



University Hospitals Birmingham
NHS Foundation Trust

Pay Gap Report 2025 – 2026

University Hospitals Birmingham
NHS Foundation Trust



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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 the average hourly rates of pay for women and men across the organisation, enabling us to constructively consider why pay gaps exist, and how the Trust can address them.

The gender pay gap report must include:

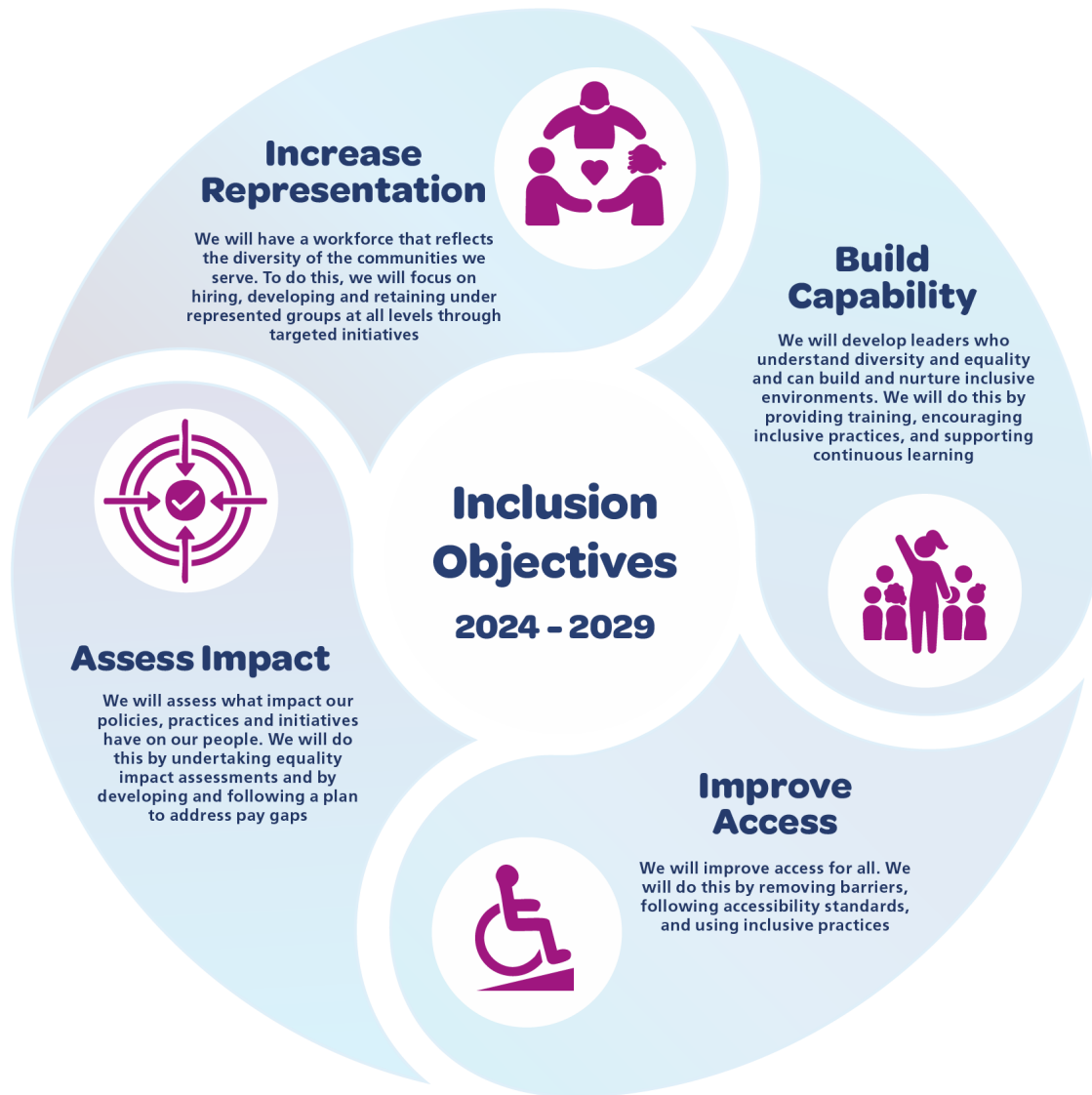
Mean gender pay gap	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
Median gender pay gap	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant 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 **mean**, commonly known as the average, is calculated when you add up the wages of all employees and divide the figure by the number of employees. The mean gender pay gap is the difference between mean male pay and mean female pay. For example, if the hourly gender pay gap at a company is 32%, then for every £100 earned by a man a woman would earn £68.

The **median** is the figure that falls in the middle of a range when everyone's wages are lined up from smallest to largest. The median gap is the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages.

Addressing pay gaps within the Trust is a key measure of the strategic objectives of the People Priorities within the Trust strategy. The Inclusion Objectives below, support progress of this measure.



