
1. Background

- 1.1 It became mandatory from 31 March 2017 for public sector organisations with over 250 employees to report annually on their gender pay gap. The results must be published on a government website, as well as the employer's own website (and remain there for 3 years).
- 1.2 Gender pay reporting presents data on the difference between men and women's average pay within an organisation. It is important to highlight the distinction between this and equal pay reporting, which is instead concerned with men and women earning equal pay for the same (or equivalent) work. Across the country, average pay of women is lower than that of men and this tends to be because there are fewer women in senior high earning positions in organisations than men. Whilst a workforce may be predominantly female, if the most senior positions are taken up by men, the average pay of women in that organisation could well be lower. The Regulations have been brought in to highlight this imbalance, the aim being to enable employers to consider the reasons for any inequality within their organisation and to take steps to address it. ([link](#)). NHS Employer Guide to *Gender Pay Gap Reporting* retrieved 2025-02)
- 1.3 University Hospitals Dorset NHS Trust has consecutively published annual reports since merger, our first report was March 2021. This report was taken from a snapshot date of 31 March 2024 for our March 2025 report.
- 1.4 The NHS terms and conditions of service handbook contain the national agreements on pay and conditions of service for NHS staff other than very senior managers and medical staff. Job evaluation (JE) enables jobs to be matched to national job profiles or allows Trusts to evaluate jobs locally, to determine in which Agenda for Change pay band a post should sit.

2. The Gender Pay Gap Six Indicators

- 2.1 An employer must publish six calculations showing their:
 - Average gender pay gap as a mean [average]
 - Average gender pay gap as a median [average]
 - Average bonus gender pay gap as a mean [average]
 - Average bonus gender pay gap as a median [average]
 - Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
 - Proportion of males and females when divided into four groups ordered from lowest to highest pay.

Under national guidance, medical staff clinical excellence awards are included within bonus pay.

3. Methodology

- 3.1 The statutory calculations have been undertaken at the snapshot date of 31 March 2024, using the national Electronic Staff Record (ESR) Business Intelligence standard report. In line with NHS Employers guidance Clinical Excellence Awards and the approach taken to award them at UHD have been categorised as bonuses.
- 3.2 Pay includes: basic pay, full paid leave including annual, sick, maternity, paternity, adoption or parental leave, bonus pay, area and other allowances and shift premium pay. (Note: bonus pay is included, but only as a separate metric as one of the 6 key indicators we need to produce. The gender pay gap figure is calculated from hourly pay – which can only be ordinary pay, bonus pay is not hourly).
- 3.3 Pay does not include: overtime pay, expenses (payments made to reimburse expenditure wholly and necessarily incurred in the course of employment, e.g. mileage for use of vehicle), remuneration in lieu of leave, the value of salary sacrifice schemes, benefits in kind (e.g. childcare vouchers), redundancy pay and tax credits.

4. UHD Workforce Context

- 4.1 The gender split within the overall workforce is 74.1% female and 25.9% male. The breakdown of the proportion of females and males in each banding is as set out below:

	Latest Year 2023-24				Total
	Female		Male		
Pay Band	Headcount	%	Headcount	%	
Band 1	14	41.2%	20	58.8%	34
Band 2	625	63.2%	364	36.8%	989
Band 3	1667	81.1%	388	18.9%	2055
Band 4	581	83.4%	116	16.6%	697
Band 5	1407	79.2%	370	20.8%	1777
Band 6	1239	83.7%	242	16.3%	1481
Band 7	839	81.4%	192	18.6%	1031
Band 8a	177	68.1%	83	31.9%	260
Band 8b	93	67.4%	45	32.6%	138
Band 8c	27	60.0%	18	40.0%	45
Band 8d	12	57.1%	9	42.9%	21
Band 9	7	58.3%	5	41.7%	12
VSM	5	38.5%	8	61.5%	13
Non-Executive Director	3	42.9%	4	57.1%	7
Chair	0	0.0%	1	100.0%	1
Other	0	0.0%	2	100.0%	2
Consultant	199	40.1%	297	59.9%	496
Non-Consultant Career Grade	64	44.1%	81	55.9%	145
Trainee Grades	340	52.7%	305	47.3%	645
Total	7299	74.1%	2550	25.9%	9849

