus payments, women are still not receiving the same bonuses on average as male consultants. Unfortunately, the bonus pay gap data has been slightly skewed this year by the late payment of the new equal shares Clinical Excellence Award payments which happened in May 2024 (outside the GPG data reference period for the bonus pay gap calculation which is taken in March).

Progress on Gender Equality

Some of the recent progress we have made on gender equality includes focus on:

- Development of local EDI action plans. Working with clinical service units and departments to tailor actions to specific inequalities and providing better ownership of those actions)
- Flexible working, including,
 - Updating **our flexible working policy**, circulating practical **guidance and toolkits** on how to make flexibility work for everyone, including specific guidance for managers
 - Development of **flexible working workshops** for managers, looking at their specific flexible working challenges and how to overcome them and 1:1 surgeries for staff
 - A pilot in 5 areas to test 'Rostering Optimisation', allowing **flex for clinical staff**
- Raising the profile of gender equality (including allyship) through our successful annual International Women's Day celebration event
- Becoming a **Menopause Friendly Employer**, setting up a Menopause Network and raising awareness across the Trust with a packed menopause events calendar.

Areas of Focus for 2025/2026

When it comes to pay; although there are more women employed in the organisation, women continue to earn less than men. There is still work to do to address the issues in the following key areas:

- Women continue to be under-represented at more senior levels and over-represented at supervisory and middle management levels.
- Men continue to be significantly under-represented in Nursing & Midwifery and some other traditionally female professions.

Some positive steps have been taken to raise the profile of gender equality across the Trust and there is no indication, from this years' data, that we should change the focus of our current action plan which has been developed in collaboration with our Gender Equality Reference Group who are continuously looking at ways we can accelerate our progress on Gender Equality.

The action plan will continue to be developed around three key themes with an overall aim of ensuring we recruit, retain and support the right staff and develop excellent leaders who have the skills to empower our people and create a positive culture where our people feel valued, can take responsibility for their actions and flourish. The main focus of our action plan to reduce our gender pay gap will be to:

- Increase both engagement with aspiring females, and representation of women in senior management roles. Sharing case studies of successful role models in the organisation.

Exploring development and talent management opportunities and potential “blockers” for women progressing.

- Further develop a culture of flexible working with focus on senior leadership and front-line roles
- Address the under-representation of men at all levels in the organisation and challenge traditionally female role stereotypes
- Looking at intersectionality and how we can best address any further inequalities that are revealed.
- Launch of a Gender Equality Staff Network
- Appointment of a new Gender Equality Champion at Exec level

Monitoring and Evaluation

The action plan will be monitored by the Trust People Academy and through the Trust Board on a 6-monthly basis as part of their Equality, Diversity & Inclusion update.

Gender Pay Data

The following data was collected on 31 March 2024 when our workforce comprised **7,458 staff**, of which; **5,716 (76.6%) were women** and **1,742 (23.4%) were men**.

