

# Gender Pay Gap – Annual Report 2025

Published March 2026



University Hospitals Dorset  
NHS Foundation Trust

# Introduction and background to the UHD Gender Pay Gap Annual Report - 2025

At University Hospitals Dorset NHS Foundation Trust (UHD) we are dedicated to **advancing genuine equality** across our workforce and welcome the requirement to report annually on the UHD Gender Pay Gap (GPG).

UHD has published annual reports each year since 2021 (UHD was formed through the merger of two predecessor organisations).

**This GPG Annual Report 2025, published in March 2026, includes data from a snapshot date of 31 March 2025.**

We publish our results on the government website, and on the UHD website, and the results are available for three years.

We recognise that equality challenges extend beyond gender, so we publish pay gap data relating to ethnicity and disability.



Gender Pay Gap reporting presents data on the difference in average pay between **those who identify as male and those who identify as female**. There is an important distinction between this and 'equal pay reporting', which is instead concerned with males and females earning equal pay for the same (or equivalent) work.



How publishing the Gender Pay Gap supports change and improvement

Disparity in pay can have a lasting socioeconomic impact.

Publishing the Annual Gender Pay Gap Report sheds light on the differences in pay between male and female employees and helps us to raise awareness and act to reduce disparities.

This approach helps promote fairness and accountability and helps us to push for a shift towards equality in the workplace, in turn, this enhances our ability to retain skilled employees.

# Executive Summary

The headcount at UHD increased by 199 people to 10,048 in the year to March 2025 with 121 more females and 78 more males.

UHD experienced an increasing Gender Pay Gap of in 2025, the first year since 2020 that the Gender Pay Gap had increased.

Significant analysis has been undertaken to understand why the gap increased during the year to March 2025.

Our action plan to address this adverse trend is informed by the Equality Six High Impact Actions are includes:

- ✓ Board level focus.
- ✓ Supporting our Executive-led Women's Network to play an increasingly prominent role at UHD and to lead on the equality 'High Impact Actions.'
- ✓ Positive action to make senior jobs more accessible to female colleagues including reviewing our recruitment and selection processes.
- ✓ Improving opportunities to address work-life balance.
- ✓ Aiming to increase staff satisfaction that UHD values their work.



## Equality Six High Impact Actions

1. Leadership & Accountability
2. Inclusive Recruitment
3. Career Development & Progression
4. Workplace Adjustments and Support
5. Data Transparency & Monitoring
6. Culture & Engagement

