

Gender Pay Report 2026

Executive Summary

Queen Victoria Hospital NHS Foundation Trust's mean gender pay gap has decreased by 3.79% from 36.86% in 2025 to 33.07% in 2026. The median gap has also decreased 4.06% from 35.07% to 31.01%.

The Agenda for Change gender pay gap for 2026 is 10.97% (Mean) down from 13.5% 2025 and 12.69% (Median) Down from 14.6% in 2025. The Medical & Dental gender pay gap for 2026 is maintained at 10.7% (Mean) but has increased from 9.75% (Median) in 2025 to 17.01% in 2026. 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, the Trust's pay gap for Bonus pay has significantly decreased in 2026. The mean gap has reduced by 25.89% and the median gap by 5.70%.

Our workforce profile is 74.7% female as at 31 March 2026, which represents a 0.04% increase against our 2025 data. 2026 saw a positive movement of female staff in both the Lower and Upper Middle pay quartiles, with an increase in males in the Lower Middle and Upper Quartiles

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.

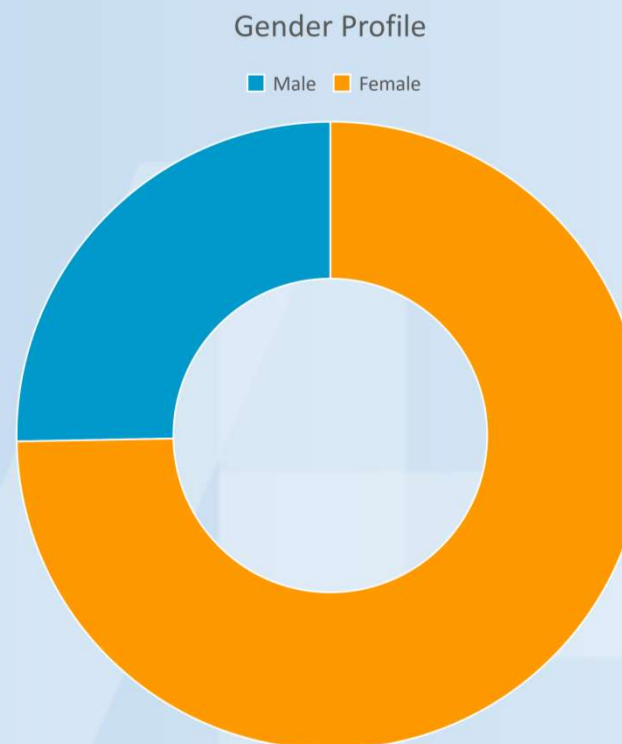
It does not include;

- 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 2026

This chart provides details of the Trust gender profile. There were a total of 1269 employees who fell under the requirements to report the gender pay gap. 940 (74.7%) were female and 329 (25.3%) were male