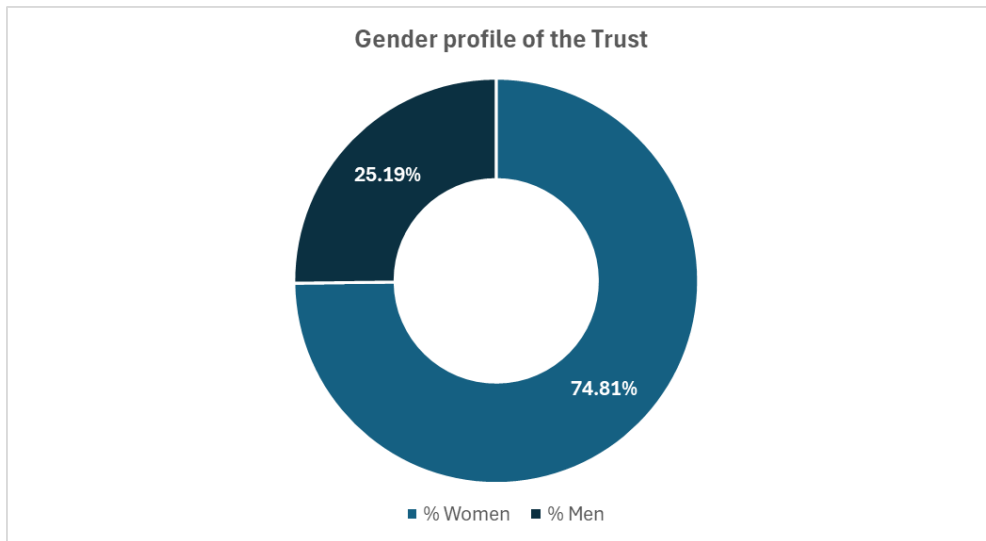
For 2025, the Trust has decided to broaden its pay gap reporting to include ethnicity and disability alongside gender, reinforcing our commitment to taking an intersectional approach to increasing equity for all. A dedicated Pay Gap Steering Group has been established to analyse the latest data and lead coordinated action. This group plays a pivotal role to ensure that appropriate interventions are shaped by meaningful insights and align with our People objectives. By incorporating actions from pay gap plans into our governance, we will enhance transparency, strengthen accountability, and deliver measurable progress to closing our pay gaps.

Public Sector organisations must capture the pay gap information every year on 31 March, this is known as the snapshot date. Gender Pay Gaps must be reported and published by 30 March each year. The snapshot date for this report is 31 March 2025 and will be published by 30 March 2026.

Gender Pay Gap Analysis

Gender Profile at University Hospitals Birmingham (UHB)

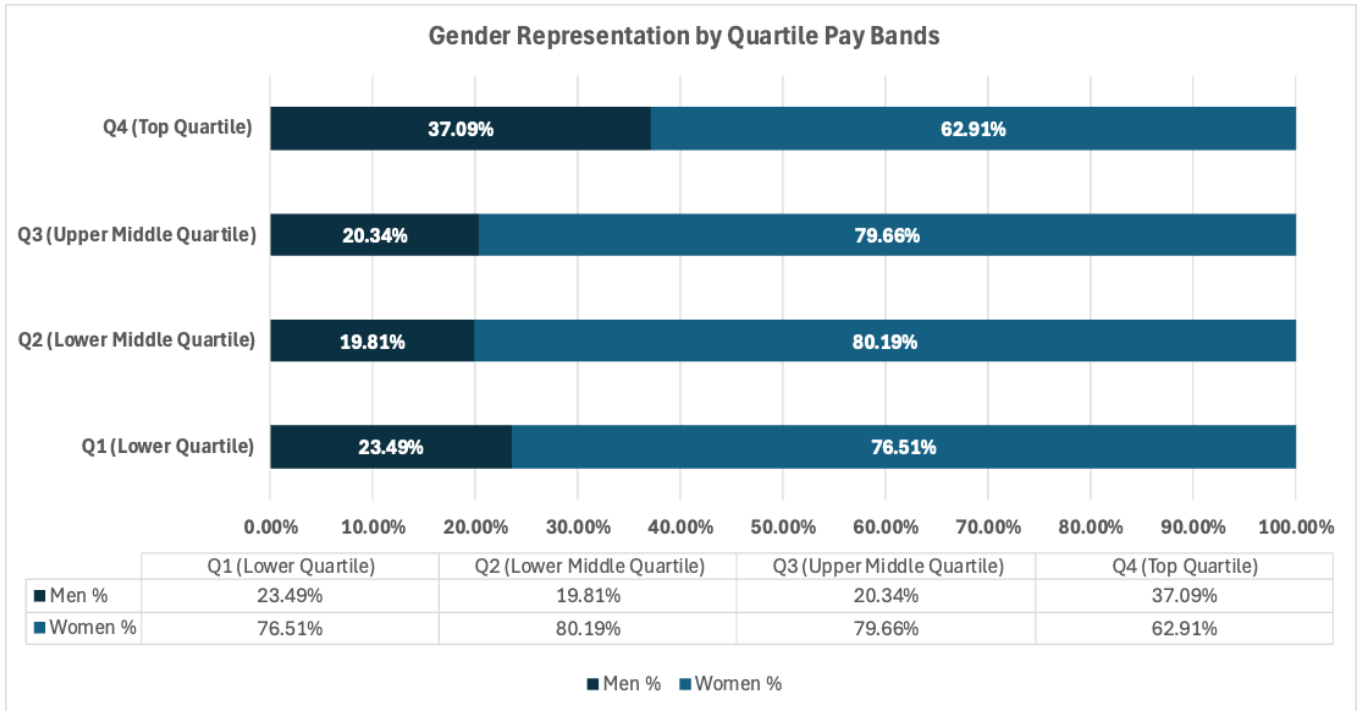
The below graphic demonstrates the breakdown of the Trust's gender profile. The gender profile for UHB has not changed significantly overall. At the time of reporting, the 2025 profile is **74.81% women to 25.19% men**, this is compared to the 2024 profile of 75.13% women to 24.87% men.



