

# Countess of Chester Hospital NHS Foundation Trust

## Gender Pay Gap Report

### 2025

As an organisation with 250 or more employees, the Trust is required to publish their gender pay gap figures annually. The figures must be published on a specific date each year based on a 'snapshot date' (a defined point in time where the salaries and wages of employees are calculated to produce the gender pay gap report). The snapshot date each year is 31 March for public sector organisations.

Whilst historically the Trust has reported Gender Pay Gap to Committee in March, this has been brought forward in 2025 to October to allow earlier analysis of data and action planning, aligning to WRES and WDES reporting to enable more robust analysis of EDI data and action planning.

The tables below show the Trust 2025 Gender Pay Gap Report.

| Average & Median Hourly Rate | Mean Hourly Rate | Median Hourly Rate |
|------------------------------|------------------|--------------------|
| <b>Male</b>                  | £26.43           | £19.09             |
| <b>Female</b>                | £19.54           | £17.62             |
| <b>Difference</b>            | £6.89            | £1.48              |
| <b>Pay Gap %</b>             | 26.07%           | 7.74%              |

Following a reduction trend in the Gender Pay Gap since 2021, the 2025 report is broadly aligned to the Trusts 2024 results with little change. At Trust level, the average hourly rate of pay gender pay gap remains at 26% in favour of male staff.

In relation to spread of male and female employees across pay quartiles, there continues to be significantly more females employed within the Trust when compared to males as illustrated in the below table.

| Percentage of Men & Women in each Hourly Pay Quarter | Male        | Female      | Male %        | Female %      |
|--|-------------|-------------|---------------|---------------|
| <b>Upper Hourly Pay Quarter</b>                      | 415         | 1024        | 28.84%        | 71.16%        |
| <b>Upper Middle Hourly Pay Quarter</b>               | 195         | 949         | 17.05%        | 82.95%        |
| <b>Lower Middle Hourly Pay Quarter</b>               | 258         | 876         | 22.75%        | 77.25%        |
| <b>Lower Hourly Pay Quarter</b>                      | 220         | 1104        | 16.62%        | 83.38%        |
| <b>All Pay Quarters</b>                              | <b>1088</b> | <b>3953</b> | <b>21.58%</b> | <b>78.42%</b> |

The report requires organisations to not only report on pay, but also bonuses. For the Trust this includes bonuses awarded to the substantive medical workforce but also the monetary value of the vouchers given to staff as part of Long Service Awards. The Trust reports in relation to bonuses are provided below.

| Percentage of Men & Women who received Bonus Pay | Male | Female | Male % | Female % |
|--|------|--------|--------|----------|
| <b>Staff Receiving Bonuses</b>                   | 62   | 76     | 5.70%  | 1.92%    |

| Average & Median Hourly Rate | Mean Bonus Pay | Median Bonus Pay |
|------------------------------|----------------|------------------|
| <b>Male</b>                  | £5,901.45      | £100.00          |
| <b>Female</b>                | £2,146.30      | £100.00          |
| <b>Difference</b>            | £3,755.15      | £0.00            |
| <b>Pay Gap %</b>             | 63.63%         | 0.00%            |

The above shows that more men than women received bonuses within the period reported. The gender pay gap average value of bonus pay had a gender pay gap difference of 63.63% in favour of men.

Further detailed analysis of the Gender Pay Gap has been undertaken with the following high level action recommended for continued progression in 25/26.

- There is a significant Gender Pay Gap in favour of males in relation to M&D-Other (which relates to our locally employed doctors), M&D Consultant, and Bands 8d and 9. Further work needs to be undertaken to understand barriers to pay equity in relation to these bandings, with a particular focus on locally employed doctors (15.35% pay gap)

The above report has been approved for publication via the Trusts People Committee in October 25.