



**United Lincolnshire
Teaching Hospitals**
NHS Trust

Gender Pay Gap Report 2024-2025

Author: Tim Couchman, Head of Equality, Diversity and Inclusion

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Executive Summary

Headlines

In line with national guidelines, when reporting Gender Pay Gap data, the Trust is working on the data as at previous 31st March. This means the snapshot date for data in this report is 31 March 2024.

In this Trust, women earn 86p for every £1 that men earn when comparing median hourly pay. This is an improvement on last year's data (85p for every £1).

For women who receive a bonus, they receive £1 for every £1 men receive. In an NHS Acute Trust, bonuses are defined as the Clinical Excellence Awards (CEAs) which are only applicable to consultants in the medical workforce.

At United Lincolnshire Teaching Hospitals NHS Trust, women hold 81.7% of the lowest paid jobs (the figure was 83.5% last year), and 63.8% of the highest paid jobs (the figure was 63.7% last year).

There has been a decrease of 1.8% in the number of women holding the lowest paid jobs, and a slight increase of 0.1% in the number of women holding the highest paid jobs – this was the case as at the 31 March 2024 snapshot date.

Women still hold around 80% of the lower middle and upper middle-paid jobs, which has remained stable since last year.

The median is the generally accepted main indicator across all organisations who take part in Gender Pay Gap reporting. Comparing like-for-like years, i.e. 2024 data, the national gender pay gap in the UK was 13.1%, compared to the Trust's 14.2% gap.

Despite some changes in representation at the highest and lowest pay bands in the Trust, the Trust's gender pay gap continues to improve to be much closer to the national median UK pay gap. The national gender pay gap has improved by 1.1%, and ULHT's gap has improved by 0.4%.

When comparing mean (average) hourly pay, women's mean hourly pay is 27.2% lower than men's. This is a continued improvement on last year's data

of 28.7%, which again was an improvement on the previous year where the data recorded 29.3%.

National Sources:

[Gender pay gap in the UK – Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

This report contains:

- Background to the requirements for Gender Pay Gap Reporting.
- Guidance to assist understanding of the indicators and calculations used.
- Narrative about the Trust's Gender Pay Gap results, in line with reporting requirements – but most importantly, to assist with the Gender Pay Gap Action Plan.
- Comparison with previous year's results, which show that the Gender Pay Gap has improved (i.e. reduced).
- A proposed action plan to further reduce the Gender Pay Gap, incorporating the actions from the Mend the Gap report.
- Appendix with all the required data which has been submitted to the gov.uk Gender Pay Gap reporting portal, ahead of the 30 March 2025 deadline.

This report will provide a high level of assurance in terms of compliance with Gender Pay Gap Reporting, for People Committee and Trust Board approval. It will also provide high levels of assurance that the Trust will take action to reduce (improve) the disparity between pay for men and women, in the form of a detailed action plan. It also provides evidence for High Impact Action 3 of the NHS Equality, Diversity and Inclusion Improvement Plan.

Please note that to enable internet accessibility, all diagrams and infographics relating to the gender pay gap data are included as appendices at the end of this document.

Background

Employers with 250 or more employees have been required to publish information on the pay gap between male and female employees since 31 March 2017, under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, which can be found at: [The Equality Act 2010 \(Specific Duties and Public Authorities\) Regulations 2017 \(legislation.gov.uk\)](https://www.legislation.gov.uk/ukpga/2010/151/section/75).

Organisations in the public sector, such as NHS Trusts, are required to report on the gov.uk Gender Pay Gap website ([Search and compare gender pay gap data - Gender pay gap service - GOV.UK](https://www.gov.uk/guidance/search-and-compare-gender-pay-gap-data)), against a set of six key indicators, based on data from 31 March each previous year, for example, the “snapshot date” for this report is 31st March 2024. Organisations are then required to publish the data and a narrative (“Gender Pay Gap Report”) so that employees and members of the public can access the data and report, along with an action plan to address disparities, by 31 March each year, for example, this report is to be published on the Trust’s website by 31 March 2025 ([Gender pay gap reporting - United Lincolnshire Hospitals](https://www.lincolnshirehospitals.nhs.uk/gender-pay-gap-reporting)).

Private sector employers with 250 or more employees are also required to publish Gender Pay Gap information, albeit with a slightly later publication date of 5th April each year.

In preparing this report, the author has consulted and followed the NHS Employers Gender Pay Gap guide: [Addressing-your-gender-pay-gap-guide.pdf \(nhsemployers.org\)](https://www.nhsemployers.org/gender-pay-gap-guide) which was co-produced with the Health and Care Women Leaders Network.