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.

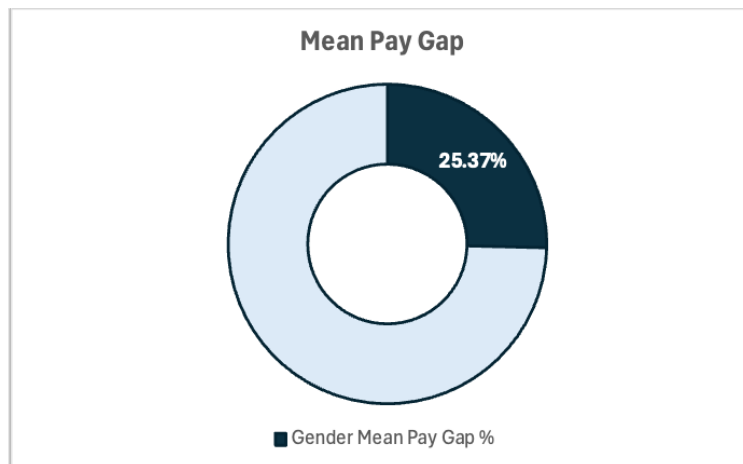
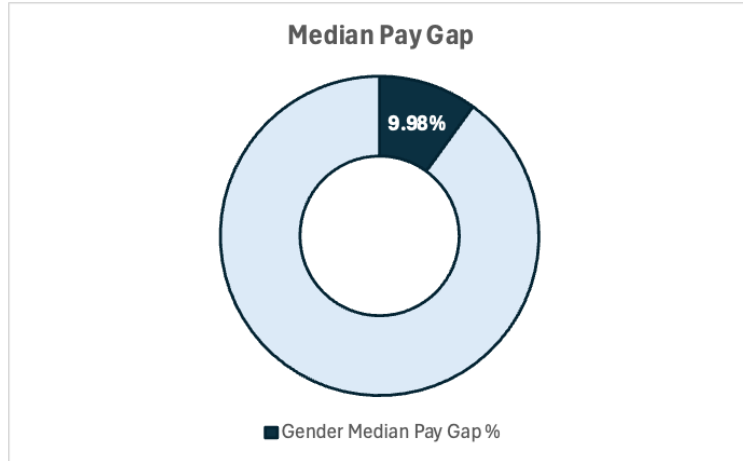
The below graphic shows the representation of women and men in each quartile.



The gender profile in quartiles 1-3 generally reflects the overall profile of the Trust. However, there is a smaller proportion of women (62.94%) represented within the top quartile. This is largely attributed to our Consultant workforce which currently has a gender profile of **33.89% women to 66.11% men.**

Median and Mean Pay Gap

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



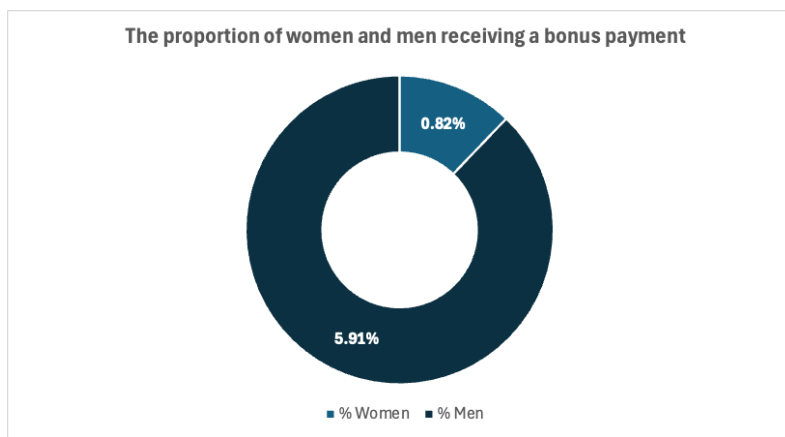
The median pay gap has reduced to **9.98%** from 11.25% last year. The mean pay gap has increased slightly this year to **25.37%** from 24.40% last year. This means that for every £1 earned by a man, a woman earns 75p.

Bonus Pay Gap

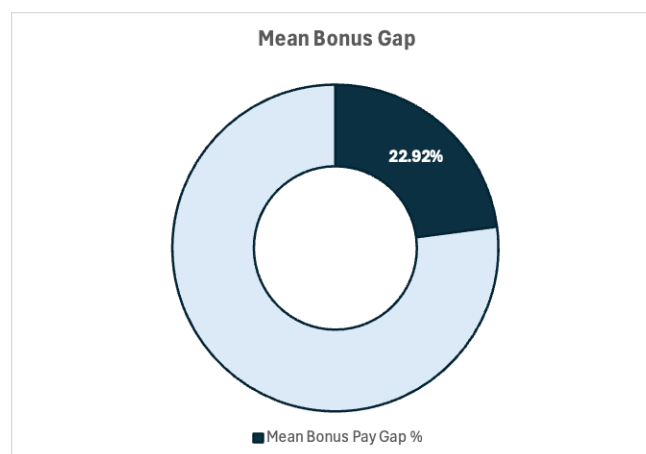
For the purpose of the gender pay gap, bonus pay is classed as any rewards that relate to profit-sharing, productivity, performance, incentive and commission that were paid within the reporting period.

Within the Trust, bonus payments are attributed to the Clinical Excellence Award. This is paid to substantive Consultant medical staff with more than 12 months service. With effect from 1 April 2024, no new Clinical Excellence Awards have been paid.