# Summary of the Gender Pay Gap and the changes between 2024 and 2025

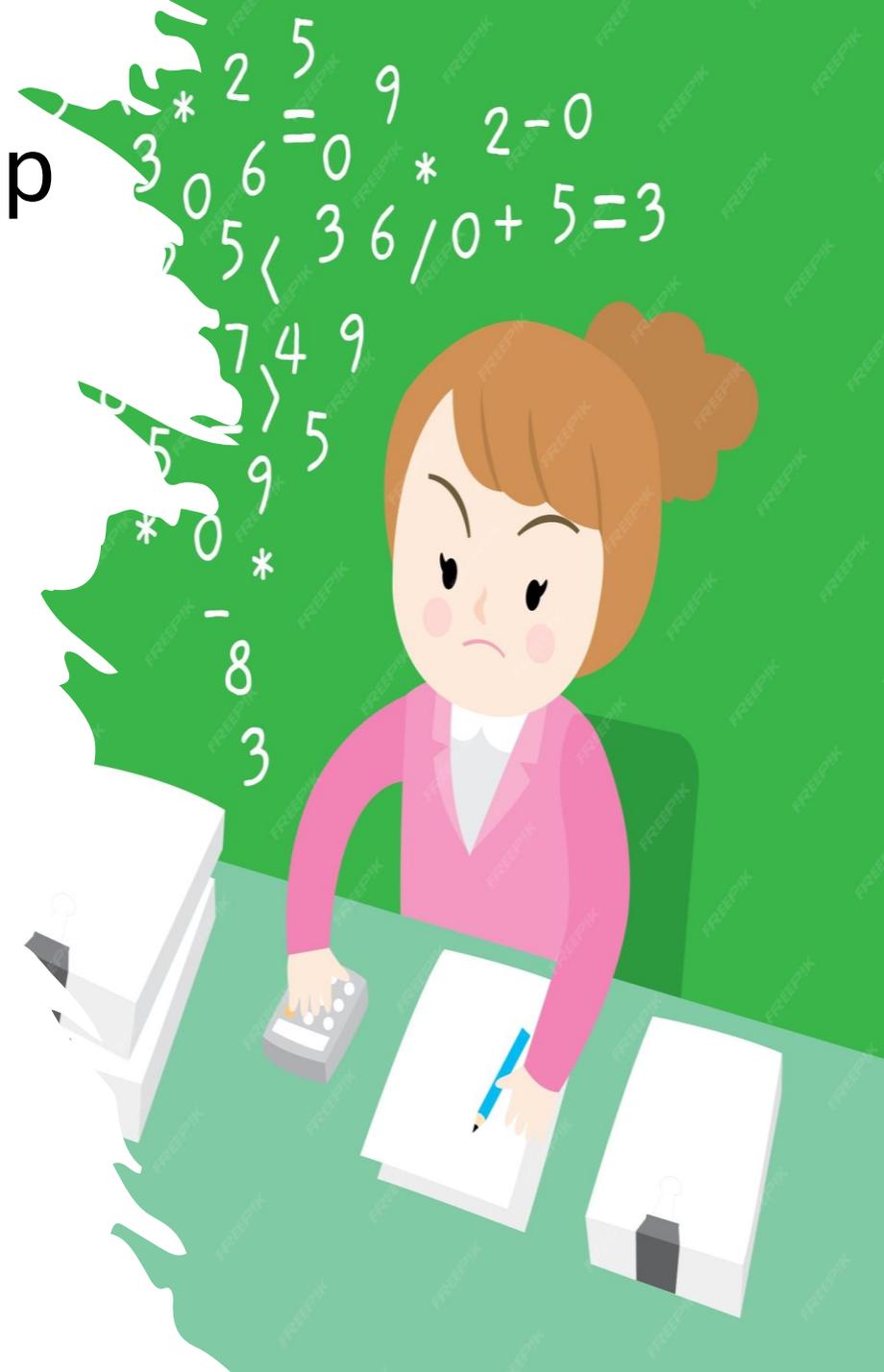
Gender Pay Gap Reporting		University Hospitals Dorset NHS Foundation Trust			
		2024-25	Previous Year (2023-24)	Change 24.25 v 23.24	
Substantive Headcount	Female	7420	7299	↑	121
	Male	2628	2550	↑	78
	<b>Total</b>	<b>10048</b>	<b>9849</b>		
	Female	73.85%	74.11%	↓	-0.26%
	Male	26.15%	25.89%	↑	0.26%
Difference in hourly rate	Mean Average	19.30%	18.37%	↑	0.93%
	Median	4.83%	2.30%	↑	2.53%
Proportion of females in each pay quartile	Lower	74.93%	75.80%	↓	-0.87%
	Lower middle	76.89%	75.75%	↑	1.14%
	Upper middle	80.32%	81.16%	↓	-0.84%
	Top	64.06%	65.01%	↓	-0.95%
Who received bonus pay	Female	2.48%	2.40%	↑	0.08%
	Male	10.31%	10.67%	↓	-0.35%
Difference in bonus pay	Mean Average	31.57%	32.79%	↓	-1.22%
	Median	0.00%	0.00%	⇒	0.00%
<b>Our Gender Pay Gap is -</b>		<b>4.83%</b>	<b>2.30%</b>		



Headline data – we saw a worsening of the gap from 2.30% in 2024 to 4.83% in 2025, based on the median

# How we calculate the Gender Pay Gap

- We use a 'snapshot date of 31 March 2025', using the national Electronic Staff Record (ESR) Business Intelligence Standard Report on Gender Pay Gap.
- In line with NHS Employers guidance, Local Clinical Excellence Awards (LCEAs), a scheme for Medical Consultants, have been categorised as bonuses.
- **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.
- Bonus pay is included, but only as a separate metric, as one of the six 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.
- **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.



# The UHD workforce - gender demographics



The gender split within the overall workforce is 73.8% identifying as female and 26.2% identifying as male. The breakdown of the proportion of females and males in each Agenda for Change banding is as set out in the table.

Pay Band	Latest Year 2024-25				Total
	Female		Male		
	Headcount	%	Headcount	%	
Band 1	4	25.0%	12	75.0%	16
Band 2	548	61.7%	340	38.3%	888
Band 3	1671	78.6%	455	21.4%	2126
Band 4	572	84.4%	106	15.6%	678
Band 5	1502	79.7%	383	20.3%	1885
Band 6	1276	83.6%	251	16.4%	1527
Band 7	867	80.8%	206	19.2%	1073
Band 8a	192	69.1%	86	30.9%	278
Band 8b	91	67.9%	43	32.1%	134
Band 8c	27	57.4%	20	42.6%	47
Band 8d	13	59.1%	9	40.9%	22
Band 9	9	56.3%	7	43.8%	16
VSM	5	41.7%	7	58.3%	12
Non-Executive Director	4	44.4%	5	55.6%	9
Chair	0	0.0%	1	100.0%	1
Other	0	0.0%	1	100.0%	1
Consultant	214	41.7%	299	58.3%	513
Non-Consultant Career Grade	68	42.0%	94	58.0%	162
Trainee Grade	357	54.1%	303	45.9%	660
<b>Total</b>	<b>7420</b>	<b>73.8%</b>	<b>2628</b>	<b>26.2%</b>	<b>10048</b>



# Understanding the data

One of the key purposes of the Gender Pay Gap Annual Report is to analyse the data and highlight trends that can be addressed.

