

Gender Pay Gap Report (March 2026)

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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, ACCIA¹ 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 31st March 2025.

Throughout this report, when data is labelled "2026" this refers to the year of publishing our gender pay gap report (data from 2025). Similarly, references to "2025" refer to this report, published in 2025, but using data from 2024.

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 2025 and we have used data from other organisations who have submitted their data based on the March 2025 snapshot, to widen our benchmarking.

Executive summary

The report outlines Torbay and South Devon NHS Foundations Trust's gender pay gap data for 2026, 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:

- **Overall Gender Pay Gap:** Women’s mean hourly pay remains lower than men’s, increasing slightly from 18.56% to 19.23%; the median gap decreased from 5.49% to 3.13%, showing relative balance for most staff.
- **Pay Quartiles:** The workforce is predominantly female across all quartiles, with minor shifts in representation; top quartile male representation increased slightly.
- **Bonus Pay:** Median bonus gap reduced from 90.18% to 74.15% due to higher female bonus receipt, although the mean bonus gap remains high at 67.57% because of larger male bonuses in senior roles.
- **National Benchmarking:** The Trust’s median pay gap is significantly lower than national and industry benchmarks, indicating that most staff pay is relatively balanced.
- **Critical Staff Groups:** Although the number of female consultants grew slightly, their share of total consultants decreased, increasing male representation in senior roles.
- **Workforce Context:** The overall workforce remains predominantly female, but higher-paid roles continue to have higher male representation.
- **Data Correction:** 2025 figures have been corrected, ensuring accurate comparison and percentage change reporting.

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	
19.23% LOWER (mean)	3.13% LOWER (median)
Pay quartiles	
How many men and women are in each quarter of the employer's payroll.	
Top quartile	
31.61% MEN	68.39% WOMEN
Upper middle quartile	
18.28% MEN	81.72% WOMEN
Lower middle quartile	
20.55% MEN	79.45% WOMEN
Lower quartile	
21.48% MEN	78.52% WOMEN
Women's bonus pay is	
67.57% LOWER (mean)	74.15% LOWER (median)
Who received bonus pay	
14.29% OF MEN	10.88% OF WOMEN

National benchmarking

The table below shows our performance against the most recent official headline pay gap benchmarking, for all employers, from ONS²:

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

	Pay gap based on mean average	Pay gap based on median average
National benchmark	13.4%	12.8%
Human Health Activities	22.1%	14.4%
Hospital Activities	23.1%	13.6%
Torbay and South Devon Trust	19.23%	3.13%

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

	2025	2026	% change
Male	£23.32	£25.01	6.74%
Female	£18.99	£20.20	5.97%
% difference	18.56%	19.23%	0.67%

Median average for hourly rate of pay

	2025	2026	% change
Male	£17.68	£19.09	7.91%
Female	£16.71	£18.49	10.65%
% difference	5.54%	3.13%	-2.41%

Quartiles

Quartile	2025		2026		% change	
	Male	Female	Male	Female	Male	Female
Top	31.38%	68.62%	31.61%	68.39%	0.23%	-0.23%
Upper middle	19.29%	80.71%	18.28%	81.72%	-1.01%	1.01%
Lower middle	22.20%	77.80%	20.55%	79.45%	-1.65%	1.65%
Lower	23.37%	76.63%	21.48%	78.52%	-1.89%	1.89%

Bonus pay % receiving bonus pay

	2025	2026	% change
Male	14.98%	14.29%	-0.69%
Female	8.57%	10.88%	2.31%

Bonus pay mean average

	2025	2026	% change
Male	£14,316.63	£10,728.95	-25.06%
Female	£5,044.06	£3,479.19	-31.02%
% difference	64.77%	67.57%	4.32%

Bonus pay median average

	2025	2026	% change
Male	£8,144.98	£5,312.76	-34.77%
Female	£800.00	£1,373.23	71.65%
% difference	90.18%	74.15%	-16.03%

Commentary

Between 2025 and 2026, average hourly pay increased for both male and female employees, with male pay rising slightly faster. As a result, the mean gender pay gap increased from 18.56% to 19.23%, while the median gap reduced from 5.49% to 3.13%, reflecting changes in pay distribution rather than unequal pay for the same roles.

The Trust's workforce remains predominantly female across all pay quartiles, with only modest shifts year on year. Small increases in female representation in middle and lower quartiles and minor changes in the top quartile were observed. In terms of bonus pay, a higher proportion of females received bonuses in 2026, while male bonus values decreased overall. This led to a reduction in the median bonus gap from 90.18% to 74.15%, although the mean bonus gap remained high at 67.57%.

Note: There was an error in the 2025 mean and median data which has now been corrected. The figures presented here reflect the corrected values.

Torbay and South Devon NHS Foundation Trust Workforce Context

The current gender split for the overall workforce is 77.03% (5369) female and 22.97% (1601) male.

Our data analysis shows that our pay gaps were largely being driven by the bonus pay (ACCEA) given to consultants.

The table below shows the impact of excluding consultants from our mean and median average gender pay gap indicator.

	All Staff			Excluding Consultants		
	Male Hourly Rate	Female Hourly Rate	Gap	Male Hourly Rate	Female Hourly Rate	Gap
Mean average	£25.00	£20.20	19.2%	£20.62	£19.23	6.74%
Median average	£19.09	£18.50	3.13%	£18.43	£18.00	2.33%

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.

Between 2025 and 2026, the Trust’s consultant workforce grew from 269 to 289. While the number of female consultants increased slightly, their share of the total fell to 42.6%, reflecting a rise in male representation at senior medical roles.

This shift contributes to the widening mean gender pay gap, as higher-paid roles have a greater impact on average pay, even though median pay remains relatively balanced for the majority of staff.

Consultants	Male	Female	Total	% Female
2025	151	118	269	43.87%
2026	166	123	289	42.56%

Closing the Gender Pay Gap and Action Planning

We are pleased to note our gender pay gap in TSDFT remains significantly below the national average and industry standards. We continue to action plan to work towards eliminating any existing inequalities. It is suggested that action planning must include a review of applicants for consultants’ posts and recommended that we review our current practices to ensure they are equitable.

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 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 England³.

³https://assets.publishing.service.gov.uk/media/5fd893a7e90e076631fb2286/Gender_pay_gap_in_medicine_review.pdf