The proportion of men and women within the Trust receiving a bonus payment is shown in the below graphic. To calculate this, the total number of women eligible for bonus payment is divided by the total number of women in the organisation. As the only bonus payments are made to Consultants, the proportion of women receiving bonus payments is affected by the number of women in the organisation compared to the Consultant population.



The graphics below illustrate the mean bonus gap, the lowest since 2019



The mean bonus pay gap is **22.92%**, this is **16.49%** lower than last year which was reported as 39.42%. The median bonus pay gap is **0.0%**, this is **46.61%** lower than last year which was reported as 46.61%.

Gender Pay Gap Benchmarking

UHB metrics 2020-2025

The graphics below show the gender pay gap for the Trust against each of the reported metrics over a 5-year period.

	Gender Representation by Quartile Pay Bands									
	2024/2025		2023/2024		2022/2023		2021/2022		2020/2021	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Q4 (Top Quartile)	62.91%	37.09%	63.59%	36.41%	61.81%	38.19%	62.40%	37.60%	62.70%	37.30%
Q3 (Upper Middle Quartile)	79.66%	20.34%	79.88%	20.12%	80.77%	19.23%	81.80%	18.20%	81.20%	18.80%
Q2 (Lower Middle Quartile)	80.19%	19.81%	79.90%	20.10%	80.41%	19.59%	80.80%	19.20%	81.40%	18.60%
Q1 (Lower Quartile)	76.51%	23.49%	77.14%	22.86%	77.45%	22.55%	76.60%	23.40%	77.60%	22.40%

	Median and Mean Gender Pay Gap (hourly rate)				
	2024/2025	2023/2024	2022/2023	2021/2022	2020/2021
Median Gender Pay Gap	9.98%	11.25%	13.49%	10.70%	13.20%
Mean Gender Pay Gap	25.24%	24.40%	26.41%	26.70%	28.10%

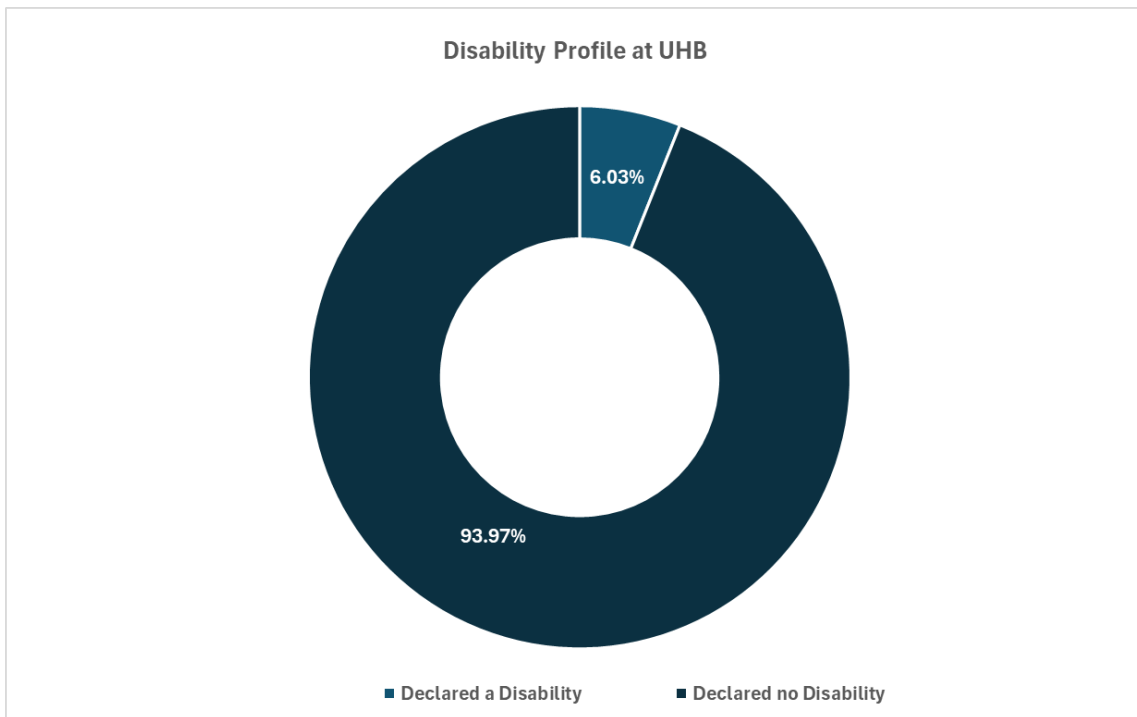
Proportion of Women and Men receiving a Bonus Payment									
2024/2025		2023/2024		2022/2023		2021/2022		2020/2021	
Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
0.82%	5.91%	0.99%	5.81%	0.73%	5.10%	0.80%	5.50%	0.80%	6.30%

	Median and Mean Gender Bonus Pay Gap (hourly rate)				
	2024/2025	2023/2024	2022/2023	2021/2022	2020/2021
Median Gender Bonus Pay Gap	0.00%	46.61%	66.67%	66.67%	51.11%
Mean Gender Bonus Pay Gap	22.92%	39.42%	54.81%	48.34%	46.22%

Disability Pay Gap Analysis

Disability Profile at University Hospitals Birmingham (UHB)

