



Combined Pay Gap Report 2024 (2025 publication)

incorporating:-

- Gender Pay
- Ethnicity Pay
- Disability Pay

Data as at 31st March 2024

(8th Year of Gender Pay Reporting;

1st year of reporting for Ethnicity Pay Gap and Disability Pay Gap)

version 1.0 final



Contents

1. Trust Pay Gaps Summary as at 31.3.24 (p3)
2. Trust Gender Pay Gap Report as at 31.3.24 (p4-13)
3. Ethnicity Pay Gap Report as at 31.3.24 (p14-22)
4. Disability Pay Gap Report as at 31.3.24 (p23-27)
5. Cultural Factors & Challenges Influencing Trust Pay Gaps (p28)
6. Combined Action on Pay Gaps (p29)

Appendix:

Ethnicity Pay Gap Data (as at 31.3.24) with and without medical staff (p30-31)



1. Trust Pay Gaps Summary 2024

Gender Pay (data for 1st April – 31st March)	Year 8		Ethnicity Pay (data for 1st April – 31st March)	Year 1		Disability Pay (data for 1st April – 31st March)	Year 1
	2024			2024			2024
Gender Pay Gap (mean)	11.73%		Ethnicity Pay Gap (mean)	-15.65%		Disability Pay Gap (mean)	5.98%
Gender Pay Gap (median)	1.26%		Ethnicity Pay Gap (median)	0.00%		Disability Pay Gap (median)	2.27%
Q4 - Top / upper salary quartile - % Men	27.20%		Q4 - white	86.57%		Q4 - non-disabled	94.53%
Q4 - Top / upper salary quartile – % Women	72.80%		Q4 - Global Majority	13.43%		Q4 - disabled	5.47%
Q3 - Upper Middle salary quartile - % Men	21.03%		Q3 - % white	87.47%		Q3 - non-disabled	89.29%
Q3 - Upper Middle salary quartile – % Women	78.97%		Q3 - Global Majority	12.53%		Q3 - disabled	10.71%
Q2 - Lower Middle salary quartile - % Men	23.68%		Q2 - white	85.45%		Q2 - non-disabled	90.02%
Q2 - Lower Middle salary quartile – % Women	76.32%		Q2 - Global Majority	14.55%		Q2 - disabled	9.98%
Q1 - Bottom / Lower salary quartile - % Men	18.15%		Q1 - white	89.90%		Q1 - non-disabled	90.29%
Q1 - Bottom / Lower salary quartile – % Women	81.85%		Q1 - Global Majority	10.10%		Q1 - disabled	9.71%

1. GENDER PAY REPORT 2024

Data as at 31st March 2024
(8th Year of Gender Pay Reporting)

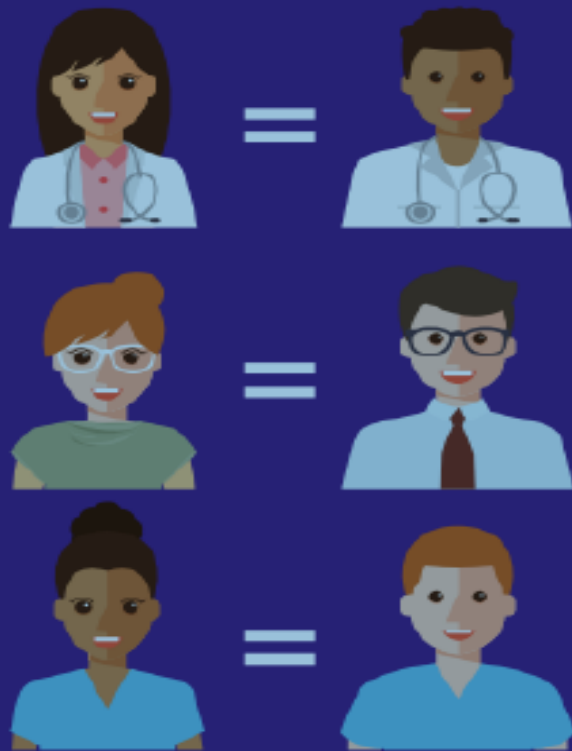


Gender Pay Reporting

- Gender pay reporting has been an annual legal requirement since 2017
- Gender pay gap is not the same as (un)equal pay for women and men:

EQUAL PAY

Equal pay means that men and women that do the same role at work will get the same pay. This has been a legal requirement in the UK since 1970.



Our NHS agenda for change and doctor and dentist pay scales mean that men and women will receive equal pay for the roles they work.

Distinction Between Unequal Pay and the Gender Pay Gap:

- **Unequal pay** refers to pay differences for the same or comparable work due to gender discrimination, which is unlawful.
- The **gender pay gap** is the average difference in pay between all men and women in an organisation, industry, or economy, regardless of job roles, and is influenced by a range of societal and structural factors.

The gender pay gap exists (in the UK generally and in the NHS) because:-

- Women are under-represented in top paying roles and sectors such as management
- Women are over-represented in lower paying roles and sectors such as nursing and administration
- We live in a society that has systems, values and biases that tend to favour men



This year's gender pay data tells us..



North Staffordshire
Combined Healthcare

NHS Trust

1. The Trust has a 77% female workforce (down from 79% in 2023). This is a slightly higher rate of female employees than the NHS as a whole (76% female, [NHS Providers, 2024](#))
2. Our mean and median gender pay gaps have again reduced slightly to March 2024
 - Women's pay was 1.3% lower than men's (comparing median hourly pay), meaning women earned 99p for every £1 that men earned
 - Women's mean hourly pay was 11.7% lower than men's
 - Women in the trust are paid a mean average of £2.55 per hour less than men (down from £2.96 in 2023)
 - Median difference: women paid 23p less per hour (down from 37p)
3. Women make up 72.8% of those in the top quartile, and 81.9% of those in the lower quartile, meaning there is a continued pattern of slight over-representation of women in the lower pay quartile (lowest paid roles) and corresponding under-representation in the upper quartile (highest paid roles).
4. In relation to bonus pay, women's median bonus pay was 64.26% lower than men's, meaning they earned 36p for every £1 that men earn when comparing median bonus pay (women's mean bonus pay was 64.55% lower than men's). This relates only to Clinical Excellence Awards (CEA) which are now suspended except for those with existing lifetime awards (as at 2019).

Changing Gender Pay Gap is a long-term process influenced by a range of cultural and societal factors. We are pleased to see continued improvement (reduction) in our Trust Gender Pay Gap, but aspire to further progress towards equity going forwards.

Workforce Gender Profile

Our proportion of female workers has fluctuated between 77% & 79% since 2017

2024 – 77.0%

2023 – 79.0%

2022 – 78.6%

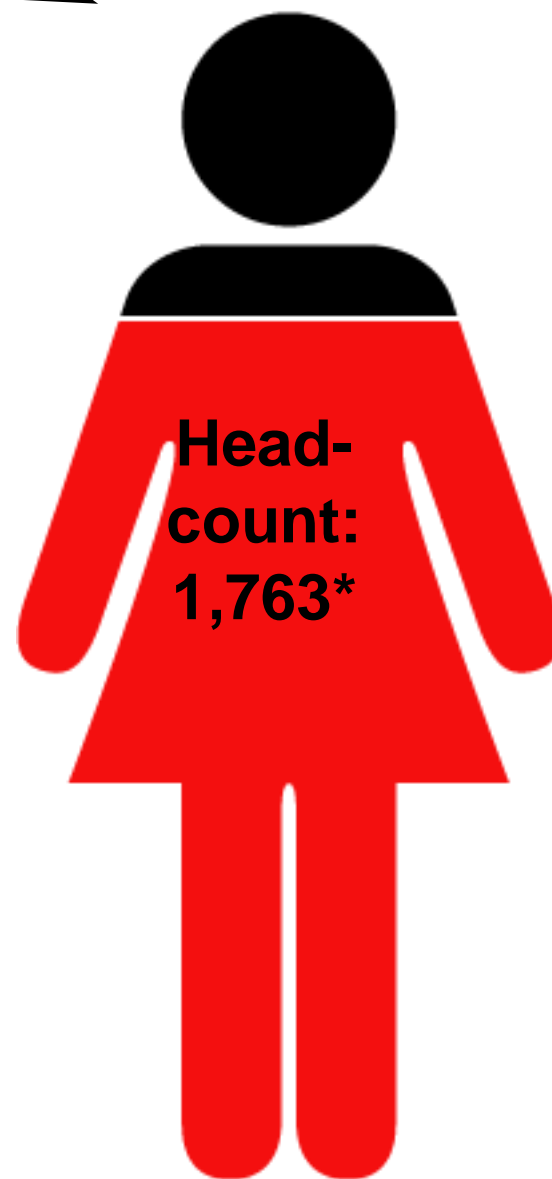
2021 – 79.3%

2020 – 79.0%

2019 – 78.6%

2018 – 77.4%

2017 – 77.2%



**Head-count:
1,763***



**Head-count:
528***

Correspondingly, our proportion of male workers has fluctuated between 21% and 23%

2024 – 23.0%

2023 – 21.0%

2022 – 21.4%

2021 – 20.7%

2020 – 21.0%

2019 – 21.4%

2018 – 22.6%

2017 – 22.8%

* Headcount for pay gap reporting includes bank staff (total headcount = 2291 as at 31.3.24)

This compares to 76% nationally for the NHS as a whole (March 2024)

Note: Non-binary gender is not currently recorded in ESR. The Trust unequivocally recognises other genders, including non-binary and trans identities (female includes trans female; male includes trans male) but are not currently able to record this information in ESR.