Our Gender Profile by Staff Group

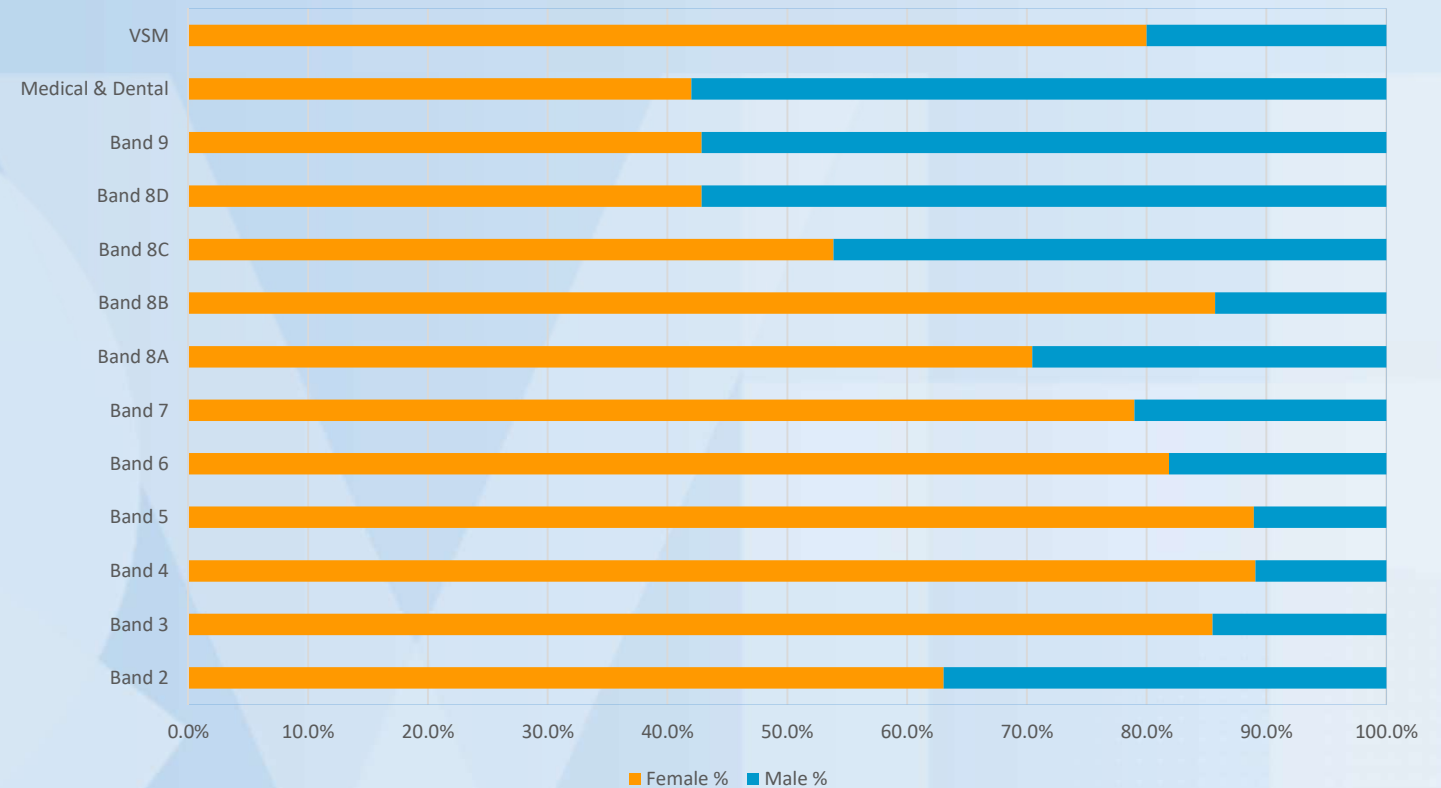
Pay structure

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 percentage of female and male staff within each pay bands as of 31 March 2026. While band 8a is largely reflective of the organisation's profile, there continues to be a trend in employing proportionally more female staff in bands 3 to 7. Pay band 8D and 9 are representative of 7 individuals each but close to a 50:50 gender split.

Gender Profile by Pay Band



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	2026	2025	Difference
Mean Gender Pay Gap	33.07%	36.86%	-3.79%
Median Gender Pay Gap	31.01%	35.07%	-4.06%

Bonus Pay	2026	2025	Difference
Mean Gender Pay Gap-bonus pay	47.68%	73.57%	-25.89%
Median Gender Pay Gap-bonus pay	75.24%	80.94%	-5.70%

	2026		2025		Year on Year Change	
	Female %	Male %	Female %	Male %	Female %	Male %
Lower quartile	50.63	49.37	49.2	50.8	1.43	-1.43
Lower middle quartile	79.56	20.44	82.05	17.95	-2.49	2.49
Upper middle quartile	83.23	16.77	82.75	17.25	0.48	-0.48
Upper quartile	82.97	17.03	84.62	15.38	-1.65	1.65

Proportion of staff paid a bonus	
Female	Male
1.68%	6.06%

Average Hourly Rate		Difference	Pay Gap %
Male	£33.74		
Female	£22.76	£10.99	32.56

Our Gender Pay Gap Data

Hourly Rate of Pay-by Band

AfC Pay Grade	Female	Male	Difference	Pay Gap %
Band 2	£13.17	£14.35	£1.18	8.24
Band 3	£13.74	£13.40	-£0.35	-2.59
Band 4	£14.94	£14.97	£0.03	0.19
Band 5	£18.52	£18.43	-£0.08	-0.44
Band 6	£23.14	£22.68	-£0.46	-2.02
Band 7	£26.57	£26.99	£0.42	1.56
Band 8 - Range A	£29.65	£24.39	-£5.26	-21.56
Band 8 - Range B	£35.40	£37.66	£2.26	5.99
Band 8 - Range C	£42.24	£43.35	£1.11	2.55
Band 8 - Range D	£48.98	£51.71	£2.73	5.28
Band 9	£56.52	£63.59	£7.07	11.11
Other	£47.02	£51.29	£4.26	8.31

Hourly Rate of Pay-by Staff Group

Staff Group	Female	Male	Difference	Pay Gap %
Add Prof Scientific and Technic	£26.93	£24.70	-£2.24	-9.06
Additional Clinical Services	£14.62	£14.01	-£0.60	-4.30
Administrative and Clerical	£18.34	£28.27	£9.93	35.12
Allied Health Professionals	£24.40	£23.60	-£0.80	-3.39
Estates and Ancillary	£14.45	£15.42	£0.96	6.24
Healthcare Scientists	£26.07	£29.48	£3.41	11.56
Medical and Dental	£45.88	£50.77	£4.90	9.64
Nursing and Midwifery Registered	£23.73	£26.67	£2.94	11.01
Students	£14.01	£13.85	-£0.17	-1.21