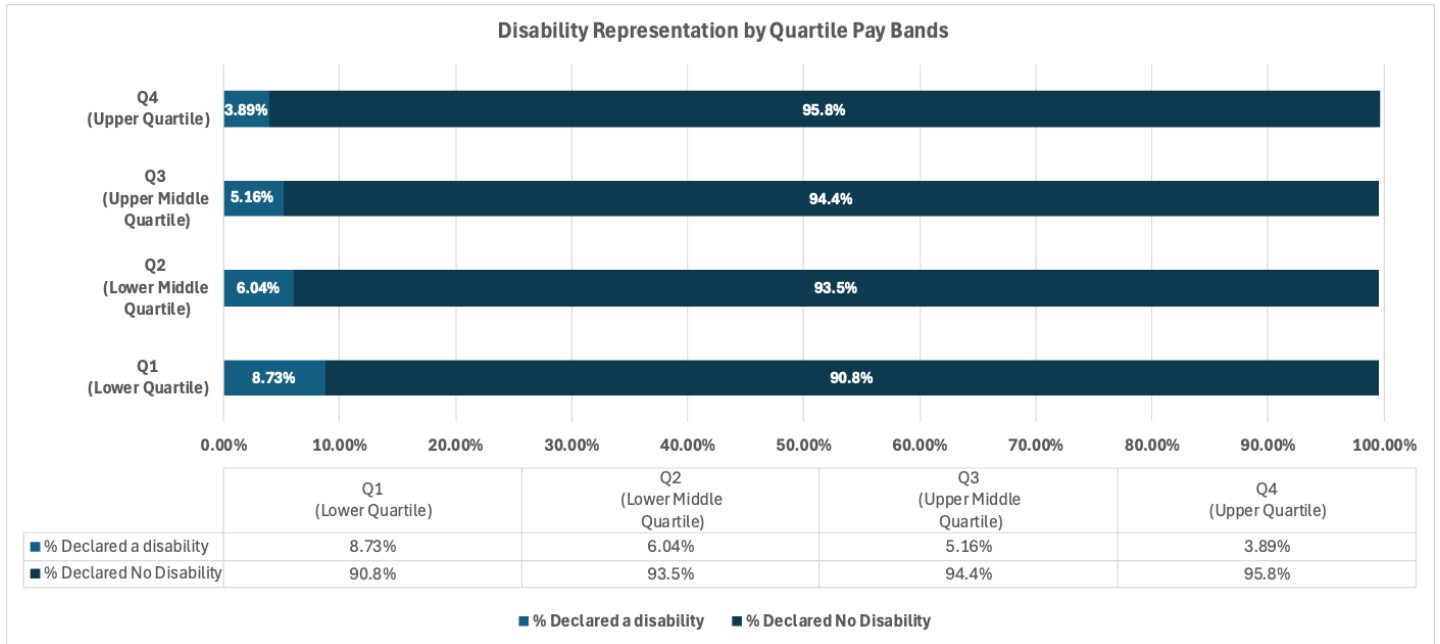
The below graphic shows the breakdown of the Trust's disability profile. This details the number of individuals who have declared that they have a disability or long-term health condition.



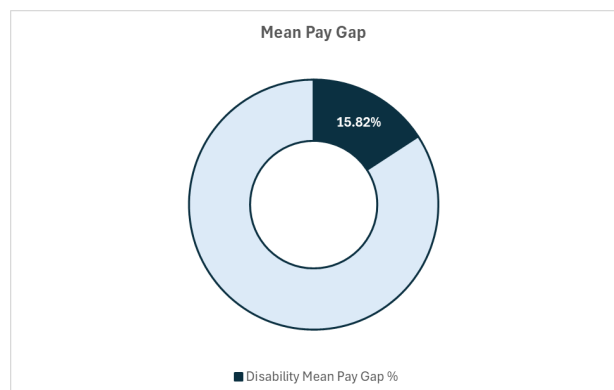
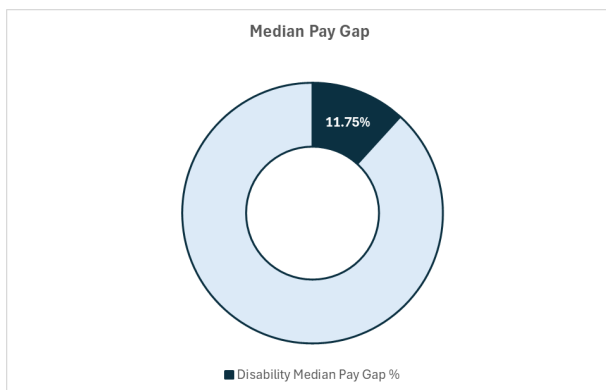
Quartile Pay Bands

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 disabled colleagues in each quartile gives an indication of representation at different levels of the organisation.

The below graphic shows the representation of disabled and non-disabled colleagues in each quartile.