Table 4.1 Gender Split 2023 - 2024

5. Gender Pay Gap Reporting Summary

Gender Pay Gap Reporting University Hospitals Dorset NHS Foundation Trust				
		2023-24	Previous Year (2022-23)	Change 23.24 v 22.23
Substantive Headcount	Female	7299	7050	↑ 249
	Male	2550	2388	↑ 162
	Total	9849	9438	
	Female	74.11%	74.70%	↓ -0.59%
	Male	25.89%	25.30%	↑ 0.59%
Difference in hourly rate	Mean Average	18.37%	19.63%	↓ -1.26%
	Median	2.30%	3.53%	↓ -1.24%
Proportion of females in each pay quartile	Lower	75.80%	77.06%	↓ -1.26%
	Lower middle	75.75%	76.44%	↓ -0.69%
	Upper middle	81.16%	81.85%	↓ -0.69%
	Top	65.01%	65.59%	↓ -0.59%
Who received bonus pay	Female	2.40%	2.31%	↑ 0.09%
	Male	10.67%	11.01%	↓ -0.35%
Difference in bonus pay	Mean Average	32.79%	35.96%	↓ -3.17%
	Median	0.00%	0.00%	→ 0.00%
Our Gender Pay Gap is -		2.30%	3.53%	

Figure 5.1 Gender Pay Gap Summary

5.1 Gender Pay Gap Results

- Our headcount has increased by 410 to 9,849 since last year with 249 more female and 162 more males across UHD (31st March 2023 vs. 31st March 2024)
- This year our Gender Pay Gap is 2.30%
- This is an improvement on last year's reported figure of 3.53% and continues the positive trend following the organisational merger in 2020
- There is an increase in representation at senior Manager level (8a, 8b, 8c, 8d and 9) of female staff. This is a positive move towards equitable representation with our workforce demographics.

5.2 Ordinary Pay

Ordinary Pay - Trust Summary

	2023-24		
	Female	Male	
Average Hourly Rate	£19.48	£23.86	
Difference in Average Hourly Rate	£4.38		
Average Pay Gap	18.4%		
Median Hourly Rate	£17.68	£18.10	
Difference in Median Hourly Rate	£0.42		
Median Pay Gap	2.30%		
			<i>Female change 23.24 v 22.23</i>
			↑ £1.09
			↓ -£0.11
			↓ -1.3%
			↑ £0.84
			↓ -£0.20
			↓ -1.24%

- The gender pay gap for the Trust overall, is 2.3%.
The gap has reduced from 3.53% reported in 2024.
- The mean gender pay gap for the Trust overall is 18.37%.
This has decreased by 1.26% from 19.63% reported last in 2024.
- The Trust's mean hourly pay for female staff is £19.48 and £23.86 for male staff.
- The Trust's median hourly pay for female staff is £17.68 and £18.10 for male staff.

See tables 5.2.1 and 5.2.2

Average (Mean) Gender Pay Gap - Ordinary Pay

	2023-24		
	Female	Male	% difference
All Staff	£19.48	£23.86	18.37%
Non-Medical Staff Groups	£18.01	£17.75	-1.47%
Medical Staff Group	£36.73	£41.39	11.27%

Previous Year (2022-23)		
Female	Male	% difference
£18.39	£22.88	19.63%
£17.03	£16.82	-1.26%
£35.03	£39.41	11.10%

Table 5.2.1

Median Gender Pay Gap - Ordinary Pay

	2023-24		% difference
	Female	Male	
All Staff	£17.68	£18.10	2.30%
Non-Medical Staff Groups	£17.05	£15.67	-8.84%
Medical Staff Group	£31.58	£39.51	20.08%

Previous Year (2022-23)		
Female	Male	% difference
£16.84	£17.46	3.53%
£16.14	£14.58	-10.75%
£29.64	£39.61	25.17%

Table 5.2.2

5.3 Clinical Excellence Awards Bonus Payments

There will be new national awards that will be featured in future reports, and these are expected to have 3 levels.

For 2025, the bonus pay data has been grouped together as there were so few. We are going to see the local CEAs and discretionary points phased out in future reports.

Local Clinical Excellence Award's (LCEA) recognised and rewarded NHS consultants in England, who perform over and above the standard expected of their role. Awards were given for quality and excellence, acknowledging exceptional personal contributions.

Bonus Pay*

*Bonus Pay includes both local and national awards, and includes Discretionary Points.