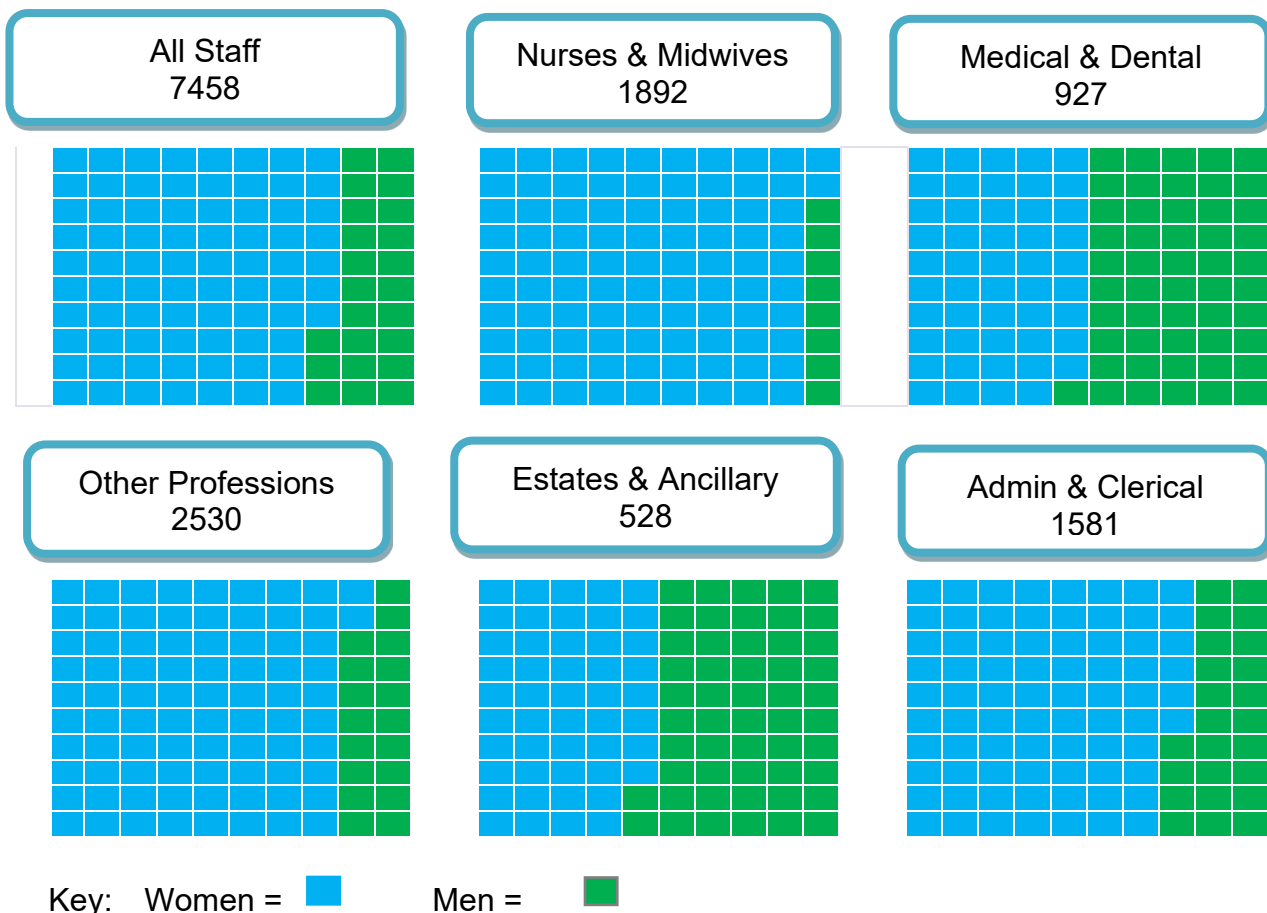
Throughout this report, where appropriate, data for March 2022 and/or March 2023 has been included to show a comparison and evidence our progress over the last three years.

Workforce by Gender

The table below illustrates how our workforce was made up by gender as at 31st March 2024.

The green squares represent men and the blue squares represent women. Women make up a significant proportion of our workforce (76.6%) and this has remained fairly static over the last 12 months with just a 0.2% increase of women in the workforce as a whole since March 2023.

Men continue to be significantly under-represented in Nursing & Midwifery roles, Admin & Clerical and Other Professions, but with a 1% increase in men in each of these staff groups over the last 12 months which is positive. ↑



