

**People and Culture Programme Board
25 March 2026**

Title:	Gender Pay Gap Report
Responsible Director:	Angela Wilkinson
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Purpose of the report and summary of key issues:	<p>The Trust's statutory Gender Pay Gap data as at 31 March 2025, confirm compliance with the Equality Act 2010.</p> <p>Summary of Key Issues: The Trust reports a mean gender pay gap of 25.35% and a median gap of 12.73%, with the median position improving year on year. Medical and Dental staff are the primary driver of the reported gap. Excluding these roles reduces the mean gap to 1.65%, with the median gap becoming favourable to women. The gender bonus pay gap has reduced significantly, largely due to changes in Clinical Excellence Award arrangements</p>
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Trust Strategy and Strategic Ambitions:	The Patient and Child First	
	Improving the health and wellbeing of our patients, children and communities	
	Best Quality, Safest Care	
	Person Centred, Integrated Care; Strong Partnerships	
	Great Start in Life	
	At Our Best: Making HDFT the best place to work	x
	An environment that promotes wellbeing	
	Digital transformation to integrate care and improve patient, child and staff experience	
	Healthcare innovation to improve quality	

Corporate Risks:	None
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Report History:	<p>People and Culture Programme Board 3 February 2026</p> <p>Belonging Subgroup meeting 10 February 2026</p> <p>People and Culture Committee 25 March 2026</p>
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Recommendation:	Members to agree on the content and accept for publication by 31 March 2026
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Gender Pay Gap Report

Harrogate and District NHS Foundation Trust

February 2026

Presented by Richard Dunston Brady
Equality, Diversity and Inclusion Manager

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Gender pay gap reporting

As at 31 March 2025

Introduction

Government departments are covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, which came into force on 31 March 2017. Legislation has made it statutory for organisations with 250 or more employees to report annually on their gender pay gap. These regulations underpin the Public Sector Equality Duty and require the relevant organisations to publish their gender pay gap data, including:

- Mean gender pay gap in hourly pay.
- Median gender pay gap in hourly pay.
- Mean bonus gender pay gap.
- Median bonus gender pay gap.
- Proportion of men and women receiving a bonus payment.
- Proportion of men and women in each pay quartile.

The gender pay gap is different to equal pay. Equal pay means that men and women in the same employment who are performing equal work must receive equal pay, as set out in the Equality Act 2010. It is unlawful to pay people unequally because of their gender.

The Trust pays most employees, excepting some medical and dental staff, on the Agenda for Change pay system, and this framework provides assurance that equal pay for equal work is recognised; i.e., someone entering the Band 5 scale with the same level of qualifications and experience would be paid the same irrespective of gender, and they would then have the opportunity to progress up the pay scale annually in the same way as their peers.

Harrogate and District NHS Foundation Trust

Harrogate and District NHS Foundation Trust (the Trust) employs more than 5,000 members of staff to provide essential hospital treatment, as well as community health services, to the population of Harrogate and the local area, across North Yorkshire and Leeds. In addition, it provides children’s services, stretching from Berwick upon Tweed in the North to Wakefield in the South, and across the whole of North Yorkshire, from Settle in the West to Scarborough in the East.

The total number of staff eligible (full-pay relevant employees) for inclusion in this report was 5,059.

	31 March 2025		31 March 2024	
	Headcount	%	Headcount	%
Female	4,232	84%	4,110	84%
Male	827	16%	800	16%
TOTAL	5,059		4,910	

Figure 1 illustrates the gender distribution within the Trust at 31 March 2025.