Our Gender Pay Gap Data

Agenda For Change Staff

Gender	Mean Hourly Rate	Median Hourly Rate
Male	£22.30	£19.62
Female	£19.85	£17.13
2026 Gap%	10.97%	12.69%
2025 Gap %	13.54%	14.56%
Difference	-2.57%	-1.87%

Medical and Dental Staff

Gender	Mean Hourly Rate	Median Hourly Rate
Male	£52.10	£54.19
Female	£46.51	£44.97
2026 Gap%	10.73%	17.01%
2025 Gap %	10.69%	9.75%
Difference	-0.04%	7.26%

Very Senior Managers

Gender	Mean Hourly Rate	Median Hourly Rate
Male	£77.71	£77.65
Female	£70.26	£68.10
2026 Gap%	9.57%	12.30%
2025 Gap %	-4.55%	7.27%
Difference	14.12%	5.03%

Impacts upon our Gender Pay Gap

Lower numbers of male staff 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 78 men in Band 2 or Band 3 roles across the Trust who fall within the scope of the gender pay report compared to 288 women. This accounts for only 5.3% of the workforce subject to the pay gap reporting.

We have a higher proportion of senior Admin & Clerical 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 2025/26 QVH have employed a number of men in senior roles 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 promotion than male counterparts, representing approximately 64% of all resignations due to promotion. Work-life balance, child dependants and lack of opportunities 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.

Key Areas of Progress and Ongoing Actions for Next 12 Months

Culture Change	Promotion of Vision and Values & Behavioural Framework - These were launched in late 2024, with a behaviour framework to support an inclusive learning culture, increasing psychological safety of staff and supporting the embedding of an enhanced speak up process for staff. Workshops for managers, Session at Corporate of induction including cups/lanyard cards given out. Workforce Belonging & Value – The Trust has in place a comprehensive action plan aligned with NHS England’s EDI Improvement Plan to to create an environment that eliminates the conditions in which bullying, discrimination, harassment and physical violence at work occur. Inclusive Behaviours – A module on EDI and inclusive management (including reasonable adjustments) has been added to the mandatory line manager's training offer in 2025-26. Freedom to Speak Up – The Freedom to Speak Up Guardian for QVH meets with the Chief Executive Officer and Chief Nurse on a regular basis.. Cultural Listening Exercises – The Wellbeing & Inclusion team have supported cultural listening exercises across several teams to understand and tackle behaviours than contribute to a more inclusive environment for our staff. Wellbeing Culture – the Wellbeing & Inclusion team published the Trust's first staff wellbeing policy to document responsibilities and actions to be taken to support and enhance wellbeing at work.
Staff Engagement	Experience – the Wellbeing & Inclusion Manager conducted a deep dive into the experience of women at QVH across the employee lifecycle in line with our 2024-2025 Gender Pay Gap action plan, with the aim to identify potential contributors to pay disparities. Recognition – a QVH EDI Champion sat on the judging panel of our annual Star Awards to encourage a balanced and inclusive approach to recognition. Wellbeing & Inclusion Resources – The Wellbeing & Inclusion team have introduced a monthly bulletin and all-staff email to promote inclusive activities and initiatives.
Bullying & Harassment	Violence, Aggression & Abuse - The Trust’s Violence Prevention and Reduction group has increased compliance against the national standards to 98% in 25/26. The Trust has implemented a Formal VPR group that meets monthly, along with collaborating with other Sussex Trusts on national VPR initiatives. Sexual Safety – the Trust reached 98% compliance with the principles of NHS England's Sexual Safety Charter, with key achievements including the publication of our first Sexual Safety Policy, the addition of sexual safety to both AfC and Medical & Dental Induction programmes and to the line manager's training offer. NHS England High Impact Actions - The Trust has in place a comprehensive action plan aligned with NHS England’s EDI Improvement Plan, to address High Impact Action 6, which is to ‘Create an environment that eliminates the conditions in which bullying, discrimination, harassment and physical violence at work occur. Restorative Just Culture – The Employee Relations team have incorporated a Restorative Just and Learning Culture approach into their key policies and processes and Managing Essentials Programme.

Our Actions

Action	By When	Lead
Collaborate and engage on a flexible working toolkit for staff and managers	Q4 2026-27	Employee Relations team
Collaborate and engage on a Restorative Just and Learning Culture framework to further embed the approach into policy, process and culture of people management.	Q4 2026-27	Employee Relations team
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 2026-27	Resourcing Business Partner
Introduce intersectionality data analysis on monthly IQPR reports to identify any high risk specialities or grades with wider gaps relating to gender and pay.	Ongoing through 2026-27	Head of Medical Workforce