

Gender Pay Report 2025

Executive Summary

Queen Victoria Hospital NHS Foundation Trust's mean gender pay gap has increased from 33.1% in 2024 to 36.9% in 2025. The median gap has also increased from 32.2% to 35.1%.

The AfC gender pay gap for 2025 is 13.5% (Mean) and 14.6% (Median). The M&D gender pay gap for 2025 is 10.7% (Mean) and 9.75% (Median). Our gender pay gap continues to be driven in part by a greater number of men in more senior admin roles among our Agenda for Change (AfC) workforce and senior male clinicians earning top of grade and bonus payments relative to our total workforce.

In relation to the bonus pay gap, male employees received a higher amount of bonus pay compared to female employees. The pay gap for bonus pay is 24.4%. This is mainly attributed to Consultant medical staff receiving historical Clinical Excellence Awards which ceased to be awarded in 2018.

Our workforce profile is 74.66% female as at 31 March 2025, which represents a 0.41% increase against our 2024 data. 2025 saw a positive movement of female staff in each of the pay quartiles. There was a positive increase of 1.12% of female employees in the upper pay quartile and a 0.13% increase in the upper middle quartile. There were decreases of 2.21% in the lower middle and 5.67% of the lower quartiles across the organisation, showing that the staff representation in these pay bands is getting closer to the overall gender split for the Trust.

Reporting Requirements

There are six key indicators against which an employer must publish its calculations

1. **Mean gender pay gap** – The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
2. **Median gender pay gap** – The difference between median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
3. **Mean bonus gender pay gap** – The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
4. **Median bonus gender pay gap** – The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
5. **Bonus proportions** – The proportion of males and females receiving a bonus payment.
6. **Quartile pay bands** – The proportion of males and females in each of the four pay quartiles

“Pay” includes;

- basic pay
- full paid leave including annual, sick, maternity, paternity, adoption or parental leave,
- bonus pay received in the pay period in which the snapshot date falls (bonus pay should be pro-rated where it relates to a period longer than the pay period) area, on-call and other allowances such as recruitment and retention allowances shift premium pay
- pay for piecework.

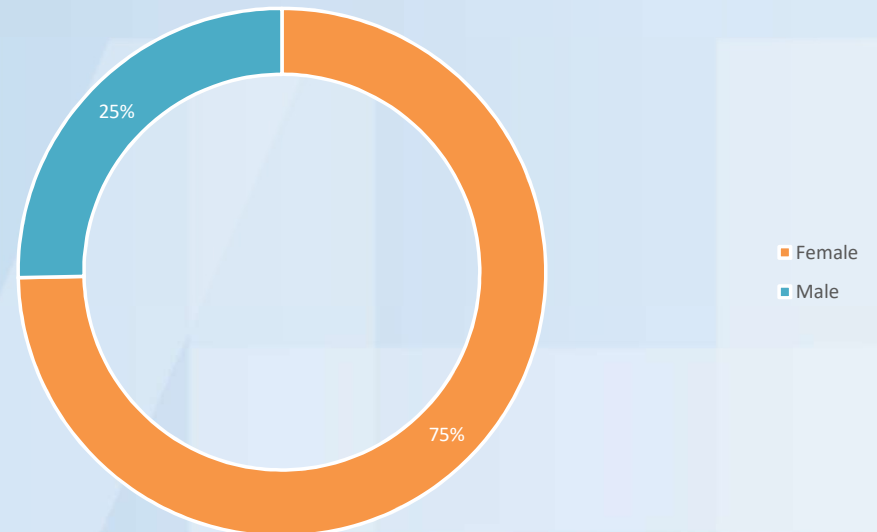
It does not include;

- overtime pay
- expenses (payments made to reimburse expenditure wholly and necessarily incurred in the course of employment, for example, mileage for use of vehicle)
- remuneration in lieu of leave
- benefits in kind (for example, child care vouchers)
- redundancy pay and tax credits.

Our Gender Profile

Snapshot Date-31st March 2025

This chart provides details of the Trust gender profile. There were a total of 1492 employees who fell under the requirements to report the gender pay gap. 1114 were female and 378 were male