Understanding the Gender Pay Gap Calculations

The six key indicators that the Trust is required to report on are:

1. percentage of men and women in each hourly pay quarter (lower, lower middle, upper middle and upper quartile) by number of employees.
2. mean (average) gender pay gap using hourly pay.
3. median gender pay gap using hourly pay.
4. percentage of men and women receiving bonus pay.

5. mean (average) gender pay gap using bonus pay.
6. median gender pay gap using bonus pay.

The data for the report is drawn from the national Electronic Staff Record (ESR) Business Intelligence standard report.

For the purposes of these calculations, pay includes: basic pay, full paid leave, including annual, sick, maternity, paternity, adoption or parental leave, bonus pay, area and other allowances, shift premium pay, pay for piecework.

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 a vehicle), remuneration in lieu of leave, the value of salary sacrifice schemes, benefits in kind (e.g. child-care vouchers), redundancy pay and tax credits.

Bonus pay relates to the Clinical Excellence Awards (CEAs) to consultants, following the NHS Employers Gender Pay Gap Guide.

The Trust now has eight years' worth of data and the opportunity is taken in this report to indicate trends in that data.

What does median mean?

This is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid.

Medians are useful to indicate what the 'typical' situation is. They are not distorted by very high or low hourly pay (or bonuses). However, this means that not all gender pay gap issues will be picked up. They could also fail to pick up as effectively where the gender pay gap issues are most pronounced in the lowest paid or highest paid employees.

What is the meaning of mean?

The mean gender pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women. A mean involves adding up all the numbers and dividing the result by how many numbers were in the list. Very high or very low pay can distort this figure.

About our results

The Trust's Gender Pay Gap has been on a generally decreasing (i.e. improving) trend since reporting began, in line with the national trend both inside and outside of the NHS.

The data sets on which the Trust's Gender Pay Gap report for the current reporting cycle are based can be viewed in appendix 1.

Compared to last year, the median has improved by 0.4% (smaller gender pay gap), and the average hourly rate (mean) has improved by 1.5%. Since reporting began in 2017-2018, the median has fluctuated and overall there is a very small deterioration of 0.1%.

The trend data from 2017 to 2025 for the median hourly rate and the average hourly rate (mean) are noted as follows:

Reporting Year	Median Hourly Rate	Average Hourly Rate
2017-2018	14.1%	32.8%
2018-2019	15.2%	32.8%
2019-2020	15.3%	31.6%
2020-2021	16.8%	31.4%
2021-2022	14.6%	28.6%
2022-2023	16.8%	29.3%
2023-2024	14.6%	28.7%
2024-2025	14.2%	27.2%

Trend charts for the Median Hourly Rate and the Average Hourly Rate (mean) are included in appendix 2.

As with previous years, the main driver of the Trust's gender pay gap remains the structure of the NHS workforce, with female colleagues comprising the majority of the lower paid roles and men in higher paid roles including the

medical workforce (especially Consultant medical staff) and Very Senior Management (VSM) roles.

Gender Disparity – Pay Quartiles

81.7% of the workforce in the lowest pay quartile are female. This means that women hold 81.7% of the lowest paid jobs. In comparison, 63.8% of the workforce in the top pay quartile are women. This means that women hold 63.8% of the highest paid jobs, which is disproportionately low for their representation in the lowest pay quartile (81.7%) and throughout the other pay quartiles (around 80%).

Further detail relating to the pay quartiles can be located in appendix 1.

Gender Disparity – Mean Salary

The data in Appendix 1 highlights that below Band 8A Agenda for Change (AfC), women are likely to be paid more than men. The reasons why female colleagues are more highly paid in some of the pay bandings is likely to relate to factors like length of time in post, career progression and seniority in the nursing and midwifery workforce. Further investigation and actions are included in the Gender Pay Gap Action Plan.

However, from AfC Bands 8A to 9, similar to the previous year, men are paid more than women. The reasons for this are not evident from the gender pay gap data and may relate to length of service and gaining of higher increments. An action is therefore noted, to explore the reasons for this further.

Across a wide range of medical grades (i.e. consultant, associate specialist, specialty doctors, specialist doctors and specialty registrars) men are paid more than women. This disparity has a specific action in the Gender Pay Gap action plan – to ensure that the “Mend the Gap” report recommendations are implemented at the Trust (NHS EDI Improvement Plan, High Impact Action 3). However, overall, across the medical workforce, women earn +2% more.

Gender Disparity – Bonus Pay

Bonus pay relates to the Clinical Excellence Awards (CEAs) which only apply to members of the consultant workforce.

