



University Hospitals Birmingham  
NHS Foundation Trust

# Gender Pay Gap Report 2024 - 2025

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# 1. Introduction

Under the Equality Act 2010, regulations were introduced in 2017 requiring public, private and voluntary sector organisations, with 250 or more employees, to report annually on their gender pay gap.

This framework compares male and female average hourly rates of pay across the organisation, enabling us to constructively consider why pay gaps exist, and how the Trust can address them. The reporting period is from 1 April 2023 to 31 March 2024.

The gender pay gap report must include:

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
Median gender pay gap	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
Mean bonus gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
Median bonus gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
Bonus proportions	The proportions of male and female relevant employees who were paid bonus pay during the relevant period
Quartile pay bands	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

CIPD- What is the gender pay gap, n.d. (2025, 2025)

The Trust has now set its Inclusion objectives with clear milestones and measures for the next four years which align to the priority ambition and strategic objectives of the Trust's People Strategy. As part of this strategy, addressing pay gaps within the Trust is a key priority and is being delivered through Inclusion Objective 4 'Assessing Impact' as illustrated below.

**We have an inclusive culture where everyone at UHB feels like they belong, can thrive, knows that they add value and feels valued**

Create a welcoming and inclusive workplace that thrives on the diversity of its people, celebrating unity in difference

Develop compassionate and culturally competent leaders who enable high performing and psychologically safe teams

Be values-driven in all we do, championing positive behaviours and tackling unacceptable ones

**Inclusion Objective 1  
Increase Representation**

We will have a workforce that reflects the diversity of the communities we serve. To do this, we will focus on hiring, developing and retaining under represented groups at all levels through targeted initiatives

**Inclusion Objective 2  
Build Capability**

We will develop leaders who understand diversity and equality and can build and nurture inclusive environments. We will do this by providing training, encouraging inclusive practices, and supporting continuous learning

**Inclusion Objective 3  
Improve Access**

We will improve access for all. We will do this by removing barriers, following accessibility standards, and using inclusive practices

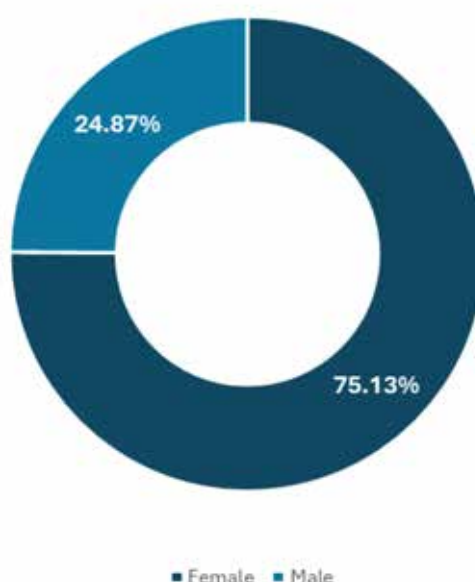
**Inclusion Objective 4  
Assess Impact**

We will assess what impact our policies, practices and initiatives have on our people. We will do this by undertaking equality impact assessments and by developing and following a plan to address pay gaps