Trust Gender Pay Gap (Average Hourly Pay)

Women's average hourly pay compared with men's

MEAN

(Women compared with Men)

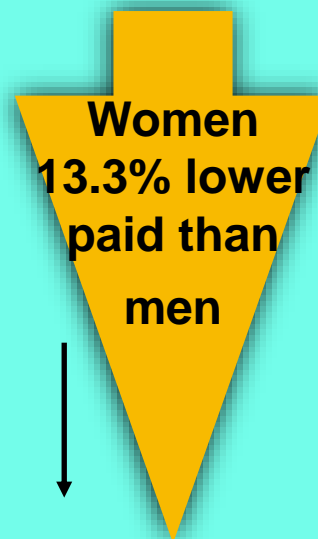
2017



2023



2024



Women earned 87p for every £1
that men earned

Hourly Pay Rate	2017	2023	2024
Male	£18.63	£21.17	£21.77
Female	£15.72	£18.22	£19.21
Difference	£2.91	£2.96	£2.55
Gender Pay Gap	15.6%	14.0%	13.3%

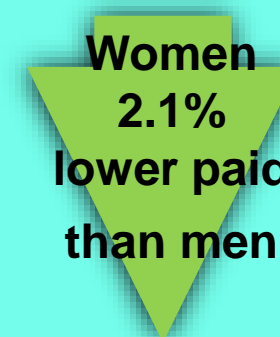
MEDIAN

(Women compared with Men)

2017



2023



2024

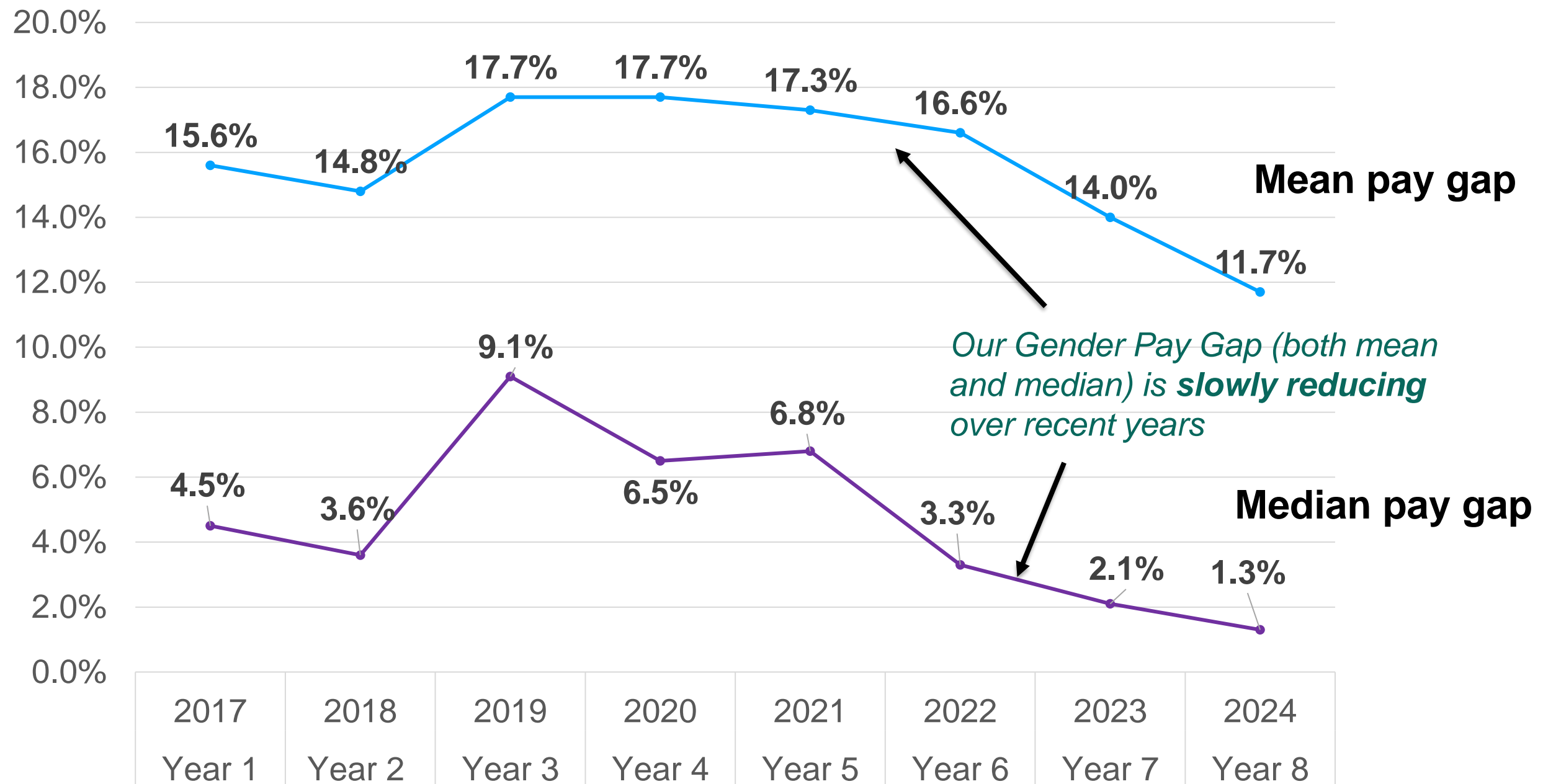


Women earned 99p for every £1
that men earned

Hourly Pay Rate	2017	2023	2024
Male	£15.07	£17.24	£18.18
Female	£14.38	£16.87	£17.95
Difference	£0.68	£0.37	£0.23
Gender Pay Gap	4.5%	2.1%	1.28%

NSCHT Gender Pay Gap Journey

**NSCHT Mean & Median Gender Pay Gap 2017-24:
Women's hourly rate in relation to men's**

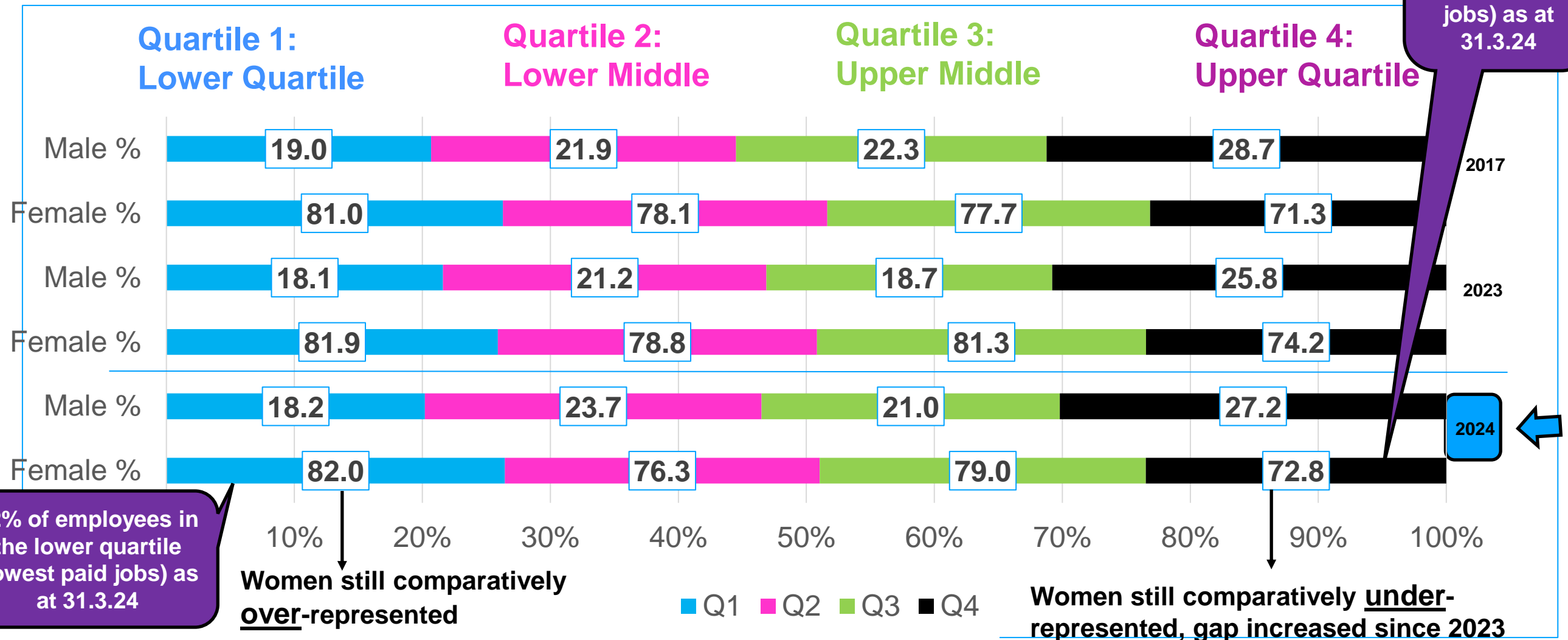


All things being equal,
we would expect to see
approx. 77% female in
each quartile and 23%
male at NSCHT in 2024

