

Progress and Change

Results	2018	2019	2020	2021	2022	2023	2024	2025
Average Gender Pay Gap – MEAN	3.02%	7.70%	7.21%	9.39%	7.55%	7.89%	5.86%	5.62%
Average Gender Pay Gap - MEDIAN	-4.63%	-6.37%	-4.80%	-3.06%	-5.78%	-4.45	-7.13%	-6.11

Results	2018	2019	2020	2021	2022	2023	2024	2025
Average Bonus Gender Pay Gap – MEAN	37.08%	19.22%	16.69%	-49.31	11.11%	12.45%	-22.15%	-31.92%
Average Bonus Gender Pay Gap – MEDIAN	-53.84%	-60.00%	-25.22%	-114.26%	33.75%	38.33%	-73.54%	-80.99%

Ethnicity and Disability Pay Gap

Pay Gap	2024	2023	2022
Ethnicity Pay Gap	11.29%	8.48%	13%
Disability Pay Gap	5.94%	5.57%	6.20%

Gender Pay Gap Benchmarking 2023-2024 - NHS Foundation Trusts