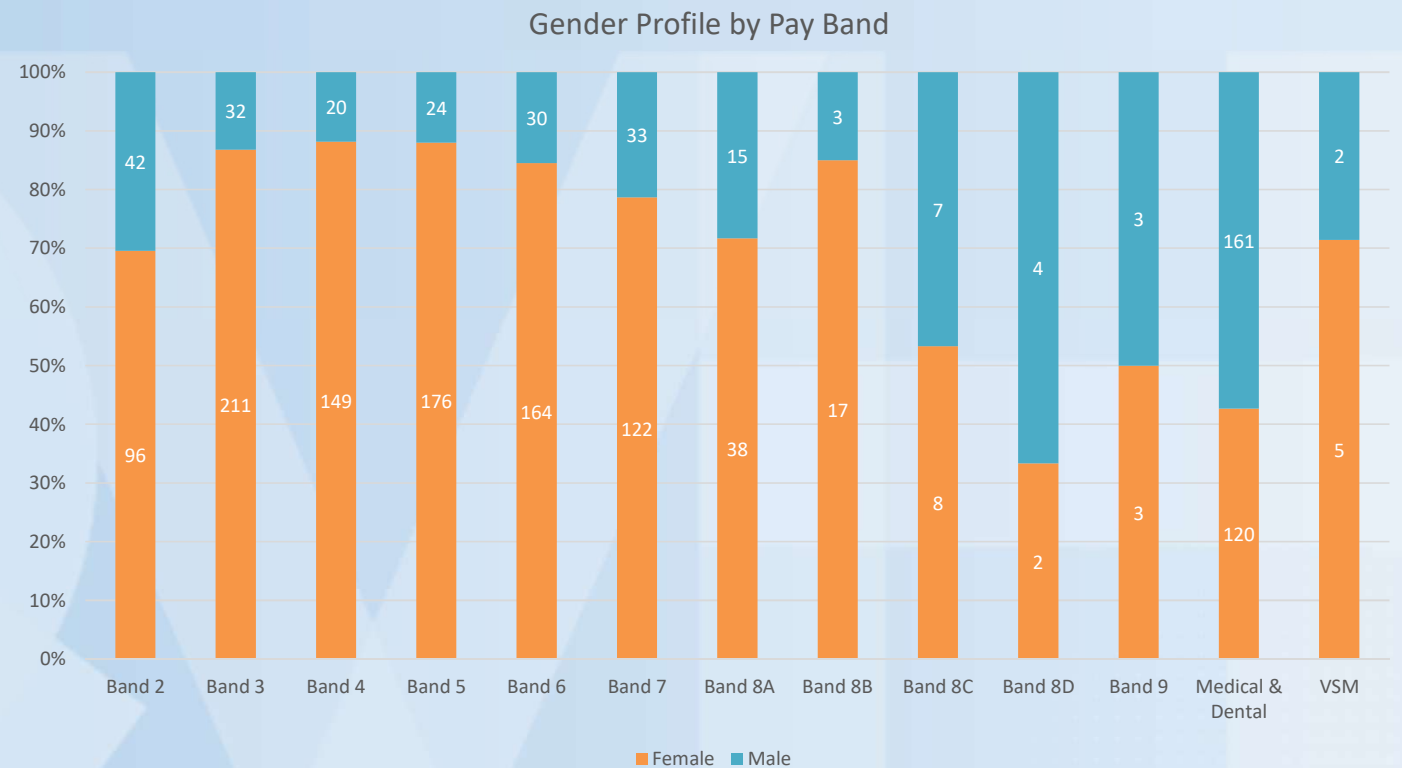
Our Gender Profile by Staff Group

Pay structure

All QVH staff, except for medical and dental staff (M&D) and Trust Executive Managers (VSM) are paid on the National Agenda for Change (AfC) pay, terms and conditions of service. The terms and conditions set out band structures and pay for all employees to ensure transparency, fairness and equal treatment for all.

Profile across bands

This chart details the number and percentage of female and male staff within each pay bands as of 31 March 2025. While band 8a is largely reflective of the organisation's profile, there is an upwards trend in employing proportionally more female staff in bands 3 to 7. Pay band 9 is representative of 6 individuals but a 50:50 gender split.



Our Gender Pay Gap Data

Queen Victoria Hospital NHS Foundation Trust's mean gender pay gap has increased from 33.1% in 2024 to 36.9% in 2025. The median gap has increased from 32.2% in 2024 to 35.1% in 2025.

Ordinary Pay	
Mean Gender Pay Gap	36.86%
Median Gender Pay Gap	35.07%

Bonus Pay	
Mean Gender Pay Gap-bonus pay	73.57%
Median Gender Pay Gap-bonus pay	80.94%

Proportion of staff paid a bonus	
Female	Male
57.70%	42.30%

	2025 rates		2024 rates		Year on Year Change	
	Female %	Male %	Female %	Male %	Female %	Male %
Lower quartile	49.2	50.8	54.87	45.13	-5.67	5.67
Lower middle quartile	82.05	17.95	84.26	15.74	-2.21	2.21
Upper middle quartile	82.75	17.25	82.62	17.38	0.13	-0.13
Upper quartile	84.62	15.38	83.5	16.5	1.12	-1.12

Our Gender Pay Gap Data

Hourly Rate of Pay-by Band

AfC Pay Grade	Female	Male	Difference	Pay Gap %
Band 2	£12.84	£13.77	£0.93	6.77
Band 3	£12.96	£12.72	-£0.24	-1.85
Band 4	£14.30	£14.51	£0.21	1.42
Band 5	£17.65	£17.79	£0.14	0.77
Band 6	£22.43	£22.86	£0.43	1.87
Band 7	£25.67	£26.25	£0.58	2.20
Band 8 - Range A	£28.79	£29.58	£0.78	2.64
Band 8 - Range B	£33.64	£38.53	£4.88	12.68
Band 8 - Range C	£40.35	£42.24	£1.89	4.48
Band 8 - Range D	£46.78	£50.69	£3.90	7.70
Band 9	£45.88	£63.12	£17.24	27.31
Other	£46.57	£50.18	£3.61	7.19