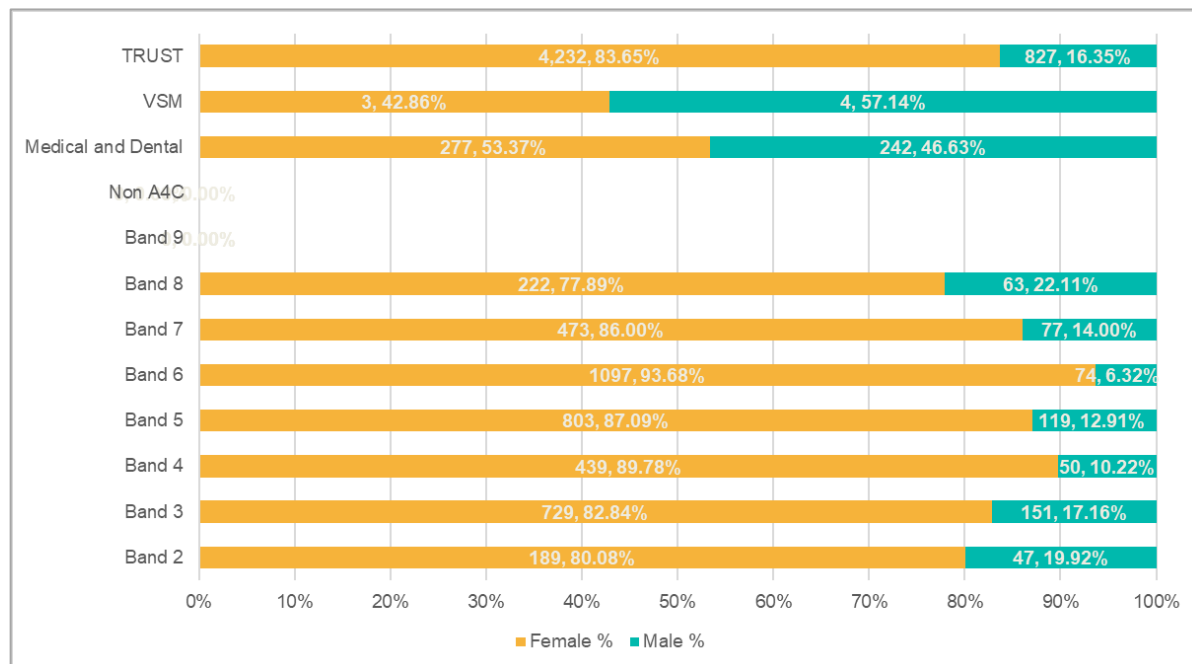
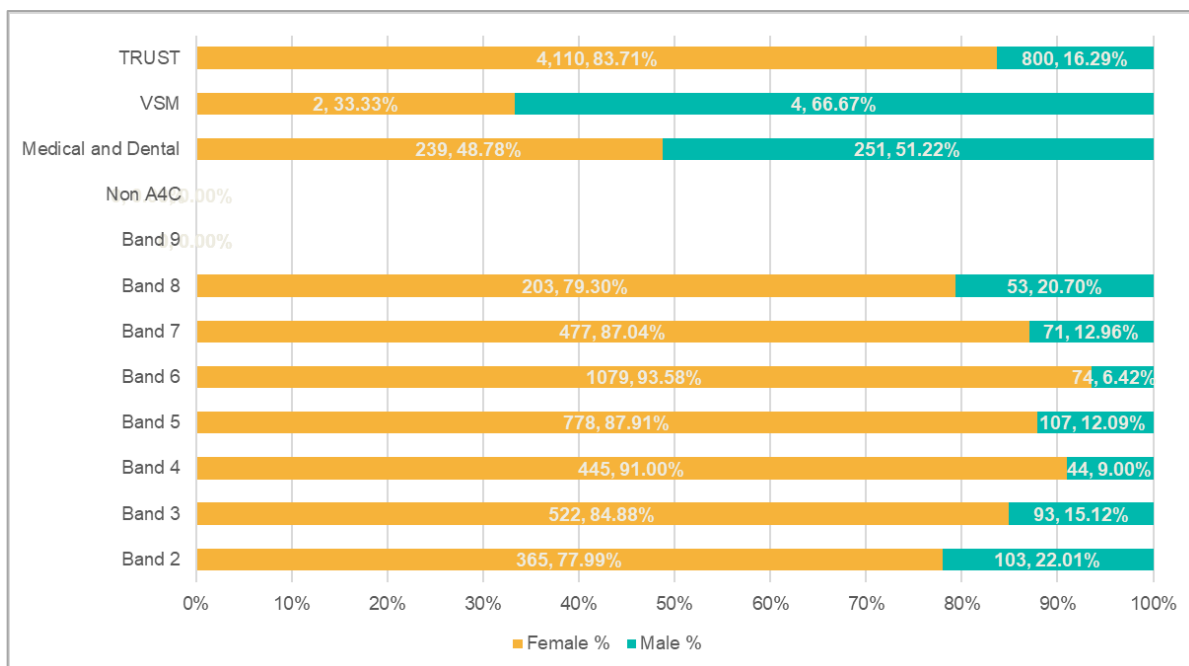


Figure 2 illustrates the gender distribution within the Trust at 31 March 2024.