Salary Quartiles

as at 31st March 2024 (compared to 2023 & 2024)

73% of
employees in
the upper
quartile
(highest paid
jobs) as at
31.3.24



82% of employees in
the lower quartile
(lowest paid jobs) as
at 31.3.24

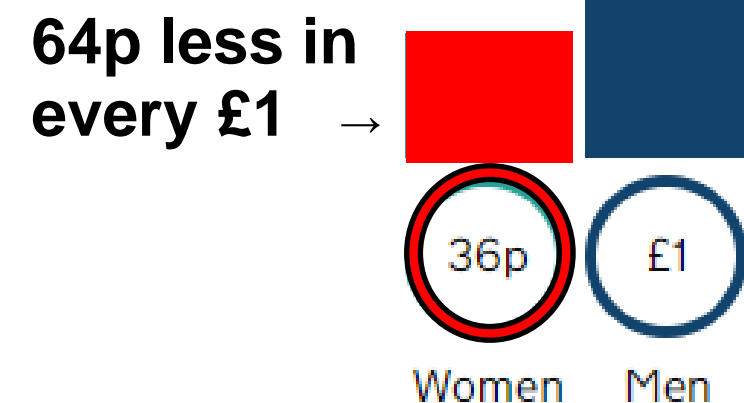
- Q1** Lower Quartile (up to top Band 3)
- Q2** Lower Middle Quartile (Band 4 to top Band 5)
- Q3** Upper Middle Quartile (Band 6 to mid scale Band 7)
- Q4** Upper Quartile (Mid Band 7 and above)

NB The numbers displayed
represent the **ratio of female to
male workers** in each pay quartile

Bonus Pay

In North Staffordshire Combined Healthcare NHS Trust, in 2023-24:

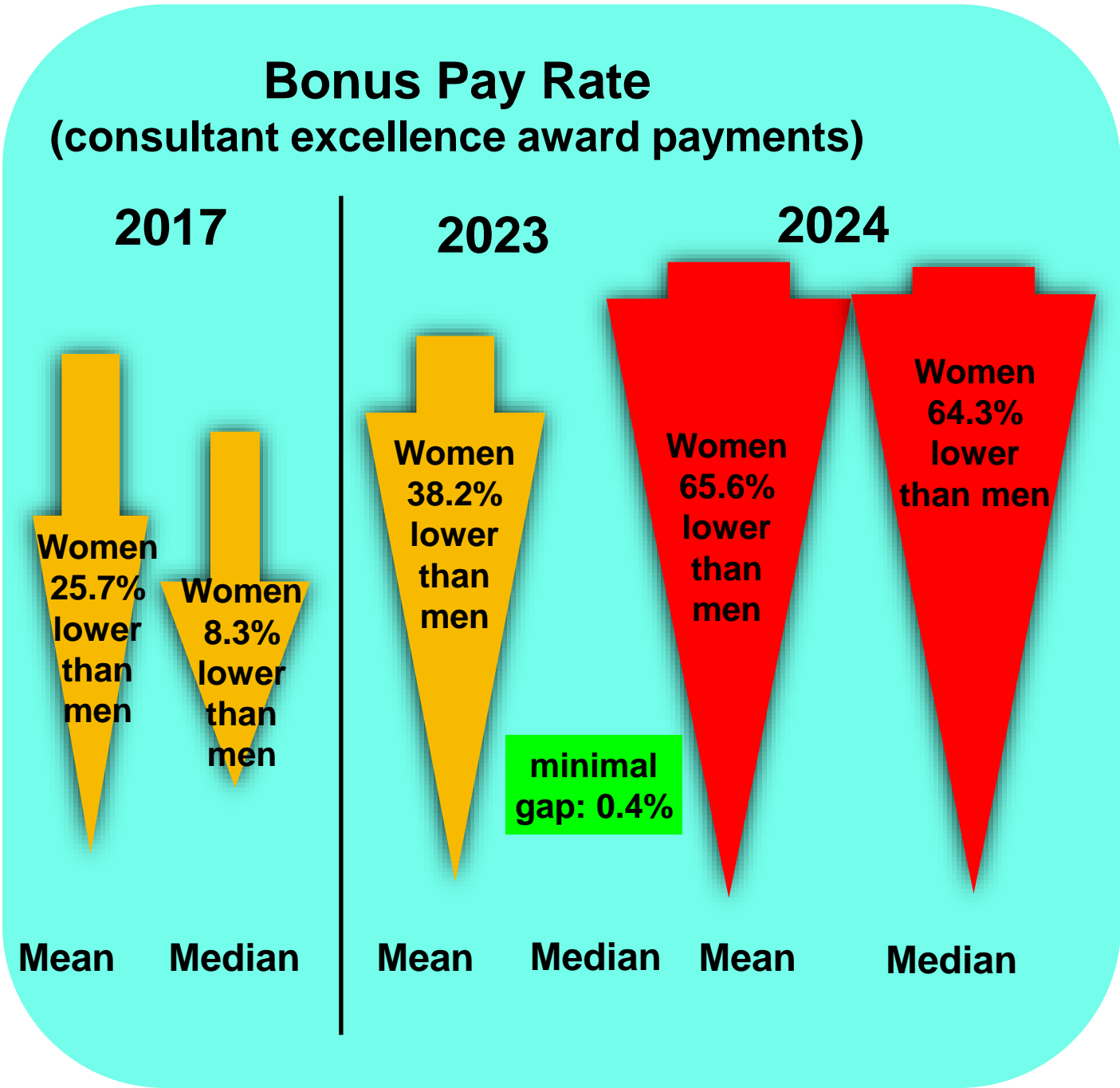
- women's median bonus pay was **64.26% lower** than men's – this means they earned 36p for every £1 that men earn (when comparing median bonus pay)
- women's mean (average) bonus pay was **64.55% lower** than men's
- 0.4% of (all Trust) women and 2.9% of (all Trust) men received bonus pay [of 21 consultants: 7 women and 14 men are in receipt of CEAs. This is ALL eligible consultants, 100% of male and female consultants]



However, it is noted that:-

- At NSCHT, Bonus Pay **only** relates to Clinical Excellence Awards (CEA) Scheme (eligible only to medical consultants, no other bonus schemes in operation in the Trust). There is a significant gender difference in our CEA payments at the Trust. This is due to historic differences in (lifetime) CEA awards being made, which the Trust retains the legacy of. The Trust will continue to monitor and report on this gap.
- In 2023-24 CEAs were applied on an equitable pro-rata share basis to all (100%) eligible Trust consultants. (Those consultants with existing lifetime awards had this in addition to their lifetime award CEA payment).
- Going forwards, in 2024-25, CEAs have now been suspended to new applications. Only those consultants with existing lifetime awards continue to receive CEAs from 24-25 onwards. This will start to be evident in the 2025 Pay Gap Report.
- As such, it is not possible to control or influence our bonus pay gaps, but the Trust may have continuing CEA payments (and so potential bonus pay gaps) running for some years into the future (until all consultants with lifetime awards have terminated their employment).


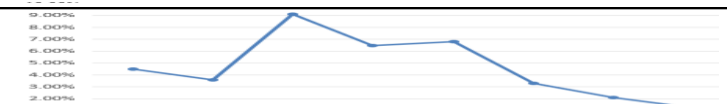

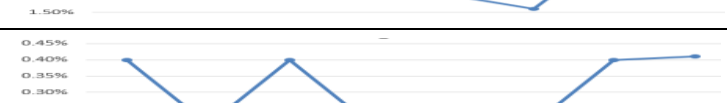

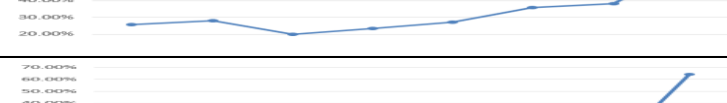
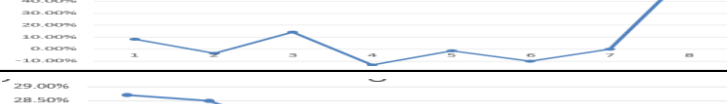
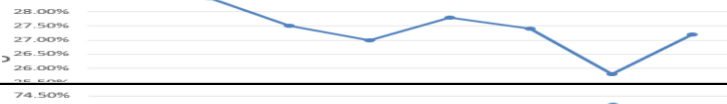






Bonus Pay (contd)



NSCHT Bonus Pay data relates to 21 individuals (consultants), 14 of whom are male and 7 female.