	2023-24		Female change 23.24 v 22.23
	Female	Male	
Number of Staff Receiving Bonus Pay	175	272	↑ 12
Proportion of All Staff Receiving Bonus Pay	2.4%	10.7%	↑ 0.1%
Proportion of Medical Staff Receiving Bonus Pay	29.0%	39.8%	↓ -0.2%
Average (mean) Bonus Pay Received	£5,508.67	£8,195.65	↑ £225.62
Difference in Bonus Pay - Mean Average	£2,686.98		↓ -£279.47
Average Bonus Pay Gap	32.79%		↓ -3.2%
Median Bonus Pay Received	£3,503.66	£3,503.66	↑ £330.35
Difference in Bonus Pay - Median	£0.00		→ £0.00
Median Bonus Pay Gap	0%		→ 0.0%
Minimum Bonus Pay Received	£512.77	£33.51	↓ -£90.47
Maximum Bonus Pay Received	£33,663.62	£47,582.04	↑ £330.35

Table 5.3.1 Bonus Pay

5.4 Proportion of Males and Females in each Quartile Pay Band

At the time the snapshot was taken the percentage of female staff was 74.43% female and 25.57% male. This representing a decrease female staff for the whole trust.

All Staff Groups

Quartile	2023-24			
	Female		Male	
	Count	Proportion	Count	Proportion
1 (Lower)	1948	75.80%	622	24.20%
2 (Lower middle)	1946	75.75%	623	24.25%
3 (Upper middle)	2085	81.16%	484	18.84%
4 (Top)	1670	65.01%	899	34.99%
Grand Total	7649	74.43%	2628	25.57%

Previous Year (2022-23)

Female		Male	
Count	Proportion	Count	Proportion
1891	77.06%	563	22.94%
1872	76.44%	577	23.56%
2002	81.85%	444	18.15%
1607	65.59%	843	34.41%
7372	75.23%	2427	24.77%

The proportion of **all staff group** females has reduced from 2022-23.

Table 5.4.1

Non-Medical Staff Groups

Quartile	2023-24			
	Female		Male	
	Count	Proportion	Count	Proportion
1 (Lower)	1948	75.83%	621	24.17%
2 (Lower middle)	1905	76.41%	588	23.59%
3 (Upper middle)	1978	82.73%	413	17.27%
4 (Top)	1220	78.86%	327	21.14%
Grand Total	7051	78.34%	1949	21.66%

Previous Year (2022-23)

Female		Male	
Count	Proportion	Count	Proportion
1891	77.06%	563	22.94%
1832	76.94%	549	23.06%
1915	84.29%	357	15.71%
1179	79.34%	307	20.66%
6817	79.33%	1776	20.67%

The proportion of **non-medical** females has reduced from 2022-23.

Table 5.4.2

Medical Staff Groups

Quartile	2023-24			
	Female		Male	
	Count	Proportion	Count	Proportion
1 (Lower)	0	0.00%	1	100.00%
2 (Lower middle)	41	53.95%	35	46.05%
3 (Upper middle)	107	60.11%	71	39.89%
4 (Top)	450	44.03%	572	55.97%
Grand Total	598	46.83%	679	53.17%

Previous Year (2022-23)

Female		Male	
Count	Proportion	Count	Proportion
0	0.00%	0	0.00%
40	58.82%	28	41.18%
87	50.00%	87	50.00%
428	44.40%	536	55.60%
555	46.02%	651	53.98%

The proportion of **medical grade** females has increased from 2022-23.

Table 5.4.3

6. Conclusion

6.1 This report provides data from 1 April 2023 to the 31 March 2024. Our data demonstrates that there could be greater female representation in its senior clinical roles.

The position is consistent with previous snapshot data taken from 31 March 2023 data. Similarly, the Trust acknowledges that there could be greater male representation in less senior clinical and non-clinical roles.

6.2 It should be noted that the 2020 data was first published in March 2021, and this latest data snapshot took place on 31 March 2024, as per the regulations.

6.3 Separating the data for Agenda for Change and the Medical/Dental workforce gives a better understanding of where the greatest difference in pay and gender representation.

6.4 Comparing the median hourly pay gap, women earn 97.5p for every £1 that men earn. Their median hourly pay is 2.3% lower than men's.

6.5 There is no median bonus pay gap for 2024. When comparing mean (average) bonus pay, women's mean bonus pay is 32.79% lower than men.

6.6 In addition to the Gender Pay Gap report there are two other reports detailing the Ethnicity Pay Gap and the Disability Pay Gap.