Median and Mean Pay Gap

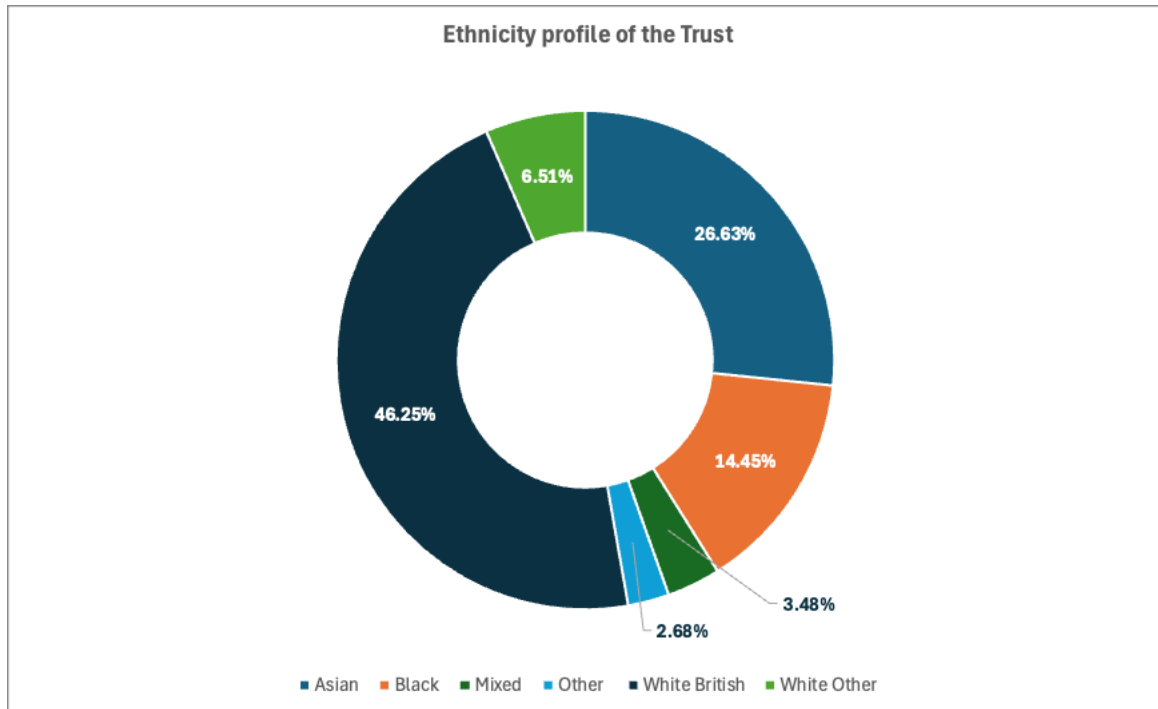


The median pay gap is **11.75%**. The mean pay gap is **15.82%**. The data shows disabled colleagues are earning less per hour on average than those who have declared they do not have a disability. This means that for every £1 earned by a non-disabled colleague, a disabled person earns 84p.

Ethnicity Pay Gap Analysis

Ethnicity profile at University Hospitals Birmingham (UHB)