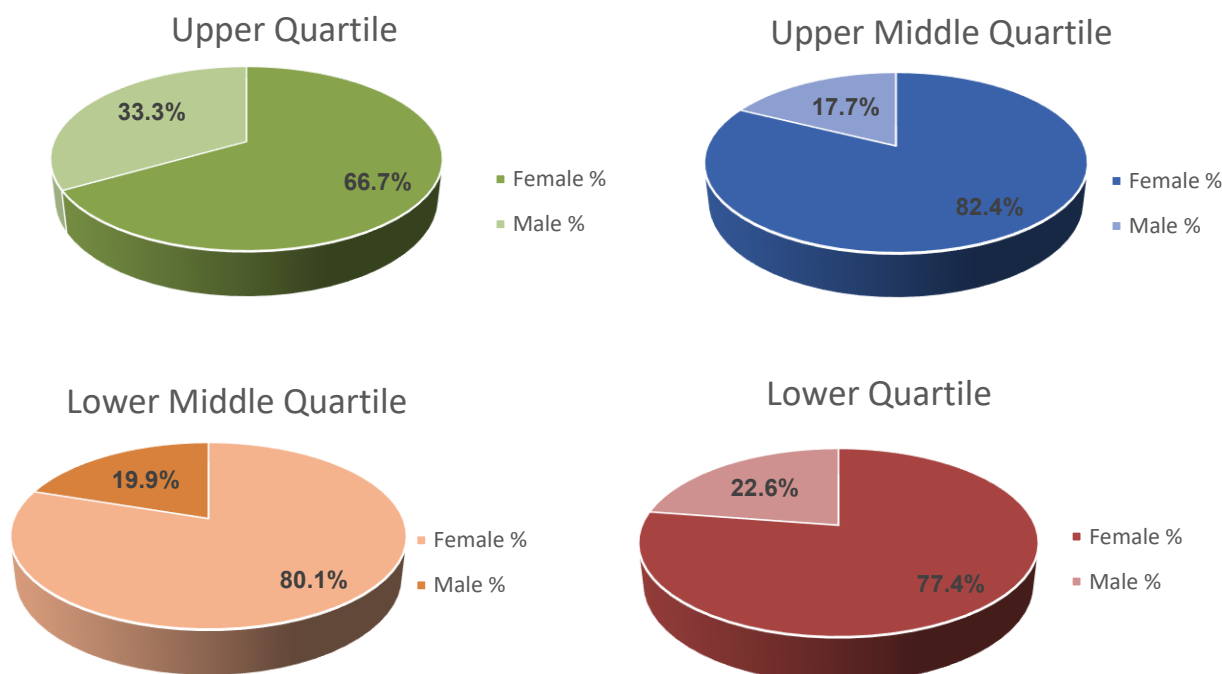
Quartile Reporting

The pie charts below show the proportion of males and females when divided into four groups ordered from the highest to the lowest pay. The data below ranks our whole-time equivalent employees from highest to lowest paid, divided into four equal parts (quartiles). The lower quartile (red) represents the lowest salaries in the Trust and the upper quartile (green) represents the highest salaries.

In March 2024 there were proportionately more women employed by the Trust (76.6%) than men (23.4%). If we are to have gender pay equality, the same proportion of men and women should be represented at all levels of the organisation. The following analysis shows that this is not the case at BTHFT, and **women continue to be proportionately under-represented at the most senior levels and proportionately over-represented at supervisory and middle management levels**. There has been little change in this metric since March 2021: ➡

- **At 66.7%; Women continue to be proportionately under-represented in the Upper quartile (higher paid staff) by 9.9%** (compared to 76.6% women in the organisation overall).
- ➡ The proportion of women in the upper quartile has fluctuated over the last three years. However, after a 1% reduction last year, we have seen a **2.5% increase in the proportion of women in the upper quartile this year**.
- ➡ Women continue to be proportionately over-represented in the Upper Middle quartile (82.4%), but with a slight reduction (1.6%) in this inequality from last year.
- ➡ Women continue to be proportionately over-represented in the Lower Middle quartile (80.1%) and with a very slight (0.2%) increase this year.
- ➡ Women remain just slightly over-represented (proportionately) in the lower quartile (lowest paid staff) at 77.4% despite a 0.2% decrease this year.




The charts below show the percentage of males and females who fall into each quartile:




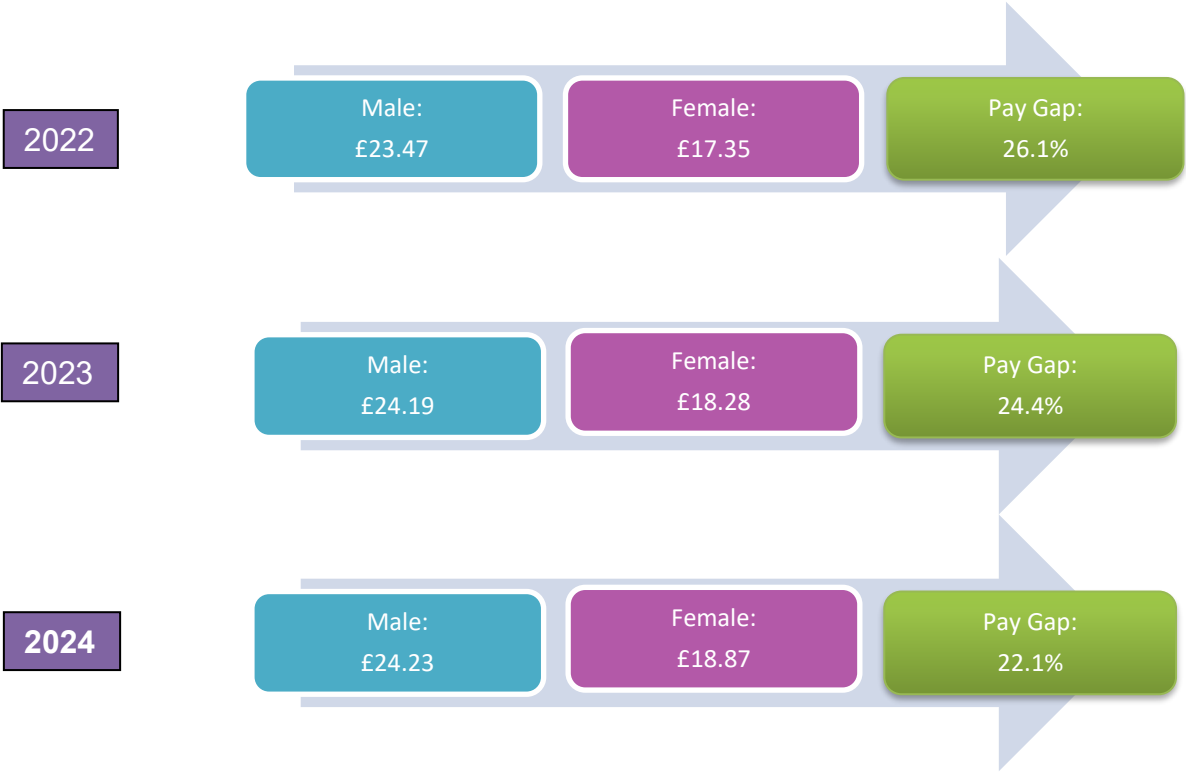
Average Gender Pay Gap as a Mean Average