7. Previous Action's

7.1 The following actions continue to support closing the gender pay gap:

	Action Plan	Progress
1.	Share Gender Pay Gap information across the Trust	Published on intranet and internet. Shared with Care Groups
2.	Continue the Trust's commitment to an equitable workforce	Demonstrated in our Trust objectives and values and the wider EDI action plan
3.	Continue equitable access to trust leadership training and development	On-going leadership programmes and additional capacity through the Dorset Integrated Care System for underrepresented groups
4.	Support all staff in protected groups through living our Trust values and implementing our People and Culture Strategy	The EDS Assessment identified areas where protected characteristics should be recorded including Occupational Health and Education Continuous Professional Development
8.	Flexible working – Raising the profile of the benefits of Flexible Working across UHD through a range of methods, including communication briefings, inclusive leadership conversations	UHD has a Flexible Working Policy
9	Career Progression - Accessible bite sized and online training will continue, to ensure development can be accessed by those working part time and flexible work patterns. Bias awareness is included in new leadership and development modules.	Increased access to online leadership training modules. These rotate so they are on different days and times to increase accessibility. Managers' induction launched introducing compassionate, inclusive leadership and bias awareness.
10	A Women's network was introduced with interest from staff across the organisation in 2022.	The network is now established and working to expand reach and influence
11	CEA awards – will be more inclusive, transparent, and fair and will reward excellence and improvement, underpinning the delivery of local priorities.	In the 2022-23 round of Local Clinical Excellence Awards which we implemented in November 2023 salaries, an agreement was reached with the Joint Local Negotiating Committee that there would be an equal distribution of awards.

8. Next Steps

In November 2024 a new People and Culture Strategy was introduced. As an aspiring Inclusive Employer our key Equality, Diversity, and Inclusion objective for the next 3 years is:

‘To have a representative workforce at all levels of the Trust.’

To do this we will implement our One Team EDI Plan priorities:

- strengthen our staff networks to work more closely with the UHD strategic needs and provide project support for engagement activity
- with our Dorset Partners and our Recruitment Team we will introduce clear guidance and requirements relating to inclusive recruitment
- develop a one-stop shop approach to accessing reasonable adjustments
- increase cultural awareness and reduce prejudice through the introduction of Conscious Inclusion workshops

We will further develop and raise the profile of the UHD Women's network.

The Chief People Officer and Director of OD will continue to work with the Executive team to support the identified actions.

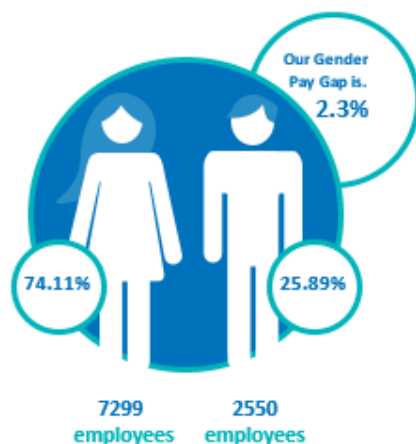
Jon Harding,
Head of Organisational Development
February 2024

Gender Pay Gap Infographic 2025

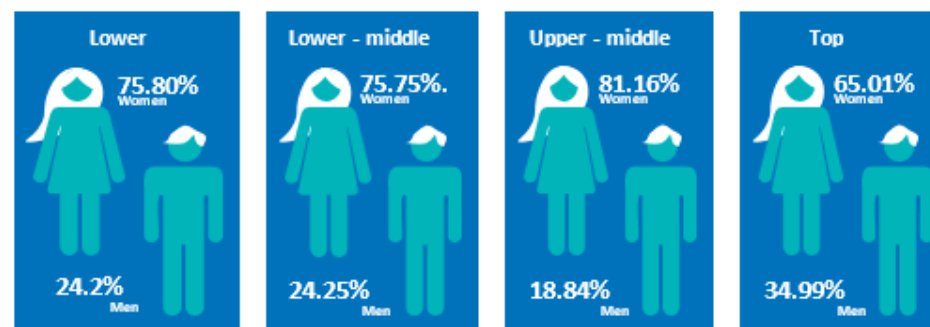


Story of our Gender Pay Gap Data taken from 31 March 2024

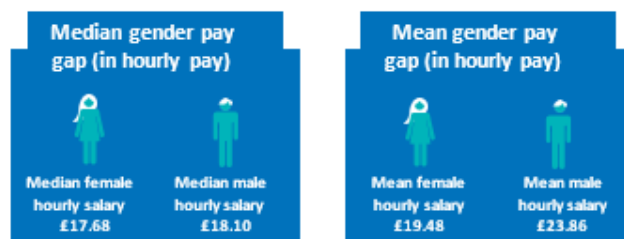
- The Gender Pay Gap at University Hospitals Dorset has fallen from 3.53% reported in March 2024 to 2.30% reported in March 2025.
- We fully support the equality of opportunity and recognise that further work is needed to achieve this.
- Female staff are represented in many senior positions, and we acknowledge there are still significant gaps with variances evident in senior clinical roles which drive the greatest variations in our results.



Proportion of males and females in each pay quartile



Our Workforce is predominantly female.



Senior agenda for change grades