## 2. Gender Pay Gap analysis (2024-2025)

### Gender Profile at University Hospitals Birmingham (UHB)

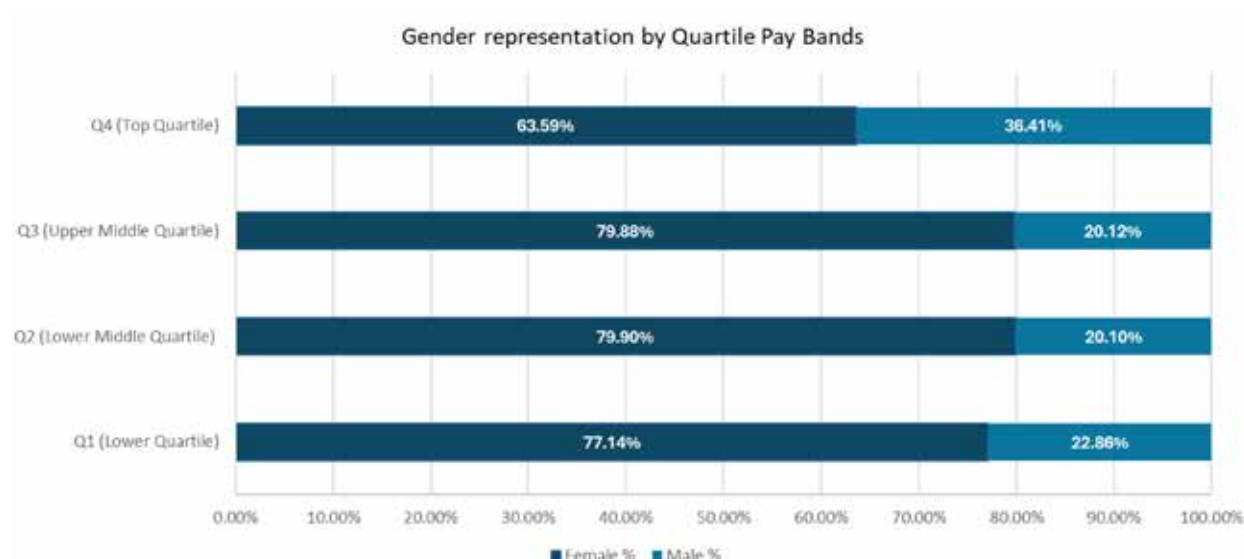
The below graphic demonstrates the breakdown of the Trust's gender profile. The gender profile for UHB has not changed significantly overall. At the time of reporting, the 2024 profile is **75.13% female to 24.87% male**, this is compared to the 2023 profile of 75.28% female to 24.72% male.



## Quartile Pay Bands

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation.

The below graphic illustrates the representation of female and males in each quartile.



The gender profile in quartiles 1-3 generally reflects the overall profile of the Trust. However, there is a smaller proportion of females (63.59%) represented within the top quartile. This is largely attributed to our Consultant workforce which currently has a gender profile of **32% female to 68% male**.

## Median and Mean Pay Gap

The below graphics illustrate the median and mean gender pay gaps within the Trust by average hourly wage.

Median Gender Pay Gap



Median hourly wage for males: £18.97

Median hourly wage for females: £16.84

This equates to a difference of £2.13

Median hourly rate: 11.25% lower for females

Mean Gender Pay Gap



Mean hourly wage for males: £25.30

Mean hourly wage for females: £19.13

This equates to a difference of £6.17

Mean hourly rate: 24.40% lower for females

## Bonus Pay Gap

For the gender pay gap, bonus pay is classed as any rewards that relate to profit-sharing, productivity, performance, incentive and commission that were paid within the reporting period.

Within the Trust, the majority of bonus payments are attributed to the Clinical Excellence Award. This is paid to substantive Consultant medical staff with more than 12 months service.

The proportion of males within the Trust receiving a bonus payment is **5.81%**. The proportion of females within the Trust receiving a bonus payment is **0.99%**.

The graphics below illustrate the lowest bonus pay gap since 2019.



The median bonus pay gap is **46.61%**, this is **20.06%** lower than last year which was reported as 66.67%.



The mean bonus pay gap is **39.42%**, this is **15.40%** lower than last year which was reported as 54.81%

# 3. Benchmarking

## UHB metrics 2019-2025

The below graphics illustrate the evolution of the gender pay gap with the Trust against each of the reportable metrics.