The mean is calculated as the sum of all values (hourly pay rate) divided by the number of staff. The difference in these values for men and women is expressed as a percentage.

Table 1

Mean Average Hourly Rate	2022	2023	2024
Male	£23.47	£24.19	£24.23
Female	£17.35	£18.28	£18.87
Gap	26.1% 	24.4% 	22.1% 

When it comes to pay, although there are more women employed in the organisation; women earn less. However, the mean average pay gap has been steadily reducing over the last few years and has reduced again this year (by 2.3%) from **24.4%** to **22.1%** 



Average Gender Pay Gap as a Median Average

Median is calculated by separating each pay list by gender and then putting each list in order from lowest to highest. The Median is the middle number in each list. The difference in these values for men and women is expressed as a percentage.

Table 2

Median Average Hourly Rate	2022	2023	2024
Male	£16.82	£17.33	£18.10
Female	£15.54	£16.43	£17.00
Gap	7.7% ↑	5.2% ↓	6.1% ↑

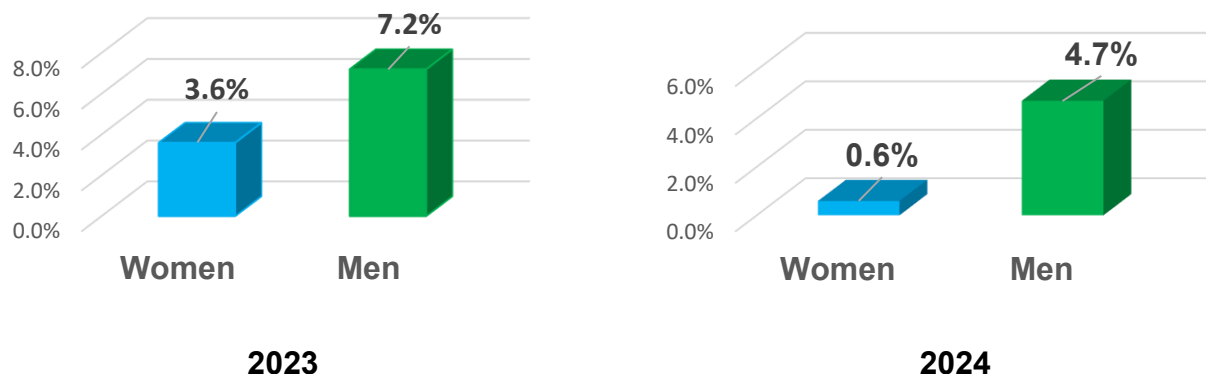
There has been a year-on-year increase in women’s median average hourly pay rate for the last 3 years and despite a slight increase again this year, the median average hourly pay rate for men continues to be higher and has increased in the last 12 months by 20p per hour more than for women. Subsequently the median average pay gap has increased slightly (by 0.9%) from 5.2% in 2023 to 6.1% in 2024. ↑



Percentage of Men and Women receiving a Bonus Payment at BTHFT

There continues to be a lower proportion of women in the Trust receiving a bonus payment with 0.6% of the women and 4.7% of men at BTHFT receiving a bonus payment in March 2024.