Gender	Mean Bonus Pay	Median Bonus Pay
Male	£10,422	£4,002
Female	3,694	1,430
Difference	6,728	2,572
Pay Gap	64.6%	64.3%

NSCHT Gender Pay 8-year Summary

(data for 1 st April – 31 st March for each respective year)	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	
	2017	2018	2019	2020	2021	2022	2023	2024	
Women's mean hourly rate in relation to men's	15.60%	14.80%	17.70%	17.70%	17.30%	16.60%	14.00%	11.73%	
Women's median hourly rate in relation to men's	4.50%	3.60%	9.10%	6.50%	6.80%	3.30%	2.10%	1.26%	
% of men receiving bonus pay	3.60%	2.80%	2.50%	2.40%	2.00%	1.60%	3.40%	2.90%	
% of women receiving bonus pay	0.40%	0.20%	0.40%	0.20%	0.20%	0.20%	0.40%	0.41%	
Women's mean bonus pay in relation to men's	25.70%	28.00%	20.00%	23.40%	27.20%	35.90%	38.20%	64.55%	
Women's median bonus pay in relation to men's	8.30%	-3.40%	14.20%	-13.10%	-1.40%	-10.00%	0.00%	64.26%	
Q4 - Top / upper salary quartile - % Men	28.70%	28.50%	27.50%	27.00%	27.80%	27.40%	25.80%	27.20%	
Q4 - Top / upper salary quartile - % Women	71.30%	71.50%	72.50%	73.00%	72.20%	72.60%	74.20%	72.80%	
Q3 - Upper Middle salary quartile - % Men	22.30%	22.90%	21.00%	19.70%	19.90%	20.20%	18.70%	21.03%	
Q3 - Upper Middle salary quartile - % Women	77.70%	77.20%	79.00%	80.30%	80.10%	79.80%	81.30%	78.97%	
Q2 - Lower Middle salary quartile - % Men	21.90%	22.20%	21.00%	24.90%	21.60%	22.60%	21.20%	23.68%	
Q2 - Lower Middle salary quartile - % Women	78.10%	77.80%	79.00%	75.10%	78.40%	77.40%	78.80%	76.32%	
Q1 - Bottom / Lower salary quartile - % Men	18.10%	19.30%	15.80%	14.80%	15.50%	15.50%	18.10%	18.15%	
Q1 - Bottom / Lower salary quartile - % Women	81.90%	80.70%	84.20%	85.20%	84.50%	84.50%	81.90%	81.85%	

A large, stylized rainbow graphic with multiple overlapping bands of color (pink, purple, blue, green, yellow) arching across the top half of the page.

2. ETHNICITY PAY REPORT 2024

Data as at 31st March 2024

(Ethnicity Pay Reporting currently not mandated in UK legislation,
requested as part of NHS EDI Improvement Plan)



Ethnicity Pay Reporting

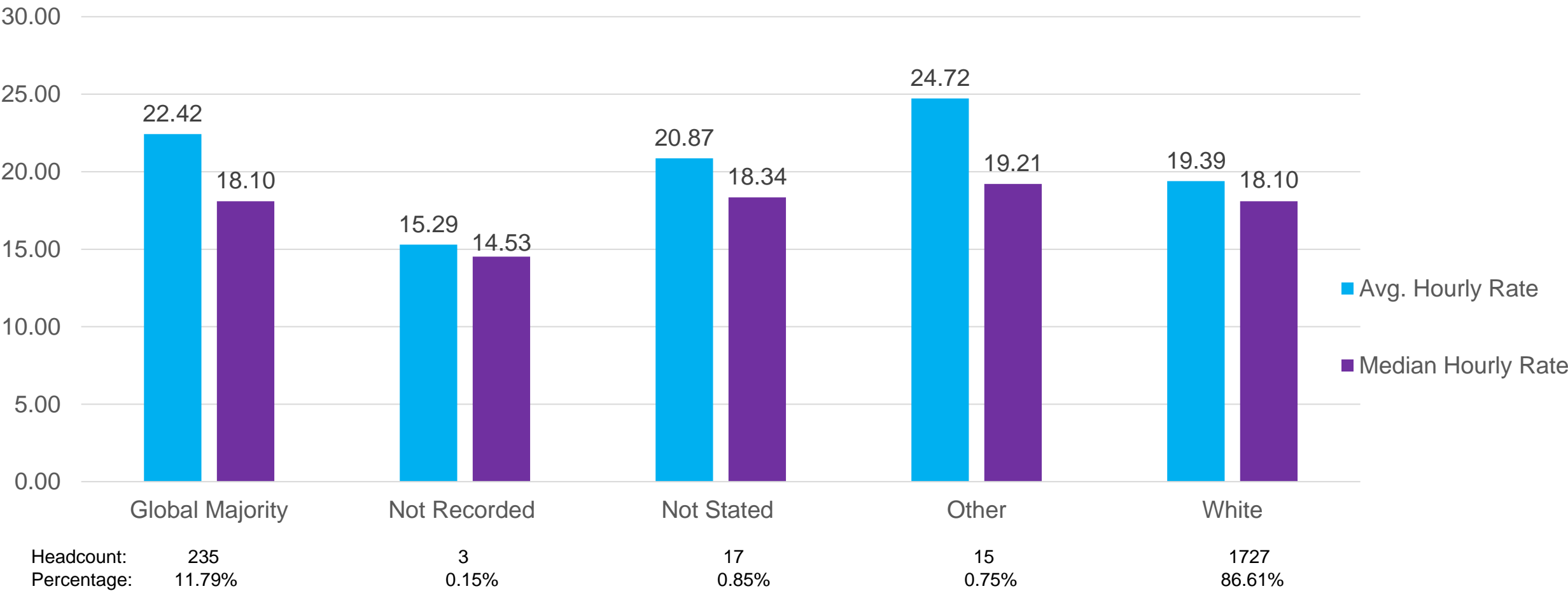
- **Voluntary reporting:** unlike gender pay gap reporting, ethnicity pay gap reporting is not currently mandated by law in the UK.
- Employers are encouraged to voluntarily collect and publish ethnicity pay gap data to promote transparency and accountability in workforce equality.
- The NHS Equality, Diversity and Inclusion (EDI) Improvement Plan sought to eliminate the NHS Ethnicity Pay Gap by 2024 (and Disability Pay Gap by 2025).
- This Ethnicity Pay Report data has been produced using similar methodology as the Gender Pay Gap (using the tool established in ESR).

Hourly Pay and Ethnicity

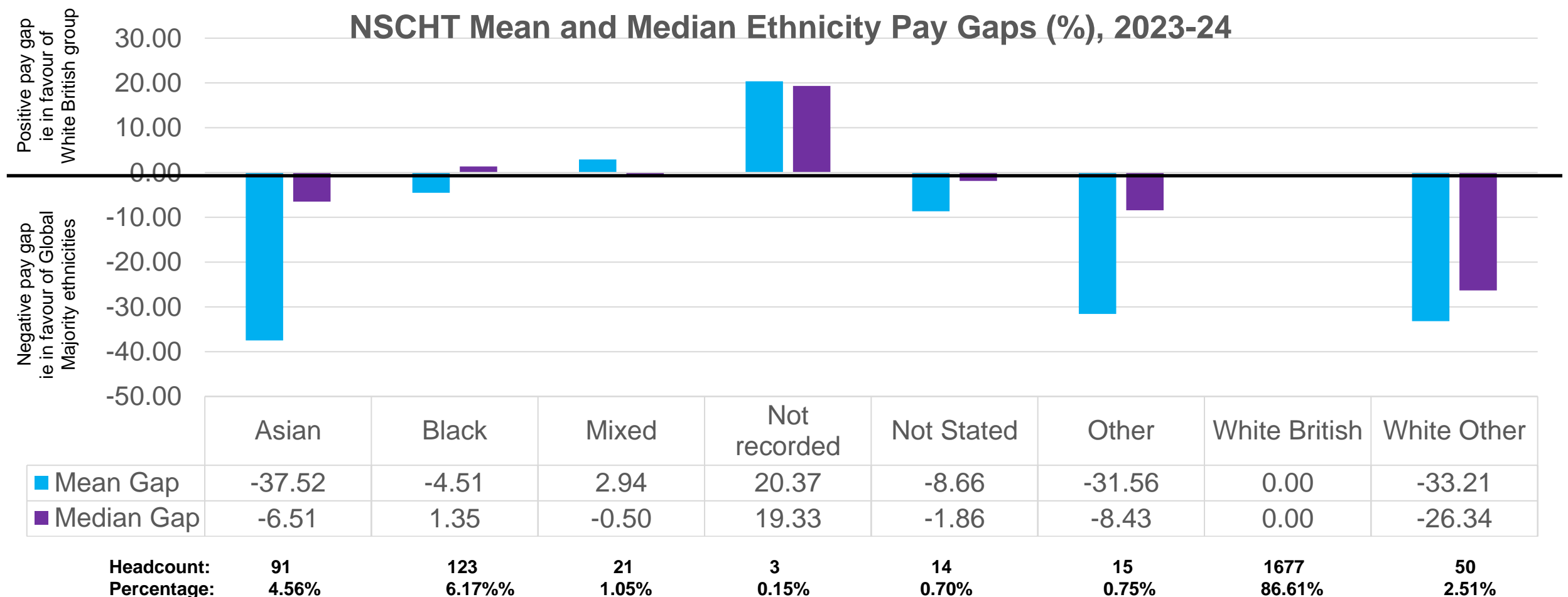
- There is a **mean Ethnicity Pay Gap** of **-15.65** (-25.13 in 2023) when comparing all Global Majority colleague hourly pay to white colleague hourly pay, meaning Global Majority colleagues' hourly pay is 15.65% **higher** than white colleagues.
- This means that Global Majority staff earned **£1.16 per £1** earned by white staff (when comparing mean rates).
- **The skewing in favour of Global Majority colleagues is heavily due to the high proportion of Global Majority medical staff**
 - 44 (46%) of the 95 Trust Global Majority colleagues employed on 31.3.24 were medical staff
 - 61.1% of all trust medical staff were Global Majority as at 31.3.24.
- The median ethnicity pay gap is **0.0 (ie no pay gap / equity)**

2023-24, NSCHT	Mean Gap	Median Gap
Ethnicity Pay Gap	-15.65	0.00

NSCHT Mean and Median Hourly Pay (£'s) by Ethnicity, 2023-24

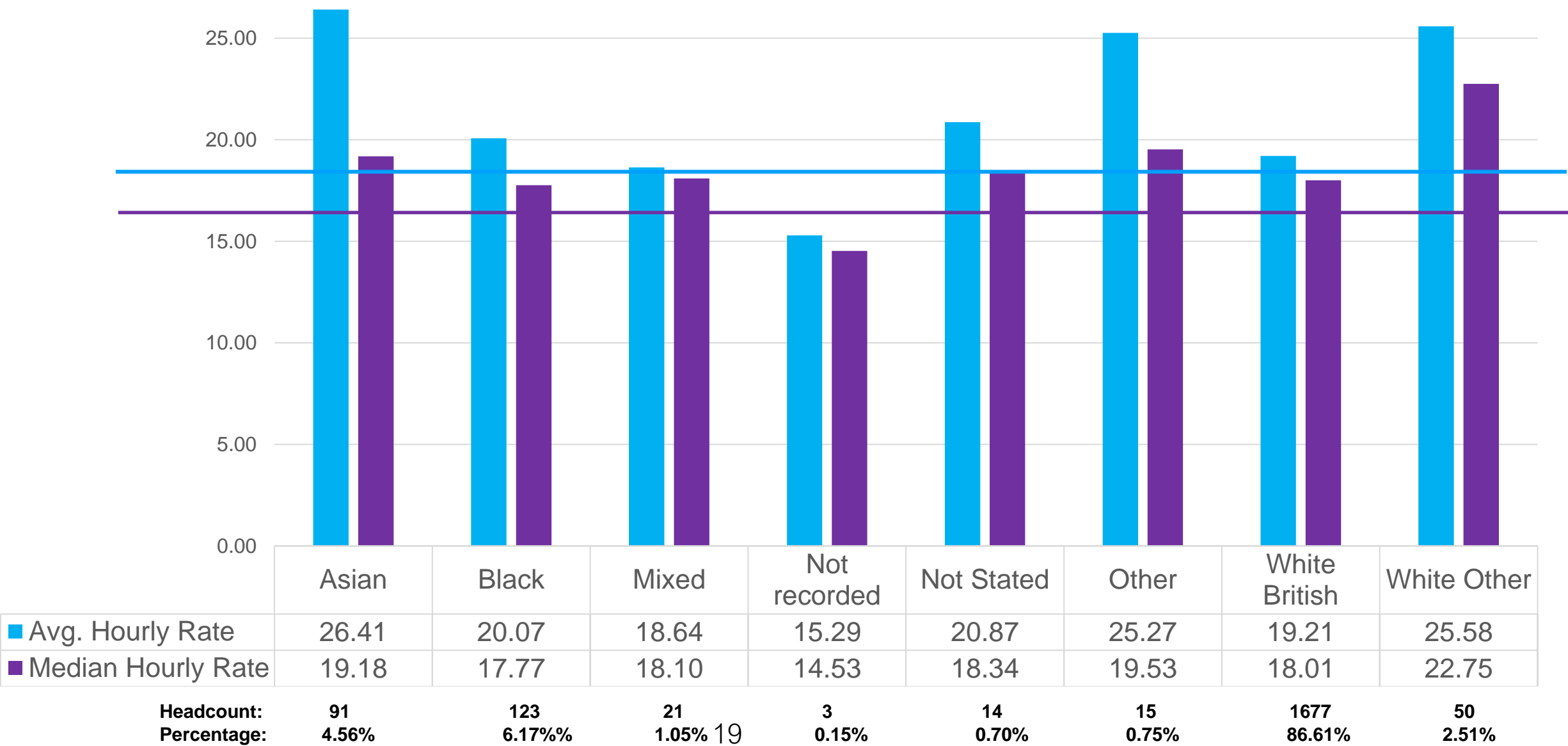


- When comparing different ethnic groups to the 'White British' group, predominantly negative pay gaps result (ie relevant ethnicity group **paid more** than the reference group). As previously stated, this is due to the impact of a high proportion of highly paid medical staff with Global Majority heritage.
- There is a very large negative mean pay gap for Asian ethnicity (compared to white British) of -37.52% and a small negative median pay gap for the same group (-6.51%)
- There is a small negative pay gap between Black and white British ethnicity groups (mean -4.51%) and a very small positive gap for Black and white British for median (+1.35%).



- All groups except 'Not Recorded' have a higher hourly rate of pay than the White British reference group

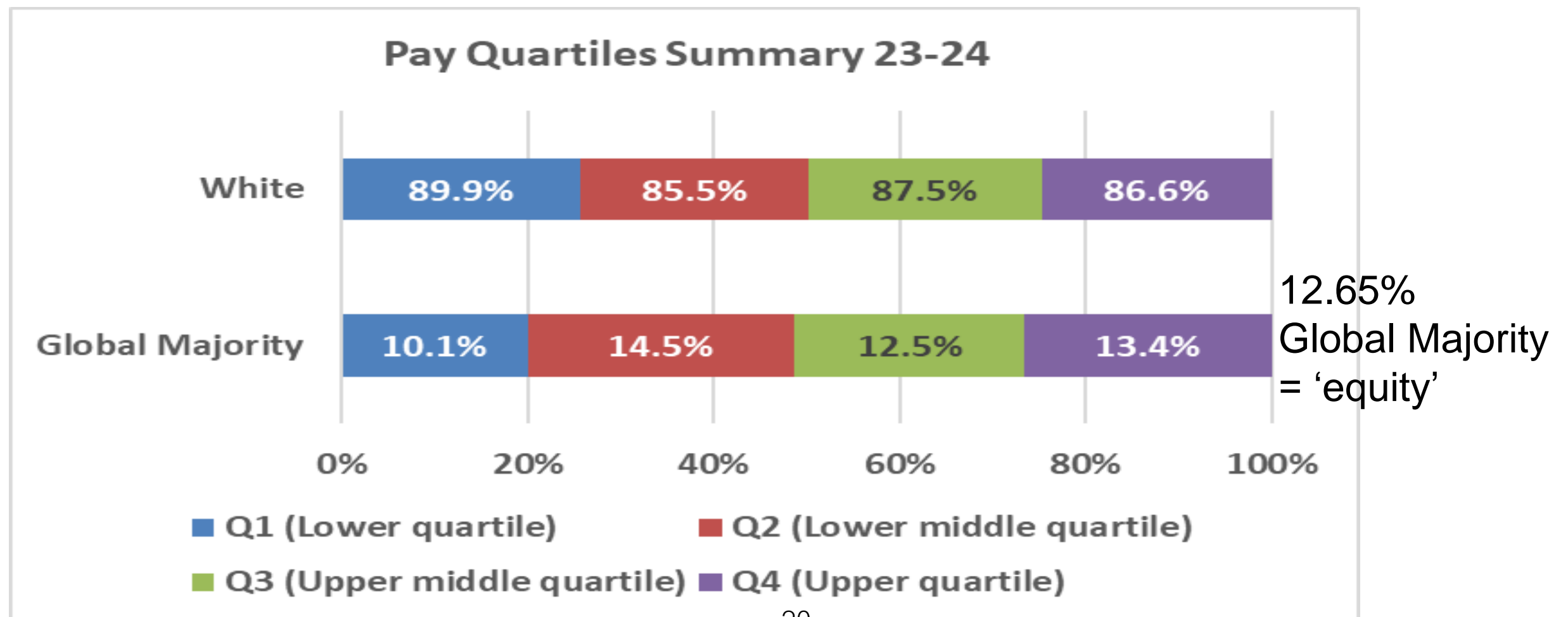
NSCHT Mean and Median Hourly Pay (£'s) by Ethnic Group, 2023-24



Pay Quartiles and Ethnicity

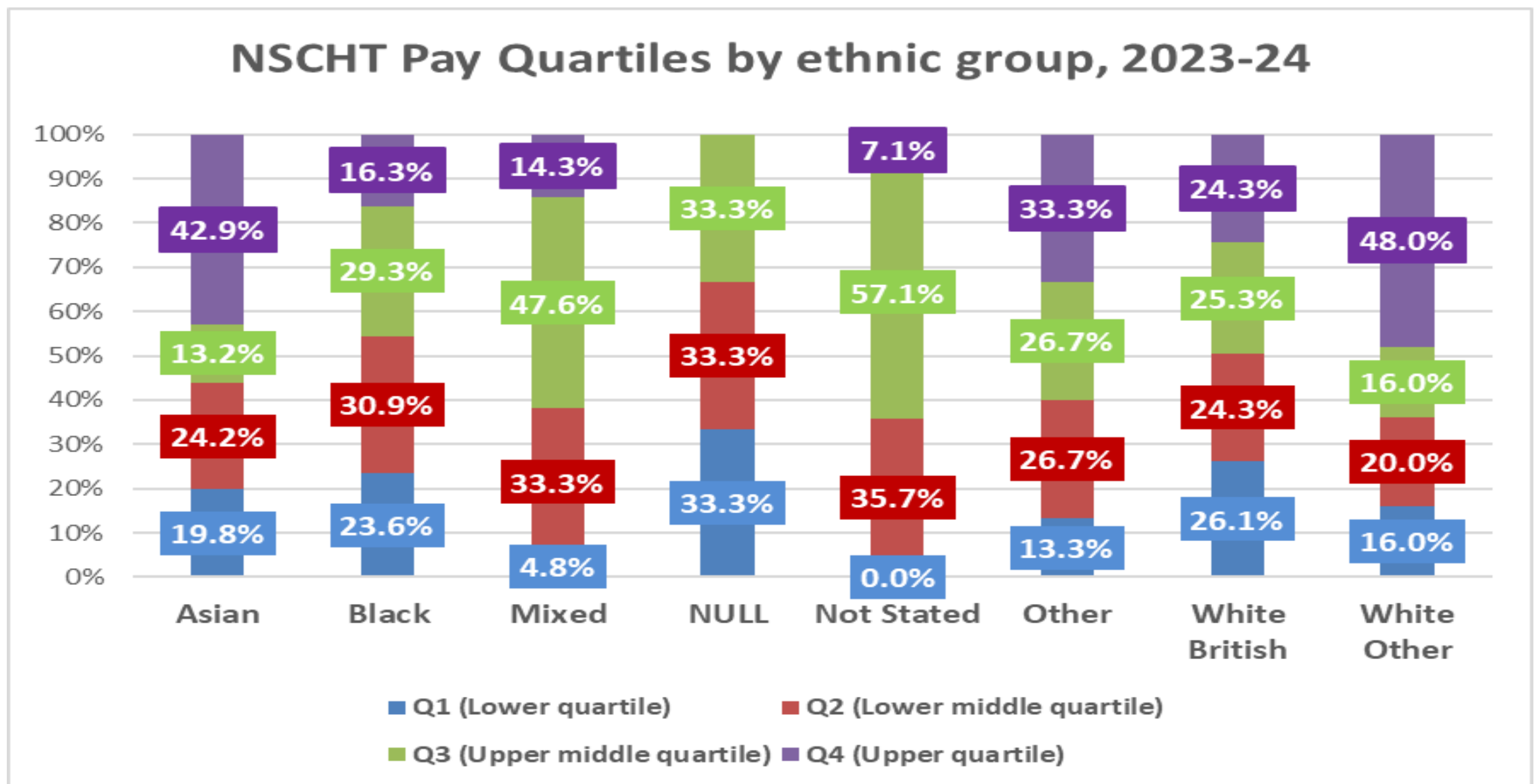
When compared to all white staff, Global Majority staff (collectively) were :-

- **under-represented** in the lowest quartile (Q1)
- **over-represented** in the second and 4th quartiles (Q2&4)
- almost **equitable** (slight under-representation) in the third quartile (Q3)



Pay Quartiles by Ethnic Group

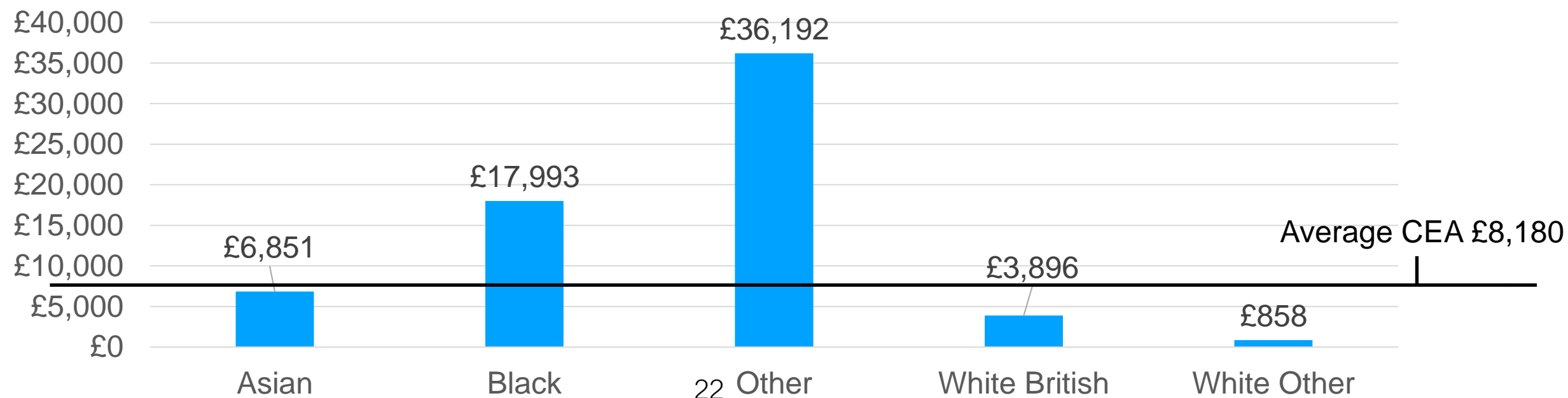
- The most evenly spread group is that of White British.
- Other groups' distribution varies significantly across the 4 pay quartiles.



Bonus Pay

- As in the Gender Pay section, bonus pay relates only to those in receipt of Clinical Excellence Awards (21 consultants). Of these, 11 were Asian, 2 were Black, 7 were white. One had another ethnicity.
- As with ordinary pay, Global Majority bonus pay was higher than white bonus pay.
- As outlined in the Gender Pay section, the Trust cannot influence its bonus pay gaps due to the lifetime nature of remaining CEAs going forwards.

**Trust Bonus Pay by ethnic group
2023-24**



3. DISABILITY PAY REPORT 2024

Data as at 31st March 2024

(Disability Pay Reporting currently not mandated in UK legislation,
requested as part of NHS EDI Improvement Plan)



Disability Pay Reporting

- **Voluntary reporting:** as for ethnicity pay gap reporting, disability pay gap reporting is not currently mandated by law in the UK and reporting is voluntary.
- The NHS Equality, Diversity, and Inclusion (EDI) Improvement Plan outlines sought to eliminate the NHS Ethnicity Pay Gap by 2024 and Disability Pay Gap by 2025.
- Whilst the NHS has begun developing practise with regard to the Ethnicity Pay Gap in 2023-24, there has been little focus to date on disability pay gap due to the large gaps in disability reporting data for the NHS as a whole.
- This Disability Pay Report data has been produced using similar methodology to the Gender Pay Gap (using the tool established in ESR).

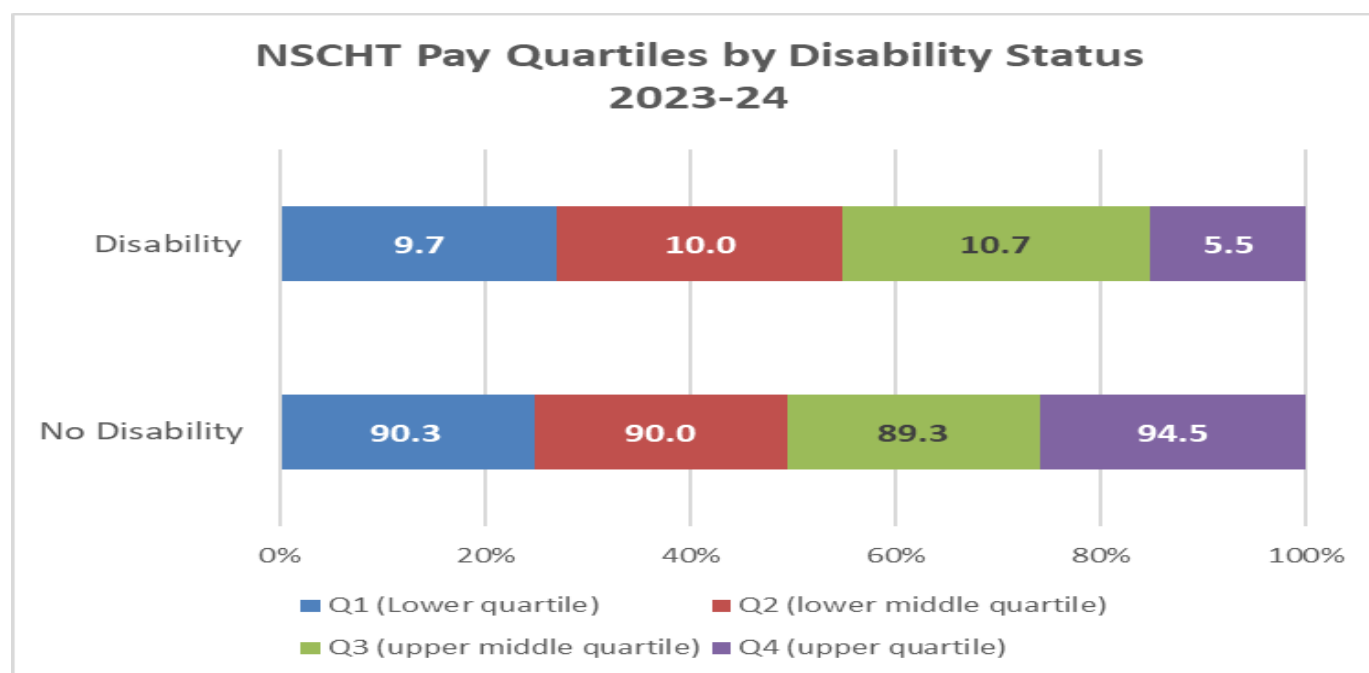
Hourly Pay and Disability

- There is a **small positive pay gap** for the Disability group meaning that, compared to non-disabled colleagues, disabled workers earn slightly less per hour.
- The mean disability pay gap is **5.98%** and the median gap is **2.27%**.
- **Earnings per hour:-**
 - Mean gap: Disabled staff earned 94p per £1 earned by non-disabled staff
 - Median gap: Disabled staff earned 98p per £1 earned by non-disabled staff

Disability Status	Mean	Median
No Disability Hourly Rate (£s)	19.89	18.10
Disability Hourly Rate (£s)	18.70	17.69
Difference (£s)	1.19	0.41
Pay Gap %	5.98	2.27

Pay Quartiles and Disability

- 8.95% of workers on 31.3.24 declared a disability
- There is an **over-representation** in the first (bottom) 3 pay quartiles (Q1-3) for people with disabilities
- The top (highest) pay quartile (Q4) is most significantly **under-represented** for disability
- Q3 is the most highly over-represented quartile for disability



Quartile	No Disability	Disability
Q1 (Lower quartile)	409	44
Q2 (lower middle quartile)	379	42
Q3 (upper middle quartile)	417	50
Q4 (upper quartile)	432	25

Bonus Pay and Disability

- As in the sections above, bonus pay* relates only to those in receipt of Clinical Excellence Awards (just 21 consultants).
- Of these, 14 of these were recorded as having no disability and just one individual as having disability/ies (6 excluded with no data recorded).
- Whilst there would seem to be a very large disability bonus pay gap, this cannot be relied upon due to only one individual in the bonus pay group having declared a disability.
- As outlined in the Gender Pay section, the Trust cannot influence its bonus pay gaps due to the lifetime nature of remaining CEAs going forwards.

Disability Status	Mean Bonus Pay	Median Bonus Pay
No Disability	£6,666	£1,430
Disability	£1,430	£1,430
Difference	£5,236	£0
Disability Bonus Pay Gap %	78.54%	0.00%

* as stated previously, new CEAs have been suspended since 2019. Only pre-existing lifetime CEAs remain.

5. Cultural Factors & Challenges affecting our Trust Pay Gaps

Despite the protections offered by the national pay scales, pay gaps still exist within the NHS, particularly for gender, ethnicity, and disability. Some of the key cultural factors contributing to these gaps for the Trust include:

- 1. Occupational Segregation:** Women, ethnic minorities, and disabled individuals are more likely to be concentrated in lower-paid roles (e.g., administrative or support roles) rather than higher-paid clinical or leadership roles. Conversely, in higher pay bands, there is a disproportionately low representation of women, Global Majority and disabled staff in senior positions.
- 2. Unconscious Bias in Career Progression:** Promotion practices and opportunities for career development are not always applied equitably. Staff from under-represented groups may face bias in hiring, promotions, and access to training. Racial and gender stereotypes can influence perceptions of leadership potential, leading to slower career progression for some groups.
- 3. Disparities in Part-Time and Flexible Working:** Women are still more likely to work part-time or in flexible roles, which can limit their career progression and access to higher pay bands. Disabled staff may also seek flexible / part time working arrangements due to health needs, but these roles can sometimes be associated with lower status and slower progression.
- 4. Intersectionality:** The pay gap widens for individuals who experience **multiple layers of disadvantage**. For example, women of colour or disabled women face greater pay disparities than men or non-disabled individuals from the same backgrounds.
- 5. Under-representation in Leadership:** Global majority and disabled staff are under-represented in senior roles, perpetuating inequalities in decision-making and policy creation. This lack of diversity at the top can hinder efforts to close pay gaps.

Sustained cultural change on inclusion is needed to fully address the structural and cultural barriers that contribute to gender, ethnicity and disability (and other) pay gaps in the Trust and wider NHS.

6. Combined Action on Pay Gaps

- It is clear that gaps exist / remain in Gender Pay and Disability Pay. It is reassuring that our Gender Pay Gap is steadily falling in recent years, although progress is slow.
- The true position with regard to Ethnicity Pay is somewhat unclear due to data being skewed heavily by the high proportion of Global Majority medical staff.
- Our work on WRES, WDES and our wider Inclusion and Belonging Action Plan is having an impact and moving us in the right direction. This work includes our continued focus on building our culture of inclusion, civility and respect, such as developing the role and impact of our staff networks, focus on inclusion awareness months, development of our flexible working policy and webpage communicating this, and more.
- In 2025, the Trust will continue to focus on the 2 themes below to support continued reduction of our pay gap position, taking an intersectional approach:-

**1. Develop our approach to fair and equitable
Inclusive Talent Management, Inclusive
Recruitment and Inclusive Career Progression
for all**
- at every level of the Trust

2. Extend our offer of Flexible Working for all
– for both new and existing staff
- focus on typically disadvantaged groups

3. Enhance our Culture of Inclusion and Belonging - through all we do and how we do it
- intersectional approach across equality groups; focus on disadvantaged groups

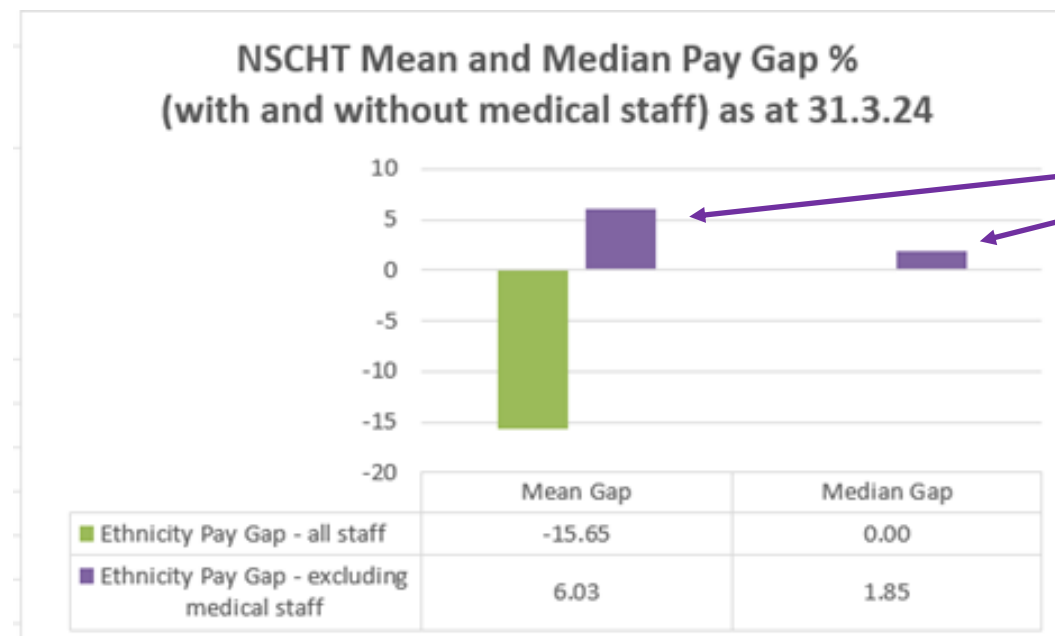
- We will also endeavour to work collectively as a Staffordshire Integrated Care System (ICS) to identify, consider and act on common local pay gap themes.

Appendix: Ethnicity Pay Gap Data (as at 31.3.24) with and without medical staff

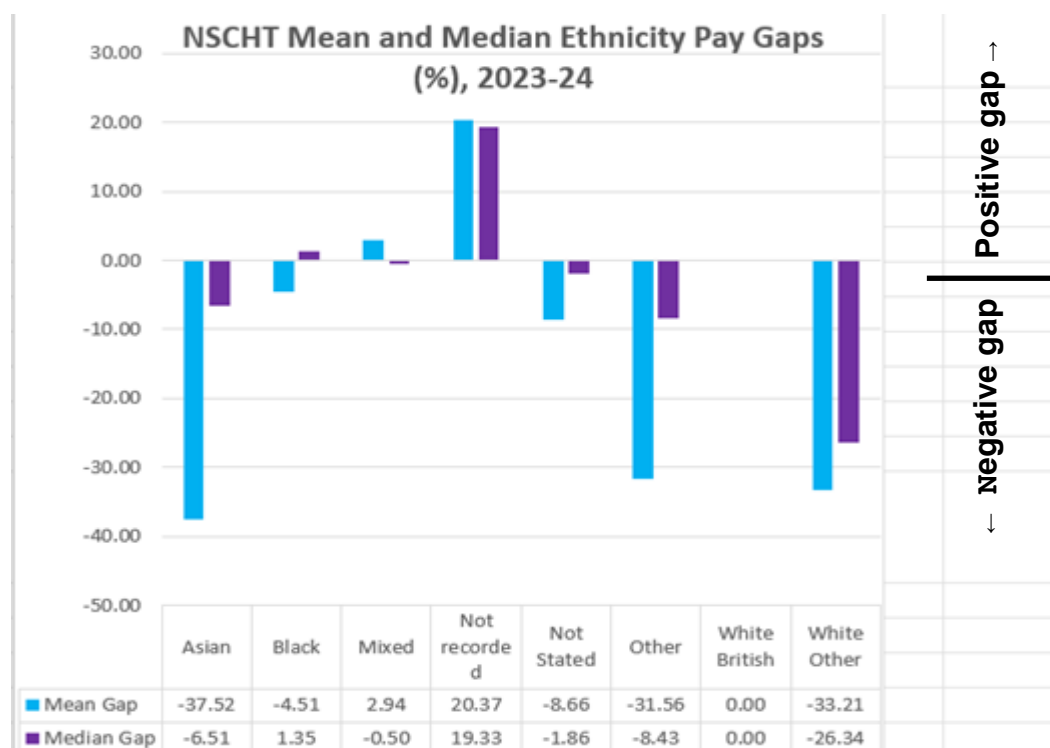
For purpose of understanding behind the surface of our ethnicity pay gap, the following information provides the data reworked for additional information **with and without medical staff**:-

In the chart to the right, the position changes from relatively large negative mean pay gap of -16.65% (in favour of Global Majority) to a smaller positive gap of +6.03% (in favour of white staff) **when medical staff are excluded**.