Because the GPG data for 2025 showed an adverse trend between the 2024 and 2025 Annual Report data we have done more detailed analysis to seek to find out what caused this adverse trend.

The factors driving such a change are complex.

- The mean gender pay gap for UHD overall in 2025 was 19.30% an increase from 18.37% in 2024.
- UHD's mean hourly pay for female staff was £20.99 and £26.02 for male staff, a difference of £5.02.
- UHD's median hourly pay for female staff was £18.82 and £19.78 for male staff, a difference of £0.95.

## HOW TO CALCULATE MEAN AND MEDIAN

- ▶ The **Mean and Median** are two ways to represent a set of numbers, also called a data set.
- ▶ The **Mean** represents the *average* of the numbers.
- ▶ The **Median** represents the *middle* number.



Mean	Median
<i>When to apply</i>	
<ul style="list-style-type: none"><li>◆ Data is continuous, discrete, or numeric.</li><li>◆ Data is normally distributed</li><li>◆ Data is symmetrically distributed.</li></ul>	<ul style="list-style-type: none"><li>◆ Data has outliers.</li><li>◆ Data is skewed.</li><li>◆ For the order or ranking reporting.</li><li>◆ For clusters, buckets, or groups reporting.</li></ul>
<i>When Not to use</i>	
<ul style="list-style-type: none"><li>◆ Categorical data</li><li>◆ Data has extreme values or outliers.</li><li>◆ Skewed distribution</li></ul>	<ul style="list-style-type: none"><li>◆ Categorical nominal data</li></ul>
<i>Examples</i>	
<ul style="list-style-type: none"><li>◆ Transactions, activities per user per day</li><li>◆ Frequency of user activity</li><li>◆ Student grades or performance report</li><li>◆ Growth rate</li><li>◆ The rate of change for churn or retention</li></ul>	<ul style="list-style-type: none"><li>◆ Salaries, age groups, etc., if skewed</li><li>◆ Total miles, activities, or meals logged, if skewed</li><li>◆ Time spent to complete a log, onboarding, activation</li><li>◆ Ticket resolution time</li><li>◆ Outage reporting</li></ul>



## How pay changes at UHD

- The Agenda for Change (AfC) pay scales are reviewed each year, by national Pay Review Bodies (PRB), and a percentage uplift may be agreed, usually from 1 April each year.
- This annual change to pay scales is usually applied consistently across all AfC pay bands but may be a different percentage for Medical colleagues.
- The pay scales have 'increments' and people may move up within the pay scale as they spend more time at UHD.
- Pay may be affected by doing additional work that attracts a 'premium' rate of pay including working at weekends, on bank holidays and doing 'overtime'.
- Pay may also increase because people are promoted or decrease if they take a role at a lower AfC Banding.
- Most people do not receive bonuses, but Consultant Medical colleagues may receive Clinical Excellence Awards.

# Understanding how changes in pay have influenced the gender pay gap

<b>Hourly Rate Change (2025 v 2024)</b>	<b>Female</b>	<b>Male</b>
Decrease	15.6%	14.6%
£1 - £5 increase	78.8%	70.2%
£6 - £10 increase	4.8%	13.6%
£11 - £15 increase	0.6%	1.3%
£16 - £20 increase	0.1%	0.1%
>£20 increase	0.1%	0.1%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

# Proportion of Males and Females in each Quartile Pay Band

The proportion of all staff group females reduced between 2024 and 2025 - except Quartile 2.