Hourly Rate of Pay-by Staff Group

Staff Group	Female	Male	Difference	Pay Gap %
Add Prof Scientific and Technic	£26.79	£24.31	-£2.48	-10.20
Additional Clinical Services	£13.76	£13.62	-£0.13	-0.98
Administrative and Clerical	£17.94	£26.66	£8.72	32.71
Allied Health Professionals	£23.82	£21.72	-£2.10	-9.66
Estates and Ancillary	£13.88	£14.96	£1.08	7.22
Healthcare Scientists	£26.45	£29.58	£3.13	10.58
Medical and Dental	£45.51	£49.75	£4.24	8.52
Nursing and Midwifery Registered	£22.67	£26.43	£3.76	14.23
Students	£13.43	£12.31	-£1.12	-9.07

Impacts upon our Gender Pay Gap

Higher proportion of Male consultants at top of band and CEA's

We have a total of 98 consultants in the workforce at QVH, of which 28 (28.6% of the consultant workforce) are women and 70 (71.4%) are men. Considerably more men compared to women received bonus payments in the form of Clinical Excellence Awards (CEA's) which were historically awarded prior to 2018

Lower numbers of Male roles in lower bands

At QVH we have considerably less males in lower banded roles compared to other Trusts which impacts negatively upon our pay gap reporting. We only have 76 men in Band 2 or Band 3 roles across the Trust who fall within the scope of the gender pay report compared to 289 women. This accounts for only 5% of the workforce subject to the pay gap reporting.

We have a higher proportion of senior A&C roles at QVH than clinical

As a small specialist NHS Trust, we have a higher proportion of higher banded non-clinical roles across the Trust compared to larger Trusts who will have a higher number of clinical roles. This negatively impacts upon the Trust's pay gap as there are fewer lower banded roles across both clinical and non-clinical roles to help reduce the average pay overall and the gaps we see between men and women. Coupled with this, in 2024/25 QVH have employed a number of men in senior roles which are either new posts or replacing female staff that have left the Trust. This has also had a significant impact upon our pay gap this year.

Female staff are more likely to resign due to pay and reward than male counterparts, representing 80% of all resignations due to pay. Promotion opportunities and work-life balance were also key reasons given by our female leavers.

Our Commitment

Our People and Culture strategy, published in 2024 identifies activities and programmes that QVH continues to drive forward to promote pay balance in the workplace. Some of these activities that can support closing the gender pay gap include:

- promotion of agile, flexible and part-time working
- wider implementation of the apprenticeship programmes.
- Encourage, promote and role-model healthy work-life balance
- Applying an EDI lens through lived experience to an end-to-end review of our current internal and external recruitment processes,
- Conducting an exercise to understand the experience of women at QVH

In addition to the above activities, QVH recognises the importance of minimising the barriers for individuals from all backgrounds right from the start of their journey with the Trust. As such the People and Culture Strategy outlines a key milestone for pay equity.

To achieve this, we seek to Educate and embed strong governance across the organisation to ensure equality of opportunity with a focus on pay equity amongst our workforce. Working actively with senior managers to understand the importance of equality, whilst taking active steps to reduce disparities amongst key areas of our workforce. Active promotion of development opportunities, flexible working initiatives and recruitment of candidates are key to our delivery in this area.

Our Actions

Action	By When	Lead
A module on EDI and inclusive management will be added to the line manager's training offer in 2025-26.	Q3 2025-26	Wellbeing & Inclusion Manager
Continue to offer Menopause Café sessions to facilitate discussion and support at work	Q3 2025-26	Wellbeing & Inclusion Manager
Encourage, promote and role-model healthy work-life balance and family-friendly options, such as flexible working hours and patterns, hybrid working and disconnecting after work.	Q2 2025-26	Wellbeing & Inclusion Manager
Triangulate Employee Relations case work, Freedom to Speak Up reports, Occupational Health data, Staff Survey and Pulse Survey results and Wellbeing & Inclusion insights to capture and act on themes highlighted on a quarterly basis.	Q3 2025-26	Wellbeing & Inclusion Manager
Apply an EDI lens through lived experience to an end-to-end review of our current internal and external recruitment processes, with an EDI representative available for interview panels to support the de-biasing of the recruitment process.	Q3 2025-26	DCPO
Conduct an EDI audit of all applications for career development, including apprenticeships and external learning, to establish how our disabled colleagues can be better supported to develop their careers and tackle any potential barriers.	Q4 2025-26	DCPO
Conduct an exercise to understand the experience of women at QVH, particularly in respect of career development, work-life balance, family-friendly policies and support for those returning from parental leave.	Q4 2025-26	Wellbeing & Inclusion Manager