The below graphic shows the breakdown of the Trust's ethnicity profile

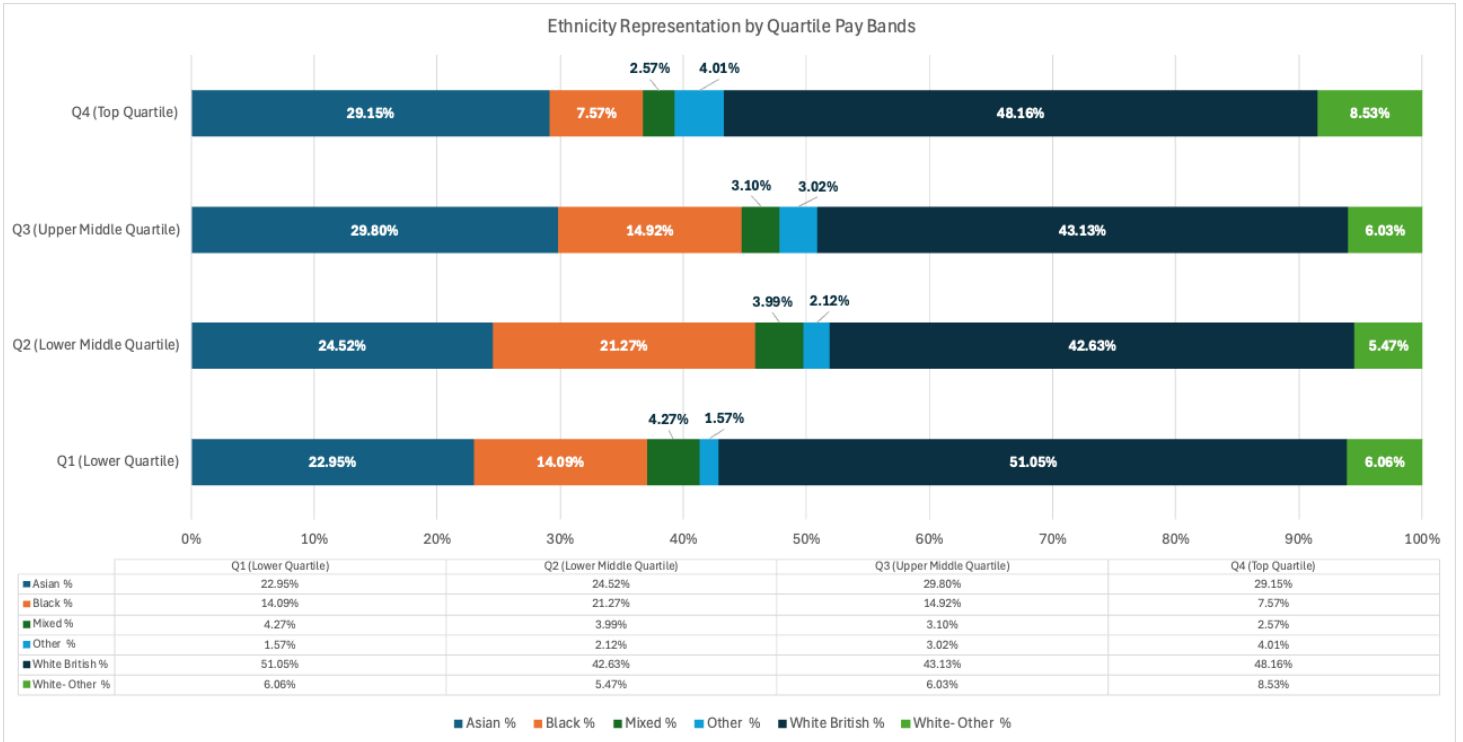


The graphic above breaks down the ethnicity profile of the Trust by ethnicity origin grouping as listed on the Electronic Staff Record (ESR). The Trust is 46.25% white British and 53.75% identifying as ethnicities other than white British.

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 colleagues in each quartile gives an indication of ethnicity representation at different levels of the organisation.

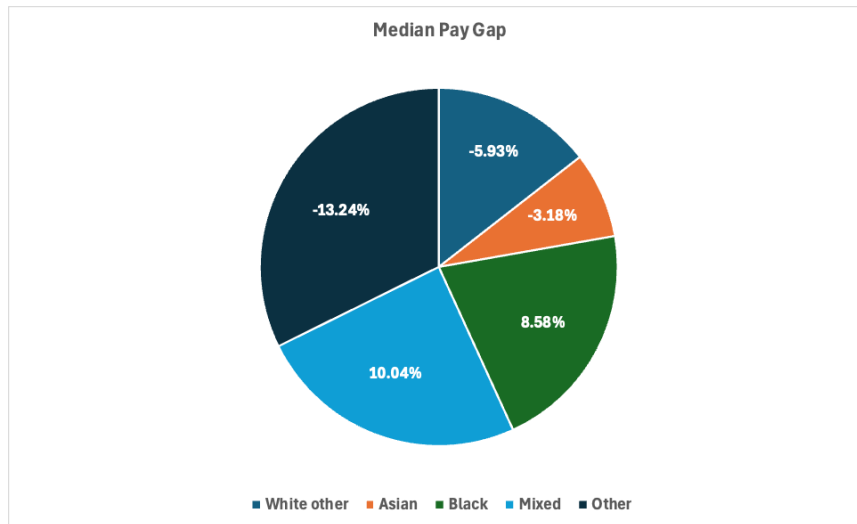
The below graphic shows the ethnicity representation in each quartile.



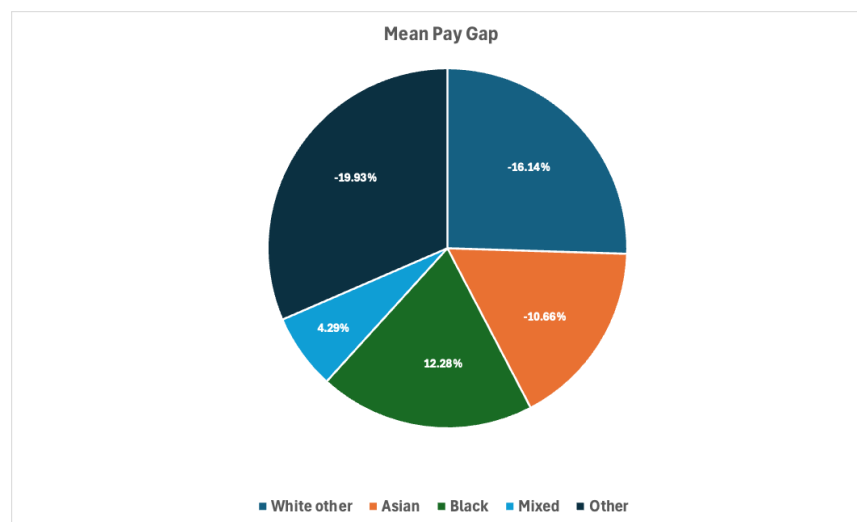
Median and Mean Pay Gap

The below graphics show the mean and median pay gap by ethnic origin grouping as recorded on the ESR system. The system groups ethnicity as 'White Other', 'Asian', 'Black', 'Mixed' and 'Other'. The analysis compares the average hourly earnings of staff in each of these groups with those in the group 'White British'.

A negative percentage (e.g. -13.24%) indicates colleagues earn more per hour on average, whereas a positive percentage (e.g. 10.04%) indicates that colleagues earn less per hour on average than those recorded as 'White British'.



The above graphic shows colleagues within the 'Black' and 'Mixed' group are paid on average less when compared to colleagues recorded as 'White British'.



The above graphic shows colleagues within the group 'Black' and 'Mixed' as recorded on ESR are earning less than those recorded as 'White British'. All other ethnic groups on ESR are earning more on average per hour than 'White British' colleagues. This means that for every £1 earned by a 'White British' colleague, a 'Black' colleague earns 88p and a 'mixed' colleague earns 96p.

Action Plan (2025-2026)

The Pay Gap Action Plan has been purposefully carried forward from the pay gap reported in March 2025, as we recognise further work is required to address pay gaps within the organisation. By reporting our pay gaps before the 30 March deadline, we can have the greatest influence on our pay gap through focussed actions.

The plan highlights actions to address the Trust's Pay Gaps, this work will be further supported by the action plans contained in the Trust's Workforce Disability Equality Standard (WDES), Workforce Race Equality Standard (WRES) and Workforce Women's Equality Standard (WWES).