Interestingly, this years' data (March 2024) shows a notable decrease in the percentage of both men and women receiving a bonus payment compared to the March 2023 data (a reduction of 3% for women and 2.5% reduction for men)



Is it right that a smaller proportion of women in the Trust are paid bonuses?

As identified in previous years, for the purposes of the national gender pay gap requirements this data is calculated as a proportion of the workforce as a whole (where we know that proportionately there is an over-representation of women). However, the only bonus payments made in the Trust are clinical excellence awards (CEA) paid to medical & dental consultants, where we know that we employ more men than women. This exaggerates the gap.

A more useful comparison would be to compare the proportion of male and female consultants receiving a bonus payment (CEA) compared to the proportion of male and female consultants in the workforce:

- As at 31st March 2024 **39%** of the consultant workforce were women and **61%** were men. Further analysis of the snapshot data shows that **71%** of bonus payments were made to male consultants and **29%** were made to female consultants. This does still show a **slightly higher proportion of male consultants receiving a bonus payment compared to female consultants (when compared to the proportion of males and females in the consultant workforce)**.

Some background information into the reason for the bonus pay gap:

Historically, there has been a higher proportion of male consultants in the workforce, with a greater length of service and seniority which were previously success factors in receiving the existing local CEA (which is an award that is paid in varying amounts) and although this award is in the process of being phased out some of these staff continue to receive this payment. As at March 2024 there also continued to be some consultants (predominantly, if not all male) in receipt of a national award for clinical excellence (a national application process that is renewable every 3-5 years, but potentially generates much higher bonus payments dependent on the level of the award).

As a way to address the inequality in bonus payments within the Trust, from March 2020 a new style Clinical Excellence Award was paid to all consultants who met the eligibility criteria as at April of the preceding year (without the need to submit an application). The new style CEA award is now calculated

and paid to all eligible consultants as an equal share of a total award budget and the payment is made in full irrespective of someone's hours of work. This approach was aimed at creating greater equity for female consultants going forward who are more likely to work part-time hours. The proportion of consultants receiving the CEA is now also directly related to the proportion of eligible consultants employed, rather than limited to a selection of those who have made an application for the award. New arrangements for CEA have been in place since 2020. There is no longer opportunity for anyone to apply for the 'old style' CEA and this award will be subject to a formal review in the future in agreement with the Local Negotiating Committee. In the interim this means that year-on-year the numbers linked to the 'old style' CEA may only change as people retire or leave the organisation for other reasons.

Why have the number of bonus payments reduced across the board this year?

In 2024 the new style (equal shares) CEA (bonus payments) were paid later than usual in May 2024 and are therefore not picked up in the Gender Pay Gap data snapshot/ reference period.

- Further analysis of the equal shares bonus payments (made in May 2024) show that payments that were made to male and female consultants were proportionate to the number of male and female consultants in the workforce. Therefore, any inequality in terms of our mean or median bonus pay gap is wholly attributable to the old style and national CEA payments.

Going forward the new style CEAs have stopped and will now be incorporated into basic pay. Consequently, they will no longer be reflected in the bonus pay data but *may* impact the overall pay gap figures.

Average Bonus Gender Pay Gap as a Mean Average

The mean average bonus payment is calculated as the sum of all values (bonus payments within a specified reference period) divided by the number of staff (consultants receiving bonus payments within that reference period). The bonus pay gap demonstrates the % difference in these mean average payments for men and women.