Note – As part of the 2018 pay deal, Band 1 closed to new entrants with effect from 1 December 2018 and from April 2019, all existing staff on a Band 1 contract at the Trust transitioned to Band 2.

Definitions and scope

The gender pay gap is a measure that shows the difference in average earnings between men and women across an organisation.

The gender pay gap is measured in two ways: firstly, the difference between the mean of hourly rates of men and those of women; and secondly, as the difference between the median hourly rates of men and women.

Mean and Median

- The ‘mean’ is an average of all hourly rates of pay.
- The ‘median’ is the middle value in a complete list of all hourly rates of pay.

The report is based on rates of pay for the 2024/25 financial year and includes all ‘full-pay relevant employees’ as at 31 March 2025.

All Full Pay Relevant Employees

‘Full-pay relevant employees’ are those who received their usual full basic pay during the pay period. Employees who did not receive their usual full basic pay during the pay period, including staff who had reduced pay due to maternity leave, long-term sickness, or unpaid leave, are not classed as full-pay relevant employees and are therefore excluded from the gender pay calculation.

A positive figure indicates a gender pay gap disadvantageous to women; a negative figure indicates a gender pay gap disadvantageous to men.

Mean and median gender pay gap in hourly pay

Gender	Mean Hourly Rate 2025	Median Hourly Rate 2025	Mean Hourly Rate 2024	Median Hourly Rate 2024
Male (£)	28.12	21.88	25.99	21.06
Female (£)	20.99	19.09	19.65	18.10
Difference (£)	7.13	2.79	6.34	2.96
Pay Gap %	25.35	12.73	24.40	14.07

Note: all figures have been rounded to two decimal places.

- As highlighted in Figure 1, the proportion of female to male staff is higher in lower bands when compared to the senior bandings (i.e., Band 8, Medical and Dental and VSM), which would explain why there is a gender pay gap. For these senior bandings the proportion of females is lower than the overall Trust average.
- As shown, the Trust is reporting a 25.35% gender pay gap, meaning that based on an average hourly rate, men are paid 25.35% more than women.
- The figures also demonstrate that the Trust has a 12.73% median gender pay gap, which is a decrease from 14.07% in 2024.

The Influence of Medical and Dental Staff

Medical and Dental staff have a substantial impact on the Trust's gender pay gap, as the data shows that individuals in this staff group tend to be paid higher wages than other Trust employees.

Included within this report are 85 male Consultants and 89 female Consultants. As the Trust employs fewer men overall, at 10.3%, the number of male Consultants is higher than that of female Consultants (2.1%) as a proportion of the overall workforce.

To evidence the influence of medical and dental staff driving the percentage gap, the table below shows that removing these staff members from the calculations for 2025 reduces the pay gap percentage for the mean hourly rate from 25.35% to 1.65%. In this instance, the median hourly rate pay gap percentage becomes favourable to females, changing from 12.73% to -3.69%.

The data shows a marginal decrease in the gender pay gap percentage for the mean hourly rate of non-medical staff in 2025, reducing from 1.67% to 1.65% when compared to 2024.

Gender	Mean Hourly Rate 2025	Median Hourly Rate 2025	Mean Hourly Rate 2024	Median Hourly Rate 2024
Male (£)	19.55	18.00	18.48	16.76
Female (£)	19.23	18.66	18.17	17.69
Difference (£)	0.32	-0.66	0.31	-0.93
Pay Gap %	1.65	-3.69	1.67	-5.53

Note: figures have been rounded to two decimal places

Mean and median bonus gender pay gap

The bonus gender pay gap calculation shows the percentage of men and women who received bonus pay in the period. All 'relevant employees' who were employed as at 31 March 2025 are included in the data, including those who were excluded from the gender pay gap calculations due to being on reduced pay.