Historically, Clinical Excellence Awards were an area where gender disparity was evident. In recent years the Trust has transformed its approach to CEAs by ensuring a gender balance on the awarding panel and taking steps to encourage applications from female consultants for the CEAs, and has distributed awards equally in the current reporting cycle. There is now greater equity in terms of equal bonus payments. For every £1 that a male consultant receives, a female consultant receives the same amount.

In relation to the numbers and percentages of employees receiving CEAs (bonus payments) an anomaly in the national gov.uk reporting algorithm has been identified. The national system is set up with the assumption that all employees in an organisation are potentially eligible for a bonus payment. However, as already identified members of the consultant workforce are the only people who are eligible for CEAs. Therefore, the calculation on the gov.uk website where it is recorded that only 1% female and 9.4% male staff received a bonus payment is actually incorrect, as only members of the consultant workforce should be considered. When recalculated to only include members of the consultant workforce the correct figures are 94.4% female and 96.1% male consultants received bonus pay (CEAs). This correct calculation is reflected in the table in appendix 1 below. An action for the coming year is to review this area of the reporting and establish whether accurate reporting on the gov.uk website is possible.

Action Plans for Improvement:

It has been identified where the Trust needs to take action to continue its journey of improvement in relation to Gender Pay Gap. These actions will be taken forward within the context of the overall Lincolnshire Community and Hospitals' Group (LCHG) strategic objectives, the LCHG EDI Objectives 2022-2025, the national Mend the Gap Report (2020) and the national NHS EDI Improvement Plan (2023).

The Gender Pay Gap Action Plan, is proposed for further discussion, including key stakeholders such as the ULHT Women's Staff Network and the Medical Workforce, is included below.

Appendices:

Appendix 1:

Gender Pay Gap data on which this report is based.

The mean and median hourly rates for men and women:

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	£24.60	£18.70
Female	£17.91	£16.05
Difference	£6.69	£2.66
Pay Gap %	27.2	14.2

The proportion of male and female staff in each pay quartile:

Quartile	Female	Male	Female %	Male %
1	1972	443	81.7	18.3
2	2091	491	81.0	19.0
3	1995	504	79.8	20.2
4	1594	905	63.8	36.2

Mean salary for men and women within each Agenda for Change pay band and other pay grades:

Pay Band/Grade	Gender (Fte)		Mean Salary (£)	
	Female	Male	Female	Male
Band 1 & Apprentices	24.23	10.59	£18,920.24	£19,230.59
Band 2	1629.02	412.81	£22,376.13	£22,369.44
Band 3	637.24	158.28	£23,586.04	£23,495.20
Band 4	505.58	127.69	£26,070.00	£26,029.97
Band 5	1536.49	278.20	£30,729.48	£30,150.97
Band 6	822.34	210.70	£38,766.19	£38,128.13
Band 7	516.36	133.46	£46,557.89	£46,096.80
Band 8A	213.25	68.99	£52,874.55	£53,121.84
Band 8B	66.81	26.80	£62,460.86	£65,316.90
Band 8C	28.80	11.00	£75,628.60	£76,264.82
Band 8D	9.00	9.80	£84,993.78	£92,456.10
Band 9	10.10	12.80	£107,345.46	£109,066.97
Director	4.00	3.00	£155,396.00	£192,929.33
Deputy Director		1.00		£177,914.29
General Medical Practitioner	0.11		£125,033.12	
Consultant	94.30	270.52	£111,072.46	£112,889.74
Associate Specialist	2.70	17.79	£107,159.44	£107,328.62
Staff Grade		0.78		£81,493.00
Specialty Doctor	56.97	137.72	£72,628.93	£77,430.21
Specialist	1.87	1.00	£86,967.95	£89,610.00
GPCA/Hospital Practitioner	1.09	0.73	£80,088.25	£68,498.97
Specialty Registrar	96.23	129.65	£50,258.68	£50,657.20
Foundation Year 2	65.80	97.00	£37,303.00	£37,303.00
Foundation Year 1	49.16	47.00	£32,398.00	£32,398.00

Bonus payments (Clinical Excellence Awards) for men and women within the medical workforce consultant pay grades:

Mean and median bonus payments for men and women:

Gender	Avg. Pay	Median Pay
Male	£7,047.27	£4,000.34
Female	£5,220.85	£4,000.34
Difference	£1,826.41	£0.00
Pay Gap %	25.9	0.0

Number of female and male medical staff receiving a bonus payment:

Gender	Employees paid bonus	Total relevant employees	Percentage (%)
Female	89	94.3	94.4%
Male	260	270.52	96.1%

Appendix 2:

