

# Gender Pay Gap Report (March 2025)

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## Introduction

From 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap. The gender pay gap is the difference between the average earnings of men and women in an organisation, expressed relative to men's earnings. The gender pay gap is different from equal pay. Equal pay is covered by the Equality Act 2010, and requires employers to pay men and women the same for work of equal value

The Trust must both:

- publish their gender pay gap data and a written statement on their public-facing website;
- report their data to the government online using the gender pay gap reporting service.

This report fulfils our legal obligation to produce and comment upon the following data with regards our gender pay gap:

- mean gender pay gap;
- median gender pay gap;
- mean bonus gender pay gap;
- median bonus gender pay gap;
- proportion of males and females receiving a bonus payment and proportion of males and females in each pay quartile.

It should be noted that no bonuses are paid within the Trust as part of pay packages; however, for the purposes of the Gender Pay Gap report, ACCIA<sup>1</sup> payments, part of a national scheme are classified as a bonus.

Other than for medical and dental staff (doctors and dentists), Apprentices, Non-Executive Directors and Very Senior Managers, all other jobs are evaluated using the national Agenda for Change (AfC) job evaluation scheme. This process evaluates the job and not the post holder and makes no reference to gender or any other personal characteristics of existing or potential job holders. VSM's include Executive Directors and a small number of other senior posts.

The data in this report is based on a snapshot taken on 31<sup>st</sup> March 2024.

Throughout this report, when data is labelled "2025" this refers to the year of publishing our gender pay gap report (data from 2024). Similarly, references to "2024" refer to this report, published in 2024, but using data from 2023.

The value of this report is, in making year-on-year comparisons and benchmarking nationally. We can compare our performance with our own results submitted in March 2024 and we have used data from other organisations who have submitted their data based on the March 2024 snapshot, to widen our benchmarking.

## Executive summary

The report outlines Torbay and South Devon NHS Foundations Trust's gender pay gap data for 2025, comparing performance with national and sector benchmarks and to last year. The report also highlights areas of progress and ongoing challenges in achieving pay equity.

Some of the key findings include:

- The median gender pay gap has been eliminated (4.93% in 2024 to 0% in 2025) while the mean gender pay gap narrowed slightly from 16.63% to 16.27%.
- There are slight shifts, with female representation increasing in the top and lower middle quartiles, however the upper middle quartile has reduced slightly. This indicates a slight progress in women’s representation in higher paid roles, though disparities persist at the very top.
- The bonus gap has increased at the mean level but eliminated at the median level. This reflects that lower-tier bonuses are now more equitable. The data also shows bonuses fell for both male and female but still fewer women receive bonuses overall.
- **AfC pay gaps** – There has been a positive trend with mean and median gaps now favouring women.
- **Medical & Dental** - There are still gaps, however mean and median disparities have narrowed significantly. This highlights there are still structural barriers in clinical roles.
- Consultants are a key focus for addressing the gender pay gap. Although the proportion of female consultants increased from 2024 significant inequalities in accessing these roles remain. There is a huge need for targeted actions to support female consultants and enhance their representation in this critical group.

## Reportable data

The data shown below is that which has been uploaded to the Gender Pay Gap Reporting Service website. There is no opportunity to add explanatory text on the website but this report will be uploaded to the Trust website as part of the reporting requirements.

Women's hourly rate is	
<b>16.27% LOWER (mean)</b>	<b>0% LOWER (median)</b>
Pay quartiles	
How many men and women are in each quarter of the employer's payroll.	
Top quartile	
<b>29.84% MEN</b>	<b>70.16% WOMEN</b>
Upper middle quartile	
<b>18.07% MEN</b>	<b>81.93% WOMEN</b>
Lower middle quartile	
<b>20.83% MEN</b>	<b>79.17% WOMEN</b>
Lower quartile	
<b>23.13% MEN</b>	<b>76.87% WOMEN</b>
Women's bonus pay is	
<b>20.49% LOWER (mean)</b>	<b>0% LOWER (median)</b>
Who received bonus pay	
<b>7.07% OF MEN</b>	<b>1.63% OF WOMEN</b>

## National benchmarking

The table below shows our performance against the most recent official headline pay gap benchmarking, for all employers, from ONS<sup>2</sup>:

<sup>2</sup><https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables>

	Pay gap based on mean average	Pay gap based on median average
National benchmark	13.8%	13.1%
Human Health Activities	20.7%	14.3%
Hospital Activities	20.6%	11.2%
Torbay and South Devon Trust	16.27%	0%

### Commentary

The pay gap based on the median average is the most reliable and widely used measure of gender pay equality. When the pay gap is measured using the mean average, this allows outliers at either end to distort the measure.

The figures above indicate that the median gender pay gap for Torbay and South Devon trust is significantly lower than both the national and industry specific benchmarks.

### Comparison with previous year

#### Mean average for hourly rate of pay

	2024	2025	% change
Male	£21.11	£22.71	7.58%
Female	£17.60	£19.01	8.01%
% difference	16.63%	16.27%	-0.36%

#### Median average for hourly rate of pay

	2024	2025	% change
Male	£16.63	£17.69	6.37%
Female	£15.81	£17.68	11.83%
% difference	4.93%	0.00%	-4.93%

### Quartiles

Quartile	2024		2025		% change	
	Male	Female	Male	Female	Male	Female
Top	31.37%	68.63%	29.84%	70.16%	-1.53%	1.53%
Upper middle	17.67%	82.33%	18.07%	81.93%	0.4%	-0.4%
Lower middle	23.27%	76.73%	20.83%	79.17%	-2.44%	2.44%
Lower	21.98%	78.01%	23.13%	76.87%	1.15%	-1.14%

#### Bonus pay % receiving bonus pay

	2024	2025	% change
Male	11.35%	7.07%	-4.28%
Female	2.37%	1.63%	-0.74%

#### Bonus pay mean average

	2024	2025	% change
Male	£12,520.00	£8,665.83	-30.78%
Female	£10,846.00	£6,890.57	-36.47%
% difference	13.37%	20.49%	7.12%

### Bonus pay median average

	2024	2025	% change
Male	£9,048.00	£4,115.38	-54.52%
Female	£6,032.00	£4,115.38	-31.77%
% difference	33.33%	0.00%	-33.33%

### Commentary

There has been significant improvement in narrowing the mean pay gap and eliminating median gap, however the remaining mean pay disparity indicates that men continue to earn more on average, likely due to higher paying roles.