Clinical Excellence Awards and Long Service Awards

The Trust pays two types of bonuses: a Clinical Excellence Award (CEA) and a Long Service Award. The latter takes the shape of a £40 bonus paid to both males and females in recognition of 25, 30, 35, 40, and 50 years' service at the Trust. As this bonus is paid out at an equal level to all employees, it has no influence on the figures.

The figures below reflect the CEA payments for all Consultant medical staff, which is a payment for a lifetime CEA and was paid to 76 Consultants. The bonus pay gap calculations include bonus pay received over the previous 12-month period for all Consultant medical staff employed as at 31 March 2025.

The Trust currently employs 185 Consultants who are 'relevant employees', of whom 88 are male and 97 are female (as at 31 March 2025). Of the 88 male Consultants, 38 received a CEA payment in 2024/25 (43.2% of male Consultants) and 38 of the 97 female Consultants received a CEA payment in 2024/25 (39.2% of female Consultants).

Gender	Mean Bonus 2025 (£)	Median Bonus 2025 (£)	Mean Bonus 2024 (£)	Median Bonus 2024 (£)
Male	8,617.94	6,032.04	9,030.94	7,277.16
Female	8,473.76	5,619.56	9,137.20	4,316.00
Difference	144.18	412.49	-106.26	2,961.16
Pay Gap %	1.67	6.84	-1.18	40.69

Note: figures are rounded to two decimal places

- The data shows a 2.85% increase in the mean gender bonus gap differential from 2024 to 2025. The mean gender bonus gap was favourable to males in 2025 compared to the previous year, when it was favourable to females.
- The 2023/24 bonus pay calculations included two types of CEAs that were awarded to the Trust's Consultants. In addition to the existing lifetime CEA, a non-pensionable, non-consolidated award was also paid. The cessation of the non-consolidated award in 2024/25 has contributed to the change in the bonus pay percentages between last year and the current year, as a higher proportion of females than males received this payment, which is highlighted by the pay gap percentage figures of the Median Bonus.'
- The figures demonstrate that the Trust has a 6.84% median gender bonus gap. This is a decrease from 40.69% in 2024 and is favourable to males.

Proportion of men and women receiving a bonus payment

In addition to the above, the Trust issues Long Service Awards, a £40 bonus paid to both men and women in recognition of 25, 30, 35, 40, and 50 years' service at the Trust. As this bonus is paid out equally to both men and women, it would have no influence on the figures.

A total of 167 Long Service Awards were issued to staff still employed as at 31 March 2025. Of these, 89.0% were issued to females, with the remaining 11.0% being issued to males. All Long Service Awards carry the same financial value of £40, meaning that the gender bonus gap would be zero.

Taking both Clinical Excellence Awards and Long Service Awards into account, in 2025, 4.1% of all relevant females received a bonus compared to 6.4% of relevant males. This is again influenced by the ratio of males in receipt of a bonus.

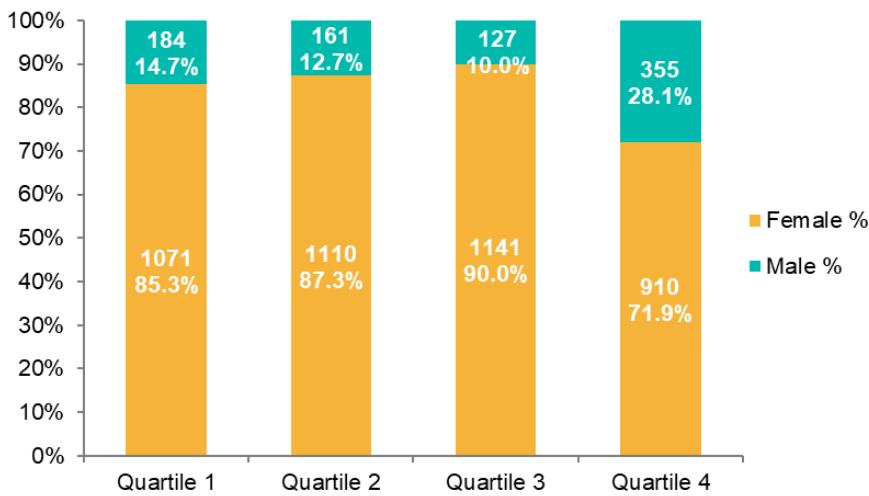
Proportion of men and women in each pay quartile