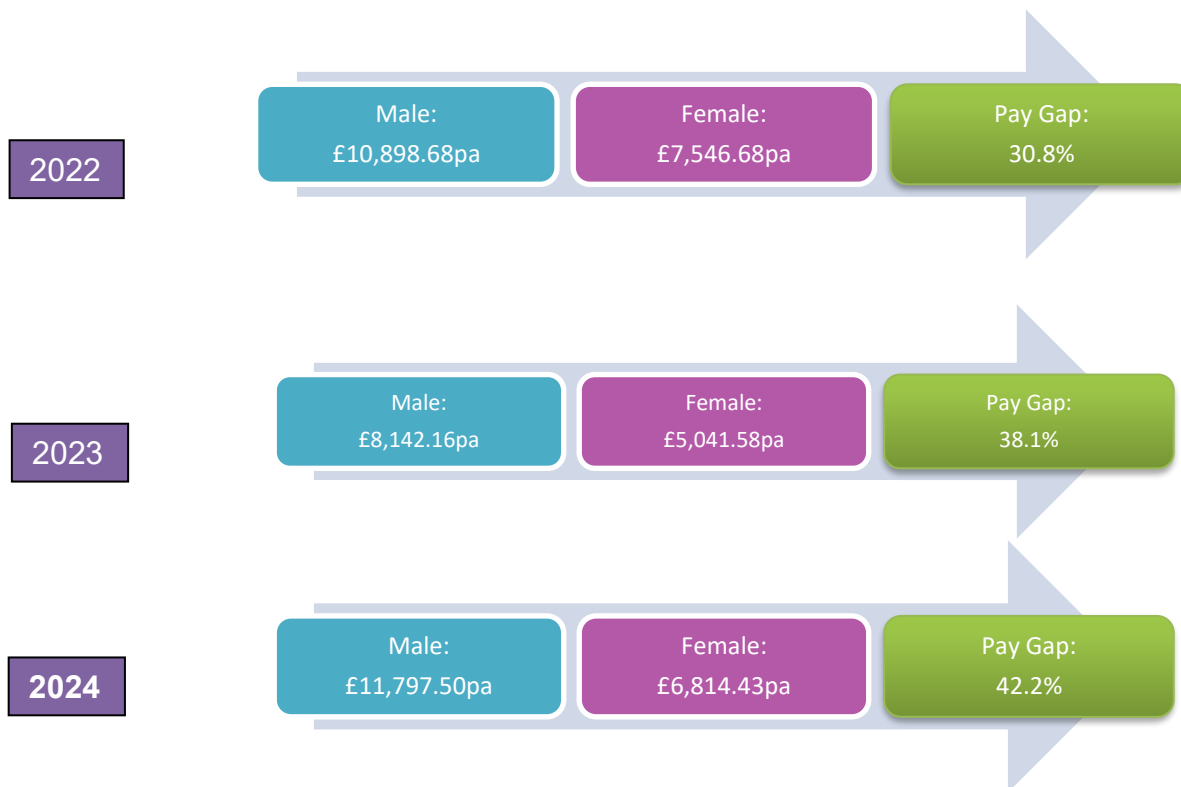
Table 3

Average Bonus Pay Per Annum	2022	2023	2024
Male	£10,898.68	£8,142.16	£11,797.50
Female	£7,546.68	£5,041.58	£6,814.43
Gap	30.8% ↑	38.1% ↑	42.2% ↑

Based on this years' data calculation, men **continue to earn on average 42.2% more in bonuses than women**. This is an increase of **4.1%** from last year. ↑

However, as explained on pages 8 and 9, the new style CEA (equal shares bonus payments) paid to the majority of consultants, and designed to eliminate the bonus pay gap, were paid outside the reference period in 2024 and are not included in this years' mean bonus pay gap calculation. This may be an explanation for the slight increase in the bonus pay gap this year, which may also be exacerbated by variations in the old style/ national pay awards this year (paid predominantly to male consultants).




It is anticipated that over the next few years we will see an improvement in the mean bonus pay gap data as 'old style' CEA payments gradually diminish, and more women potentially achieve some of the higher paid national awards.




Average Bonus Gender Pay Gap as a Median Average

Median is calculated by separating each pay list (list of bonus payment amounts) by gender and then putting each list in order from lowest to highest. The median is the middle number in each list and the median bonus pay gap is the percentage difference between that mid-point for men and women.

Table 4

Average Bonus Pay Per Annum	2022	2023	2024
Male	£7,106.96	£2,759.19	£8,987.19
Female	£4,091.00	£2,156.00	£5,217.72
Gap	42.4% 	21.9% 	41.9% 

As a median average men earned 41.9% more than women in bonuses in March 2024. This is an increase of 20% in the median bonus pay gap over the last 12 months.

However, as explained on pages 8 and 9. The new style ‘equal shares’ CEA payments have not been included in this years’ GPG data calculation as they were paid outside the reference period. The bonus payment mid-point value for both men and women is higher as a result (as new style CEA’s had a lower value and would have reduced the mid-point value on last years’ data). This will continue to be the case going forward as new style CEA’s will now be amalgamated into basic pay and the median bonus pay gap will continue to be wholly attributable to variations in the ‘old style’/ national awards (and paid predominantly to male consultants).

It is anticipated that over the next few years we will see an improvement in the median bonus pay gap data as ‘old style’ CEA payments gradually diminish, and more women potentially achieve some of the higher paid national awards.