Aim	Action	Timescale
Improve data quality by increasing declaration rate of disability and ethnicity to provide more accurate pay gap information. This will be achieved through the reduction of unknown data	<ul style="list-style-type: none"> A new campaign will feature posters displayed across Trust sites, showcasing colleagues from a range of ethnic backgrounds. Each poster includes a QR code that links to a personal story, video, or quote celebrating their culture and identity. The initiative aims to enhance visibility, foster pride, and encourage everyday engagement with race equity throughout the organisation. We will increase the disability declaration rate to 10% by continuing to improve our disability declaration rate to 10% by working with specialities with the lowest disability declarations rates and highest levels of 'unknown' data. 	<ul style="list-style-type: none"> January 2026
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 disability, ethnicity and sex disparity exist.	<ul style="list-style-type: none"> Identify departments with the greatest disparities. Departments to design initiatives to address levels of disparity. Departments to implement initiatives to address levels of disparity during future recruitment campaigns. 	<ul style="list-style-type: none"> October 2025 December 2025 March 2026
Increase ethnic minority representation at Bands 8A and above by 10% by end of 2026	<ul style="list-style-type: none"> Increase Fair Recruitment Experts (FRE) to 100 trained staff by 2026 with improved matching to Band 8A+ recruitment panels Deep-dive Ethnicity Analysis: Conduct detailed analysis by ethnic subgroups to understand and pinpoint the greatest areas of disparity within senior pay bands, with a focus on Bands 7 to 8d. Focus Groups and Lived Experience: Establish dedicated focus groups and listening sessions with ethnic minority staff to capture lived experiences of progression barriers. Use these insights to directly inform the design and delivery of leadership and development programmes, ensuring that interventions are shaped by those most affected. 	<ul style="list-style-type: none"> April 2026

Improve visibility of promotion pathways for ethnic minority staff to enable leaders to dismantle any systematic barriers that prevents career progression	<ul style="list-style-type: none"> • Deliver communications campaign outlining progression routes and success stories from ethnic minority leaders • Develop and publish a 'Career Progression Toolkit' tailored for ethnic minority staff. Includes: development pathways, mentoring opportunities, support available, and a step-by-step guide to promotion. 	<ul style="list-style-type: none"> • March 2026
We will continue to actively promote flexible working within the Trust.	<ul style="list-style-type: none"> • Understand and act on disparity in the uptake of flexible working. 	<ul style="list-style-type: none"> • December 2025
We will understand the reasons for disability, ethnicity or sex disparity in our Consultant workforce.	<ul style="list-style-type: none"> • Undertake focus groups with registrars to understand any barriers to promotion. 	<ul style="list-style-type: none"> • December 2025
We will assess what impact our policies, practices and initiatives have on our people having designed and embedded an Equality Impact Assessment (EIA) framework across the Trust and include EIA findings in organisational decisions.	<ul style="list-style-type: none"> • Embed the launched EIA toolkit which comprises simple and accessible guidance and a user-friendly template to undertake assessments across the Trust. • Ensure the Trust's quality assurance framework is robustly providing insights to the equality impact, and that these EIAs are completed to the required standard and are routinely used as best practice. 	<ul style="list-style-type: none"> • September 2025 • September 2025
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"> • Work with the Shelford Group and BSol diversity partners to share best practice on ways to close the pay gaps of our staff groups. • Undertake research into the health inequalities of different staff groups and its impact on staff retention and progression. 	<ul style="list-style-type: none"> • December 2025 • August 2025
We will deliver against our sexual safety charter.	<ul style="list-style-type: none"> • Achieve our White Ribbon accreditation to promote commitment to reducing harassment, violence and aggression against staff. • Deliver sexual misconduct training to our staff to embed legal duty to prevent sexual harassment within the workplace • Work collaboratively with internal partners of our violence and aggression steering group to deliver against our violence prevention and reduction standard. 	<ul style="list-style-type: none"> • September 2025 • August 2025 • March 2026

To instil a sense of responsibility and accountability to all, the Trust is taking a business-led approach to delivery against the pay gap report supported by the Inclusion Team. In taking an evidence-led approach to our work, we have identified disability, race and women as priority areas of work and a golden thread through delivery of our inclusion objectives. From the analysis and critical findings from the data contained within the pay gap report, it is clear that more work must be undertaken to further improve our performance.

Progress against our pay gap reports and performance against our strategic People objectives is overseen by the Chief People Officer, and reports into the Culture and Inclusion Delivery Group, chaired by the Chief Executive Officer, where initiatives and ideas to progress this agenda are continually discussed by its diverse membership. All of the progress against our cultural transformation programmes is then reported up by our Chief People Officer to the People and Culture Committee. The growing members of our Wise Council, together with our staff networks, play a critical role in providing ongoing scrutiny and ideas for improvement. The action plan

developed in this report forms the basis of the Trust's commitment to improving the experiences of staff across the Trust. It identifies key issues and disparities within this report and demonstrates an intersectional approach to creating a more inclusive culture by linking directly to actions in the WDES, WRES and WWES.

In pursuit of achieving our strategic ambition, we are striving to make the Trust a centre of national excellence for inclusion, where our practices and behaviours are recognised as exemplary in healthcare. We have subscribed to Inclusive Companies in order to benchmark ourselves with organisations with a reputation for the highest standards in equality, diversity and inclusion, and are working at pace to position our Trust within the Top 50 Inclusive Employers.