## Ordinary Pay - Headcount x Quartile & Staff Group

### All Staff Groups

Quartile	2024-25			
	Female		Male	
	Count	Proportion	Count	Proportion
1 (Lower)	1946	74.93%	651	25.07%
2 (Lower middle)	1996	76.89%	600	23.11%
3 (Upper middle)	2085	80.32%	511	19.68%
4 (Top)	1663	64.06%	933	35.94%
<b>Grand Total</b>	<b>7690</b>	<b>74.05%</b>	<b>2695</b>	<b>25.95%</b>

### Previous Year (2023-24)

Quartile	Female		Male	
	Count	Proportion	Count	Proportion
	1 (Lower)	1948	75.80%	622
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%
<b>Grand Total</b>	<b>7649</b>	<b>74.43%</b>	<b>2628</b>	<b>25.57%</b>

### Non-Medical Staff Groups

Quartile	2024-25			
	Female		Male	
	Count	Proportion	Count	Proportion
1 (Lower)	1945	74.95%	650	25.05%
2 (Lower middle)	1976	76.89%	594	23.11%
3 (Upper middle)	1999	81.79%	445	18.21%
4 (Top)	1137	78.47%	312	21.53%
<b>Grand Total</b>	<b>7057</b>	<b>77.91%</b>	<b>2001</b>	<b>22.09%</b>

### Previous Year (2023-24)

Quartile	Female		Male	
	Count	Proportion	Count	Proportion
	1 (Lower)	1948	75.83%	621
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%
<b>Grand Total</b>	<b>7051</b>	<b>78.34%</b>	<b>1949</b>	<b>21.66%</b>

# Clinical Excellence Awards Payments

UHD does not have a local approach to 'bonus payments' other than following the national schemes for Consultant Medical colleagues

The Local Clinical Excellence Awards (LCEA) ceased in 2024. When the LCEA was in place payments were distributed equally to all eligible Medical Consultants.

Some pre-2018 awards continue.

A new scheme is being introduced the National Clinical Impact Award (NCIA) scheme. At UHD we do have current NCIA award holders and Medical Consultants can apply for a new award at any time after they have completed a full year in an eligible role, with a permanent NHS contract (fixed-term and locum contracts are not usually eligible). If they already hold an LCEA granted under the old scheme, transitional arrangements apply in England between the old and the new schemes.

## Bonus Pay\*

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

	2024-25		Female change 24.25 v 23.24
	Female	Male	
Number of Staff Receiving Bonus Pay	184	271	↑ 9
Proportion of All Staff Receiving Bonus Pay	2.5%	10.3%	↑ 0.1%
Proportion of Medical Staff Receiving Bonus Pay	28.8%	38.9%	↓ -0.2%
Average (mean) Bonus Pay Received	£5,499.84	£8,037.23	↓ -£8.82
Difference in Bonus Pay - Mean Average	£2,537.39		↓ -£149.60
Average Bonus Pay Gap	31.57%		↓ -1.2%
Median Bonus Pay Received	£3,643.47	£3,643.47	↑ £139.81
Difference in Bonus Pay - Median	£0.00		→ £0.00
Median Bonus Pay Gap	0%		→ 0.0%
Minimum Bonus Pay Received	£452.40	£3,015.97	↓ -£60.37
Maximum Bonus Pay Received	£33,803.43	£47,582.04	↑ £139.81

# Explanations of the adverse trend

- In 2025 UHD saw a reduction in the lowest banded roles (Band 1 and 2) and an increase in male staff in Band 3. Lower paid male colleagues were paid more than in the previous year.
- UHD had a higher proportion of males in **trainee roles**, than the proportion of females in trainee roles.
- The impact of proportionality; there are fewer males employed at UHD, but males disproportionately occupy the more senior bands. So even though the pay rates will be equal, the overall median pay for males will be higher (Medical Consultants and in Bands 8-9):

	Female		Male	
	Headcount	% of females at UHD	Headcount	% of males at UHD
Bands 8 - 9	332	4.5%	165	6.3%
VSM / Exec	5	0.1%	7	0.3%
Medical - Consultant	214	2.9%	299	11.4%
Medical - Career Grade	68	0.9%	94	3.6%

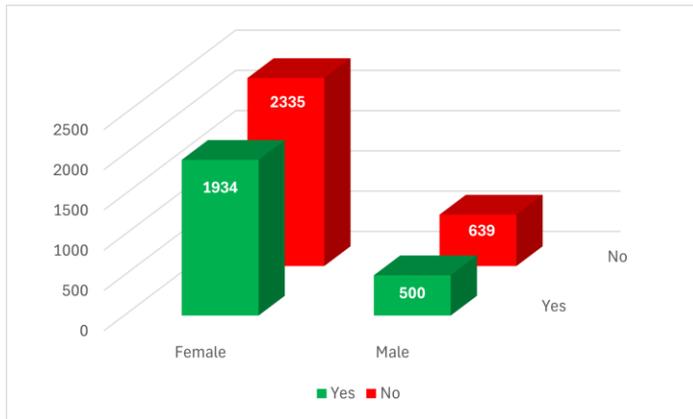
- We are investigating whether a higher proportion of males reached an increment in 2025.
- For the staff who joined or left in the last two years, they also follow a similar pattern with males tending to be in higher bands.