The rise in female representation in the top quartile is encouraging, suggesting improved access to higher paid roles, however men still hold a disproportionately higher share of these positions, requiring continued focus on career progression for women.

Overall, bonus pay has declined for both genders. The mean bonus gap has widened from 13.37% to 20.49% in 2025; however, the median bonus gap was eliminated.

### Torbay and South Devon NHS Foundation Trust Workforce Context

Other than for Medical and Dental (M&D) staff all jobs are evaluated using the National Agenda for Change (AfC) job evaluation scheme. Job evaluation determines the value of a job in relation to other jobs in an organisation to establish a rational pay structure. This process evaluates the job and not the post holder and therefore has no reference to gender or any other protected characteristics of current or potential post holders. Aside from our Executive Directors and a small number of other senior roles (plus M&D as mentioned above), all remuneration is made in accordance with AfC national pay bands.

The current gender split for the overall workforce is 76.55% (5737) female and 23.45% (1757) male.

### Average gender pay gap as mean average (Split between AfC/Other and Medical & Dental) – Comparison with previous years

Mean hourly rate	Male	Female	% Pay gap
AfC 2023	£15.95	£15.76	1.18%
AfC 2024	£16.48	£16.51	-0.18%
<b>AfC 2025</b>	<b>£17.64</b>	<b>£17.79</b>	<b>-0.86%</b>
M&D 2023	£40.18	£34.94	13.04%
M&D 2024	£40.10	£35.64	11.12%
<b>M&amp;D 2025</b>	<b>£47.31</b>	<b>£43.42</b>	<b>8.23%</b>

### Average gender pay gap as median average (Split between AfC/Other and Medical &

### Dental) – Comparison with previous years

Median hourly rate	Male	Female	% Pay gap
AfC 2023	£13.17	£14.22	7.91%
AfC 2024	£13.83	£14.94	-8.03%
<b>AfC 2025</b>	<b>£15.55</b>	<b>£16.65</b>	<b>-7.09%</b>
M&D 2023	£41.76	£31.09	25.55%
M&D 2024	£43.08	£29.87	30.66%
<b>M&amp;D 2025</b>	<b>£50.60</b>	<b>£46.98</b>	<b>7.16%</b>

The data above highlights distinct gender pay disparities across Agenda for change (AfC) and Medical & Dental (M&D) roles from 2023 to 2025.

The AfC workforce has demonstrated improvements in pay equity, however M&D roles highlight a need for continued focus on addressing structural barriers and ensuring equitable progression opportunities for female.

### Progress within critical staff groups

The previous section has confirmed that the consultant body remain our critical staff group, for addressing our gender pay gap.

The table below suggests that gender inequalities with regards to accessing consultant jobs remain unequitable, as the proportion of female consultants has increased by 2.9% from previous years data; further action is required to support female consultant colleagues.

Consultants	Male	Female	Total	% Female
2024	183	127	310	40.97%
2025	151	118	269	43.87%

### Closing the Gender Pay Gap and Action Planning

The issues that surround the gender pay gap and its reporting can be complex, and the causes are a mix of work, family and societal influences. As an employer we can only influence those factors associated with work however research shows that a more diverse and inclusive workforce helps organisations by bringing new skills, creativity and innovation, sounder decision making and higher staff satisfaction and retention.

As a Trust, we welcome the introduction of gender pay gap reporting and are fully supportive of equality of opportunity within our workforce. We recognise that this data tells us that there is further work to be undertaken to achieve that equality of opportunity. However, we acknowledge that there could be greater representation in the senior clinical roles which drives the greatest variances in this report.

We are pleased to see a marked positive trend in our Gender Pay Gap at Torbay trust, accepting there are existing challenges across the NHS. Whilst we see a positive trend, we continue to action plan to work towards eliminating any existing inequalities. We believe the positive trends to be an outcome of our overall cultural development and inclusion work at Torbay trust, including a nuanced focus on retention and development programmes aimed at underrepresented groups.

We also have family-friendly policies with a range of agile working patterns including support for women returning to work and a champion of Flexible Training for resident doctors. We continue to look for areas of improvement and development as a Trust, we are working hard to ensure we reduce and minimise any gender pay gaps.

We aim to foster a culture of accountability and awareness regarding gender equity by training on unconscious bias and compassionate leadership for our leaders.

Whilst we continue our own cultural development work in Torbay trust we will continue to consult and consider national reviews and changes, including Mend the Gap: The Independent Review into Gender Pay Gaps in Medicine in England<sup>3</sup>.

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<sup>3</sup>[https://assets.publishing.service.gov.uk/media/5fd893a7e90e076631fb2286/Gender\\_pay\\_gap\\_in\\_medicine\\_review.pdf](https://assets.publishing.service.gov.uk/media/5fd893a7e90e076631fb2286/Gender_pay_gap_in_medicine_review.pdf)