	Gender Representation by Quartile Pay Bands (year)											
	2024/25		2023/24		2022/23		2021/22		2020/21		2019/20	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Q4 (Top Quartile)	36.41%	63.59%	37.12%	62.88%	38.19%	61.18%	37.60%	62.40%	37.30%	62.70%	42.40%	57.60%
Q3 (Upper Middle Quartile)	20.12%	79.88%	19.75%	80.25%	19.23%	80.77%	18.20%	81.80%	18.80%	81.20%	20.80%	79.20%
Q2 (Lower Middle Quartile)	20.10%	79.90%	19.53%	80.47%	19.59%	80.41%	19.20%	80.80%	18.60%	81.40%	21.50%	78.50%
Q1 (Lower Quartile)	22.86%	77.14%	22.46%	77.54%	22.55%	77.45%	23.40%	76.60%	22.40%	77.60%	26.80%	73.20%

	Mean and Median Gender Pay Gap (hourly rate)					
	2024/25	2023/24	2022/23	2021/22	2020/21	2019/20
Median gender pay gap	11.25%	12.02%	13.49%	10.74%	13.24%	12.50%
Mean gender pay gap	24.40%	25.73%	26.41%	26.74%	28.14%	28.35%

	Bonus Proportions											
	2024/25		2023/24		2022/23		2021/22		2020/21		2019/20	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
The proportion of males and females receiving a bonus payment	5.81%	0.99%	4.54%	0.71%	5.10%	0.73%	5.46%	0.74%	6.29%	0.75%	6.95%	0.86%

	Mean and Median Bonus Pay Gap					
	2024/25	2023/24	2022/23	2021/22	2020/21	2019/20
Median gender pay gap	46.81%	66.67%	66.67%	51.10%	66.67%	66.67%
Mean gender pay gap	39.42%	54.81%	48.34%	46.20%	44.92%	47.90%

## 4. Action Plan (2025-2026)

Aim	Action	Timescale
To achieve Inclusion objective 1, we will routinely monitor workforce representation through site-specific inclusion plans, to improve representation across the Trust where greatest pockets of gender disparity exist.	<ul style="list-style-type: none"> <li>Identify departments with the greatest gender disparity.</li> <li>Departments to design positive action initiatives to address levels of gender disparity.</li> <li>Departments to implement positive action initiatives to address levels of gender disparity during future recruitment campaigns.</li> </ul>	<ul style="list-style-type: none"> <li>April 25</li> <li>September 25</li> <li>Ongoing</li> </ul>
We will continue to actively promote flexible working within the Trust.	<ul style="list-style-type: none"> <li>Understand any gender disparity in the uptake of flexible working.</li> </ul>	<ul style="list-style-type: none"> <li>December 25</li> </ul>
We will understand the reasons for gender disparity in our Consultant workforce.	<ul style="list-style-type: none"> <li>Continue to promote the Clinical Excellence Award.</li> <li>Undertake focus groups with female registrars to understand any barriers to promotion.</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> <li>December 25</li> </ul>
We will assess what impact our policies, practices and initiatives have on our people by designing and imbedding an Equality Impact Assessment (EIA) framework across the Trust and include EIA findings in organisational decisions.	<ul style="list-style-type: none"> <li>Design, test, launch and embed an EIA toolkit which comprises simple and accessible guidance and a user-friendly template to undertake assessments across the Trust.</li> <li>Develop a quality assurance framework to ensure EIAs are of the required standard and are routinely used as best practice.</li> </ul>	<ul style="list-style-type: none"> <li>April 25</li> <li>September 25</li> </ul>
We will take an intersectional and collaborative approach to understand common themes that contribute to pay gaps by disability, ethnicity and sex.	<ul style="list-style-type: none"> <li>Work with the Shelford Group and BSol diversity partners to share best practice on ways to close the pay gaps of our staff groups.</li> <li>Undertake research into the health inequalities of different staff groups and its impact on staff retention and progression.</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> <li>August 25</li> </ul>
We will deliver against our sexual safety charter.	<ul style="list-style-type: none"> <li>Achieve our White Ribbon accreditation</li> <li>Deliver sexual misconduct training to our staff</li> <li>Work collaboratively with internal partners of our violence and aggression steering group to deliver against our violence prevention and reduction standard.</li> </ul>	<ul style="list-style-type: none"> <li>April 25</li> <li>August 25</li> <li>Ongoing</li> </ul>