# How people perceive their pay, how they are valued, and flexibility at UHD: Staff Survey 2024

5689 staff responded to the 2024 survey – Female (4269) and Male (1139)\*

**Q. 4b The extent to which my organisation values my work (Satisfied/Very satisfied):**

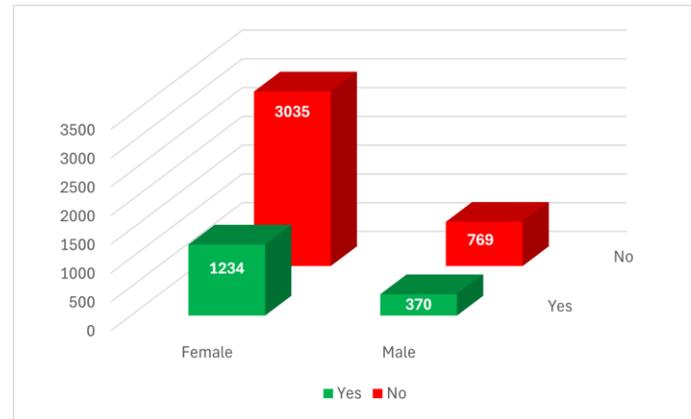


45.3% of female employees said that they were satisfied that the organisation values their work. This was an **increase of 0.4%** on our 2023 result.

43.9% of male employees said that they were satisfied that the organisation values their work, a **1.2% decrease** from the previous years' result.

The gap between male and female satisfaction has widened in the 2024 staff survey, with a difference of 1.4% in satisfaction, compared to 0.2% difference in 2023.

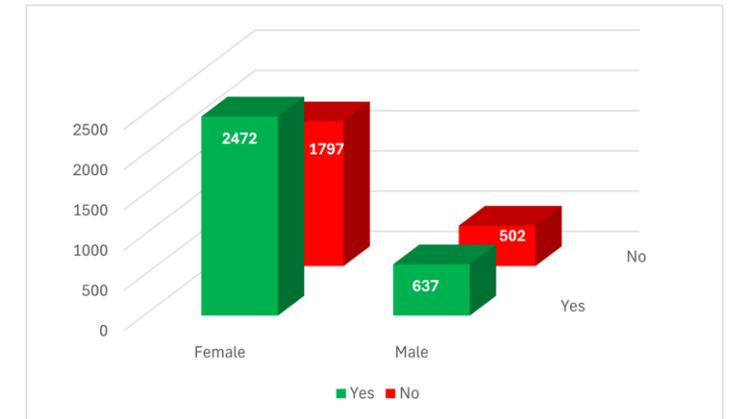
**Q. 4c My level of pay (Satisfied/Very satisfied):**



28.9% of female staff said they were satisfied with levels of pay. This was a **1.5% increase** from 2023. 32.5% of male employees said they were satisfied, a **significant increase of 6.9%** from the previous years' result.

These responses highlight a reduction in dissatisfaction on pay levels by both males and females. However, the gap between male and female satisfaction has doubled since 2023, from 1.8% to **3.6%**.

**Q. 4d The opportunities for flexible working patterns (Satisfied/Very satisfied):**



57.9% of female employees said they were satisfied with the opportunities for flexible working patterns, a **slight decrease of 0.3%** from the previous year. Meanwhile, 55.9% of male staff which had **improved by 2.8%** from 2023.

This demonstrates a disparity in satisfaction among male and female staff in relation to opportunities for flexible working.



How we are responding

To promote fairness and accountability and our drive for equality in the workplace, we are refreshing our annual **Gender Pay Gap Action Plan**