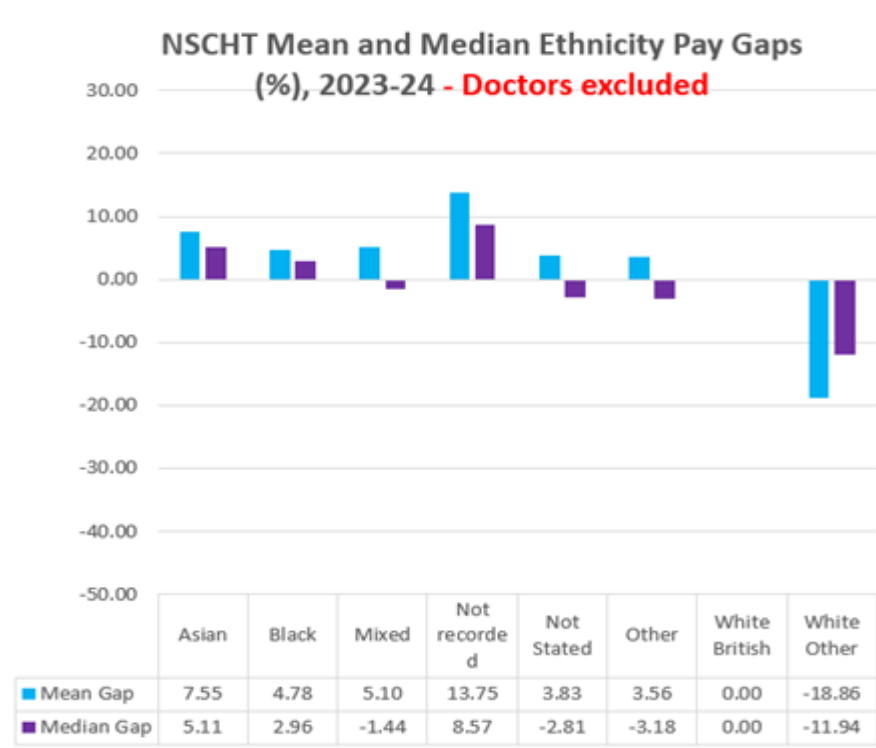
And from nil median pay gap to small positive pay gap of 1.85% (in favour of white staff).



Small positive pay gaps result when doctors are removed from the data

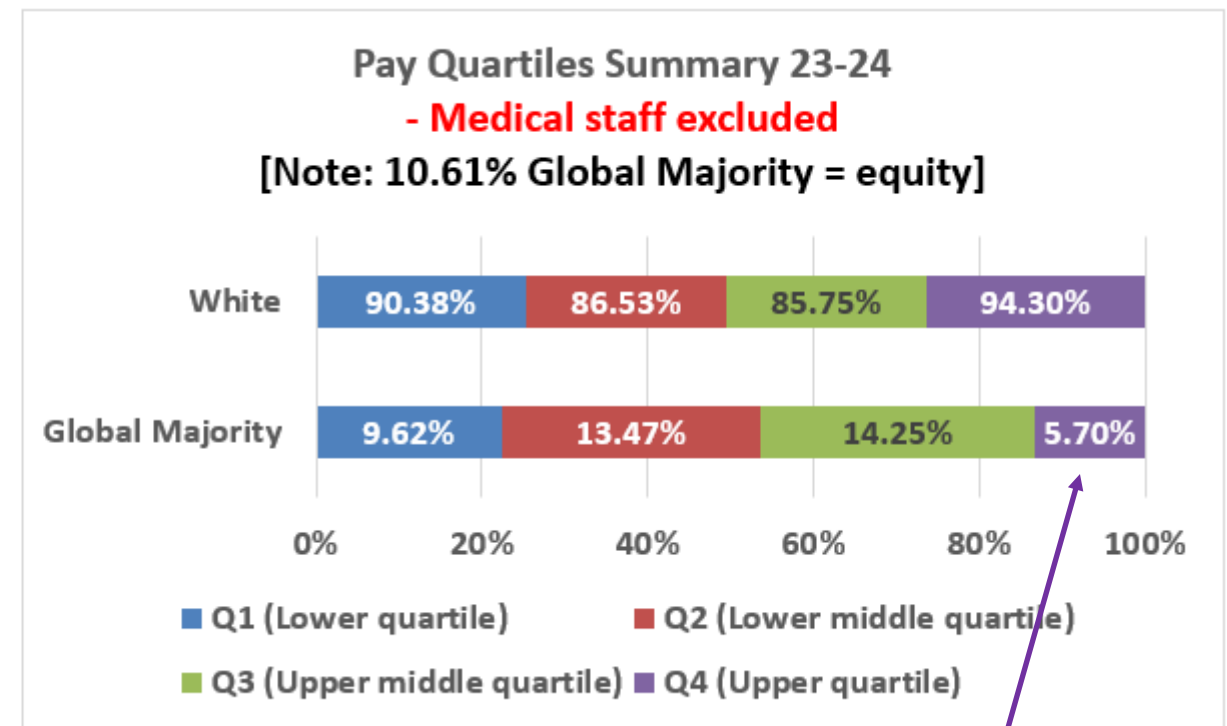
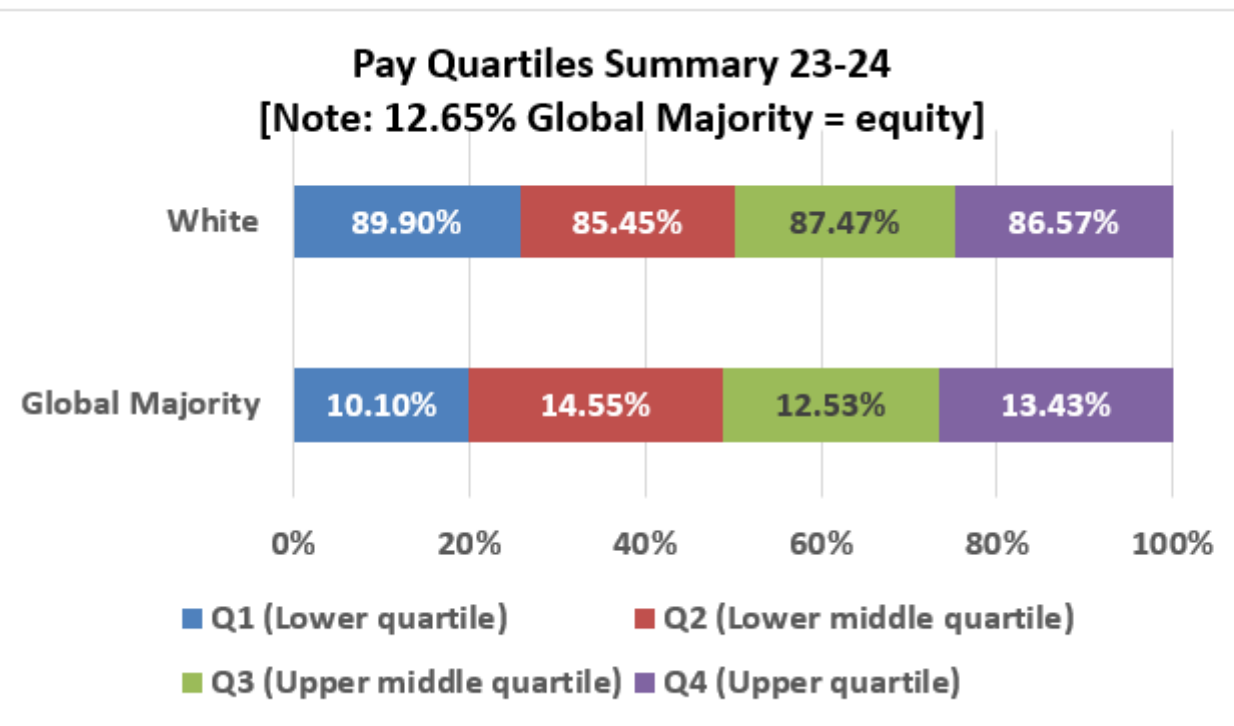


Positive gap ↑
Negative gap ↓



In the charts to the left, the position changes from having (mainly) negative mean pay gaps for Asian and Black and Other ethnicities compared to White British (far left chart), to mainly positive gaps except for 'white other' (ie switches from in favour of Global Majority colleagues to in favour of white colleagues).

Appendix contd: Ethnicity Pay Gap Quartiles (as at 31.3.24) with and without medical staff



When medical staff are excluded, Global Majority colleagues are significantly under-represented in the top pay quartile.

Correspondingly, the proportions of Global Majority colleagues in the top quartiles are seen to reduce between the charts below.