A quartile is the division of a range of data. In this case, it is the range of hourly earners, divided into four groups:

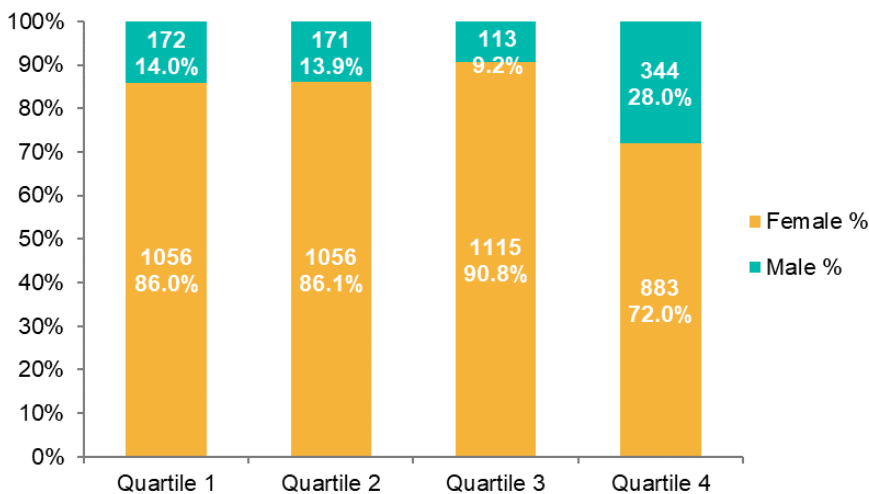
- Quartile 1 is the lower 25% of staff hourly wages;
- Quartile 2 – lower middle;
- Quartile 3 – upper middle;
- Quartile 4 – upper.

The graph below shows that the highest proportion of males and lowest proportion of females is found in the upper quartile when compared with other quartiles. This is influenced by the large proportion of male doctors and dentists within the Trust.

Proportion of male to female staff allocated to quartiles, 31 March 2025



Proportion of male to female staff allocated to quartiles, 31 March 2024



Summary and next steps in reducing the gender pay gap

Based on the data at 31 March 2025, when comparing median hourly wages, women working in HDFT earn 87p for every £1 that men earn. Their median hourly wage is 12.73% lower than men's.

When comparing mean hourly wages, women's mean hourly wage is 25.35% lower than men's.

Women occupy 71.9% of the highest paid jobs and 85.3% of the lowest paid jobs and account for 83.7% of the total workforce (full-pay relevant employees).

In the 'Medical and Dental' category, the number of female Consultants eligible to be included in this report increased from 80 in 2024 to 89 in 2025. Male Consultants slightly increased from 82 in 2024 to 85 in 2025.

When comparing the gender bonus pay gap, women's mean bonus pay is 1.67% lower than men's. The median bonus pay is also favourable to males, although there has been a decrease in the gap from 40.69% to 6.84%.

It can be seen from the data in the report that the influence of Medical and Dental staff is driving the percentage gap. When removing Medical and Dental staff from the calculations for 2025, the pay gap percentage for the mean hourly rate is reduced from 25.35% to 1.65%. In this instance, the median hourly rate pay gap percentage is 3.69% greater for females, meaning that men earn 96p for every £1 that women earn when comparing median hourly wages.

The gender pay gap report has been shared with the Trust Board to make informed decisions on actions that are required to improve it. These will include:

- Promoting awareness of opportunities and policies, including flexible and agile working arrangements, which encourage women to return to careers following maternity and other life events.
- Promoting training in equality issues as part of the First Line Leaders' programme and Pathway to Management.
- Progressing the Working Carers Passport initiative and providing/initiating welfare discussions for all colleagues.

There is no significant risk associated with the identified pay gap.