# Up-date from the UHD 2024 Gender Pay Gap Action Plan – agreed eight actions



Action Plan	Progress Update
<b>Communicate Gender Pay Gap information</b>	Published on intranet and internet and shared across UHD.
<b>Continue UHD’s commitment to an equitable workforce</b>	Demonstrated in our objectives, values and the wider EDI action plan.
<b>Continue equitable access to leadership training and development</b>	We are continuing to deliver UHD Leadership Programmes and expand opportunities through Bournemouth University and with partners across the Integrated Care System.
<b>Support all staff in protected groups through living our values and implementing our People and Culture Strategy</b>	Work is underway to assess delivery against the UHD People and Culture Strategy, linked to the national NHS People Promise, and to refresh the strategy. The UHD Equality Delivery System (EDS) Assessment has identified areas where protected characteristics should be recorded, including Occupational Health, Employee Relations Cases, Education, and Continuous Professional Development.
<b>Flexible working – Raising the profile of the benefits of Flexible Working across UHD</b>	With UHD’s Flexible Working Policy, positive progress is being achieved through greater staff engagement, improved work–life balance, and a stronger culture of inclusion, supported by enhanced communication. 38% of the total UHD workforce were part-time in 2025 (46% of the female workforce and 18% of the male workforce)
<b>Career Progression - Accessible bite-sized and online training to ensure development can be accessed by those working part-time and flexible work patterns.</b>	UHD currently provides increased access to online leadership training modules, rotating across different days and times to improve accessibility. The managers’ induction highlights the UHD approach to compassionate and inclusive leadership. The Conscious Inclusion Workshops have replaced the traditional ‘bias-focused’ training.
<b>Introduce a Women’s Network.</b>	The network is now established, with three hundred members, and is working in collaboration with other UHD staff networks, the ICS, and with Dorset Police to expand its reach and influence. The Women's Network meets monthly: it has had nine meetings to-date and has organised two events focused on Menopause Awareness and International Women's Day (8 March).
<b>CEA awards – will be more inclusive, transparent, and fair and will reward excellence and improvement, underpinning the delivery of local priorities.</b>	New Local Clinical Excellence Awards ceased to exist as part of the Medical Consultant pay negotiations in 2024 and the payments were distributed equally to all eligible Medical Consultants, regardless of gender. In 2025 UHD had 214 female Medical Consultants and 299 male.

Offer	Total (2024/25)	Male	Female
Manager’s Induction	163	26 (16%)	137 (84%)
Coaching Conversations	119	11 (9%)	108 (91%)
Feedback Skills Workshop	130	11 (8%)	119 (92%)
Courageous Conversations	27	3 (11%)	24 (89%)
Leading Through Change	88	13 (15%)	75 (85%)
Conscious Inclusion	75	3 (4%)	72 (96%)
Leadership Fundamentals	21	1 (5%)	20 (95%)
Leadership in Action	14	2 (14%)	12 (86%)
Bournemouth University Level 7 Senior Leaders Apprenticeship	6	3 (50%)	3 (50%)

# Refresh of the \*Pay Gap Action Plan for 2025 – linked to the Equality, Diversity, and Inclusion High Impact Actions



\*Our Pay Gap Action Plan is blended to include actions on the gender, ethnicity and disability pay gaps

EDI High Impact Action	Pay Gap Interventions
1. Leadership & Accountability	<ul style="list-style-type: none"> <li>• Include EDI objectives in Board and senior leader appraisals.</li> <li>• Publish progress updates and Board representation metrics.</li> </ul>
2. Inclusive Recruitment	<ul style="list-style-type: none"> <li>• Implement inclusive recruitment training for hiring managers.</li> <li>• Ensure that HR Business Partners track all vacancies at Band 8A and above and support positive action in recruitment and selection (Band 7 and above from 2027/28).</li> <li>• Introduce clear guidance and requirements for a diverse selection panel.</li> </ul>
3. Career Development & Progression	<ul style="list-style-type: none"> <li>• Work with the Women’s / Pro-ability and Diverse Ethnicity Network to identify key areas of interest that support career opportunities.</li> <li>• Record promotion rates by gender / race / disability status – to inform positive action in subsequent years.</li> <li>• Establish status reports on appraisals and personal development plans for staff with protected characteristics of race/ living with a long-term condition and gender.</li> <li>• Focus for colleagues in Band 1 to assess opportunities for progression.</li> <li>• Assess demographic data for Band 8-9 and Consultant Medical colleagues to assess impact on pay gaps in future years.</li> </ul>
4. Workplace Adjustments and Support	<ul style="list-style-type: none"> <li>• Gather feedback on the impact/ benefit of phased returns, flexible hours and keeping in touch programmes so women can reintegrate smoothly without career setbacks and improvements proposed for subsequent years</li> <li>• Promote well-being/ health check-ins and connect staff with support platforms like Thrive Live.</li> </ul>
5. Transparency	<ul style="list-style-type: none"> <li>• Continue to publish and communicate Pay Gap data (gender / disability / ethnicity) including in-year tracking of data trends.</li> <li>• Link pay gap data to Workforce Race Equality Scheme (WRES) and Workforce Disability Equality Scheme (WDES) Data.</li> <li>• Encourage declaration of disability.</li> </ul>
6. Culture & Engagement	<ul style="list-style-type: none"> <li>• Increase bespoke listening events and open space discussions.</li> <li>• Continue campaigns such as International Women’s Day, women’s health, disability and ethnicity-based campaigns and Thrive Live.</li> <li>• Implement the next phase of the Behavioural Charter to promote civility, respect, and professionalism at UHD, supporting improved retention and progression of all staff.</li> <li>• Promote zero-tolerance stance on bullying, harassment, and discrimination.</li> </ul>

## **In conclusion**

UHD is committed to advancing genuine equality across our workforce

In the year to 31 March 2025 UHD experienced an increasing Gender Pay Gap

The 2025 results have brought about a helpful focus on understanding the trends highlighted by the data.

There is confidence in the refreshed Gender Pay Gap Action Plan.

**Gender Pay Gap Annual Report**

**Compiled by the Organisational Development Team**

**March 2025**



**University Hospitals Dorset**  
NHS Foundation Trust

The strategic aim for UHD is for there to be no ethnicity-based pay gap. The positive trend is that, in the second year of reporting, the Ethnicity Pay Gap at UHD, based on the median, decreased from -1.13% in 2024 to -0.75% in 2025.

Appendix One: Part A – Ethnicity Pay Gap

		Ethnicity Pay Gap Reporting University Hospitals Dorset NHS Foundation Trust		
		2024-25	Previous Year (2023-24)	Change 24.25 v 23.24
Substantive Headcount	BME	2619	2349	↑ 270
	White	7155	7227	↓ -72
	<b>Total</b>	<b>9774</b>	<b>9576</b>	
	BME	26.80%	24.53%	↑ 2.27%
	White	73.20%	75.47%	↓ -2.27%
Excluded due to no declaration on ESR	Headcount	274	273	↑ 1
	Proportion	2.73%	2.77%	↓ -0.04%
Difference in hourly rate	Mean Average	0.23%	-1.02%	↑ 1.25%
	Median	-0.75%	-1.13%	↑ 0.38%
Proportion of BME staff in each pay quartile	Lower	20.82%	17.80%	↑ 3.02%
	Lower middle	32.32%	29.63%	↑ 2.69%
	Upper middle	29.74%	29.04%	↑ 0.70%
	Top	24.27%	21.15%	↑ 3.11%
Who received bonus pay	BME	3.89%	4.30%	↓ -0.41%
	White	4.60%	4.43%	↑ 0.17%
Difference in bonus pay	Mean Average	19.52%	18.77%	↑ 0.76%
	Median	0.00%	0.00%	⇒ 0.00%
<b>Our Ethnicity Pay Gap is -</b>		<b>-0.75%</b>	<b>-1.13%</b>	

Our Pay Gap Action Plan includes actions to pursue pay equality for all ethnicities.

2025: median BME pay was £19.07 compared to £18.92 for white colleagues:

### Median Ethnicity Pay Gap - Ordinary Pay

	2024-25		
	BME	White	% difference
All Staff	£19.07	£18.92	-0.75%
Non-Medical Staff Groups	£17.73	£17.98	1.42%
Medical Staff Group	£33.55	£51.38	34.71%

Previous Year (2023-24)		
BME	White	% difference
£17.88	£17.69	-1.13%
£16.75	£16.68	-0.44%
£30.28	£44.91	32.58%

2025: 'bonus' pay (for Medical Consultants only): the gap increased slightly, 18.8% to 19.5%. A high proportion of Medical Consultant colleagues did not record their ethnicity:

### Bonus Pay\*

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

	2024-25		BME change 24.25 v 23.24	Previous Year (2023-24)	
	BME	White		BME	White
Number of Staff Receiving Bonus Pay	102	329	↑ 1	101	320
Proportion of All Staff Receiving Bonus Pay	3.9%	4.6%	↓ -0.4%	4.3%	4.4%
Proportion of Medical Staff Receiving Bonus Pay	18.8%	45.9%	↓ -1.8%	20.6%	44.6%
Average (mean) Bonus Pay Received	£6,040.59	£7,506.00	↓ -£185.39	£6,225.98	£7,664.44
Difference in Bonus Pay - Mean Average	£1,465.41		↑ £26.96	£1,438.45	
Average Bonus Pay Gap	19.52%		↑ 0.8%	18.8%	
Median Bonus Pay Received	£3,643.47	£3,643.47	↑ £139.81	£3,503.66	£3,503.66
Difference in Bonus Pay - Median	£0.00		→ £0.00	£0.00	
Median Bonus Pay Gap	0%		→ 0.0%	0.0%	
Minimum Bonus Pay Received	£3,643.47	£452.40	↑ £139.81	£3,503.66	£33.51
Maximum Bonus Pay Received	£39,835.47	£47,582.04	↑ £139.81	£39,695.66	£47,582.04
Number of Staff Receiving Bonus Pay Excluded Due to No Ethnicity Recorded on ESR	24			26	

## Appendix One: Part B – Ethnicity Pay Gap

2025 key data on ethnicity at UHD

Between 2024 and 2025 the UHD headcount increased by 198, with 270 more BME colleagues, and 72 fewer white colleagues.



The strategic aim for UHD is for there to be no disability-based pay gap. There appears to be a positive trend, based on the median, a gap of -12.29% in 2024 to -8.56% in 2025.

Appendix Two: Part A – Disability Pay Gap

		Disability Pay Gap Reporting University Hospitals Dorset NHS Foundation Trust		
		2024-25	Previous Year (2023-24)	Change 24.25 v 23.24
Substantive Headcount	Disabled	741	663	↑ 78
	Non-Disabled	7973	7784	↑ 189
	<b>Total</b>	<b>8714</b>	<b>8447</b>	
	Disabled	8.50%	7.85%	↑ 0.65%
	Non-Disabled	91.50%	92.15%	↓ -0.65%
Excluded due to no declaration on ESR	Headcount	1334	1402	↓ -68
	Proportion	13.28%	14.23%	↓ -0.96%
Difference in hourly rate	Mean Average	11.72%	11.73%	↓ -0.02%
	Median	8.56%	12.29%	↓ -3.73%
Proportion of disabled staff in each pay quartile	Lower	10.93%	10.90%	↑ 0.03%
	Lower middle	8.53%	7.71%	↑ 0.82%
	Upper middle	8.11%	6.36%	↑ 1.75%
	Top	5.67%	5.68%	↓ -0.01%
Who received bonus pay	Disabled	0.81%	0.75%	↑ 0.06%
	Non-Disabled	3.96%	3.88%	↑ 0.08%
Difference in bonus pay	Mean Average	-12.93%	-3.42%	↓ -9.50%
	Median	-41.39%	0.00%	↓ -41.39%
Our Disability Pay Gap is -		<b>8.56%</b>	<b>12.29%</b>	

Our Pay Gap Action Plan includes actions to pursue pay equality for those with disabilities

2025: median pay for colleagues who had declared a disability was £17.46 compared to £19.09

# Appendix Two: part B – Disability Pay Gap

In 2025 the number of colleagues who declared a disability was 741 (as recorded on the Electronic Staff Record. 1200 declared a disability through the 2025 Staff Survey). 1,334 colleagues were excluded from the disability pay gap data because they made no declaration: 13.3% of the UHD workforce.

2025 key data on disability at UHD



Disability History Month is in November

## Ordinary Pay - Pay Gap x Staff Group

### Average (Mean) Disability Pay Gap - Ordinary Pay

	2024-25		
	Disabled	Non-Disabled	% difference
All Staff	£19.50	£22.08	11.72%
Non-Medical Staff Groups	£18.13	£19.23	5.73%
Medical Staff Group	£33.45	£41.73	19.84%

Previous Year (2023-24)		
Disabled	Non-Disabled	% difference
£17.94	£20.33	11.73%
£16.82	£18.00	6.55%
£29.47	£37.00	20.34%

### Median Disability Pay Gap - Ordinary Pay

	2024-25		
	Disabled	Non-Disabled	% difference
All Staff	£17.46	£19.09	8.56%
Non-Medical Staff Groups	£16.53	£18.04	8.36%
Medical Staff Group	£29.05	£35.37	17.85%

Previous Year (2023-24)		
Disabled	Non-Disabled	% difference
£15.65	£17.85	12.29%
£14.73	£16.89	12.80%
£25.71	£31.35	17.99%

2025: 'bonus' pay (for Medical Consultants only); a high proportion of colleagues did not record their status regarding disability:

## Bonus Pay\*

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

	2024-25		Disabled change 24.25 v 23.24	Previous Year (2023-24)	
	Disabled	Non-Disabled		Disabled	Non-Disabled
Number of Staff Receiving Bonus Pay	6	316	↑ 1	5	302
Proportion of All Staff Receiving Bonus Pay	0.8%	4.0%	↑ 0.1%	0.8%	3.9%
Proportion of Medical Staff Receiving Bonus Pay	8.6%	30.0%	↑ 0.5%	8.1%	30.2%
Average (mean) Bonus Pay Received	£6,408.13	£5,674.62	↑ £506.43	£5,901.70	£5,706.39
Difference in Bonus Pay - Mean Average			↓ -£538.20		-£195.31
Average Bonus Pay Gap			↓ -9.5%		-3.4%
Median Bonus Pay Received	£5,151.45	£3,643.47	↑ £1,647.79	£3,503.66	£3,503.66
Difference in Bonus Pay - Median			↓ -£1,507.98		£0.00
Median Bonus Pay Gap			↓ -41.4%		0.0%
Minimum Bonus Pay Received	£3,643.47	£3,643.47	↑ £139.81	£3,503.66	£33.51
Maximum Bonus Pay Received	£12,691.47	£39,835.47	↑ £213.58	£12,477.89	£39,695.66

Number of Staff Receiving Bonus Pay Excluded Due to No Disability Declaration on ESR

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