

Gender Pay Gap Report (March 2025)

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Introduction

Since 2017, all organisations with 250 or more employees have been required to 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 (VSMs), 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. VSMs 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 2024. Throughout this report, when data is labelled "2025" this refers to the year of publishing our gender pay gap report (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 last year and have used data from other organisations who submitted their data based on last year's snapshot, to widen our benchmarking.

¹<https://www.gov.uk/government/organisations/advisory-committee-on-clinical-impact-awards>

Executive summary

Comparison with the previous year's data shows that our pay gap using both the mean and the median indicator has continued to reduce. Furthermore, the mean bonus pay gap has decreased, with a slight increase in the median indicator; however, the pay gap in terms of the average value of bonus pay remains high.

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.

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	
21.44% LOWER (mean)	5.19% LOWER (median)
Pay quartiles	
How many men and women are in each quarter of the employer's payroll.	
Top quartile	
33.94% MEN	66.06% WOMEN
Upper middle quartile	
17.91% MEN	82.09% WOMEN
Lower middle quartile	
21.58% MEN	78.42% WOMEN
Lower quartile	
20.54% MEN	79.46% WOMEN
Women's bonus pay is	
36.26% LOWER (mean)	33.99% LOWER (median)
Who received bonus pay	
3.84% OF MEN	0.54% OF WOMEN

National benchmarking

The table below shows our performance against the most recent official headline pay gap benchmarking, for all employers, from Office for National Statistics (ONS)²:

	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%
Royal Devon Trust	21.4%	5.2%

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

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

Comparison with previous year

Mean average for hourly rate of pay

	2024	2025	% change
Male	£22.62	£23.90	5.50%
Female	£17.68	£18.77	5.98%
% difference	21.83%	21.44%	-0.39%

Median average for hourly rate of pay

	2024	2025	% change
Male	£17.24	£18.10	4.87%
Female	£15.86	£17.06	7.29%
% difference	7.98%	5.19%	-2.79%

Quartiles

Quartile	2024		2025		% change	
	Male	Female	Male	Female	Male	Female
Top	33.38%	66.62%	33.94%	66.06%	0.56%	-0.56%
Upper middle	16.90%	83.10%	17.91%	82.09%	1.01%	-1.01%
Lower middle	20.41%	79.59%	21.58%	78.42%	1.17%	-1.17%
Lower	20.13%	79.87%	20.54%	79.46%	0.41%	-0.41%

Bonus pay % receiving bonus pay

	2024	2025	% change
Male	4.16%	3.84%	-0.32%
Female	0.52%	0.54%	0.02%

Bonus pay mean average

	2024	2025	% change
Male	£11,004.32	£10,672.03	-3.07%
Female	£6,874.31	£6,802.39	-1.05%
% difference	37.53% (lower)	36.26% (lower)	-1.27%

Bonus pay median average

	2024	2025	% change
Male	£9,048.00	£9,048.00	0.00%
Female	£6,032.04	£5,972.20	-1.00%
% difference	33.33% (lower)	33.99% (lower)	0.66%

Since last year, performance against both the mean and more notably the median average pay has improved. There have only been slight changes in the composition of representation in the quartiles, most notably with the upper middle and lower middle quartiles. Female representation has decreased in all quartiles.

There has been a slight decrease in the percentage of men receiving bonus pay and thus an increase in women receiving bonus pay. This year's results reveal a reduction in the mean gender pay gap for bonus pay and a slight increase in the median bonus pay average.

Source of pay gap

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

The table below shows the impact of excluding consultants from our mean and median average gender pay gap indicator, as last year their exclusion significantly impacted the indicators.

	All Staff			Excluding Consultants		
	Male Hourly Rate	Female Hourly Rate	Gap	Male Hourly Rate	Female Hourly Rate	Gap
Mean average	£23.90	£18.77	21.44%	£19.52	£18.01	7.77%
Median average	£18.10	£17.06	5.19%	£17.50	£16.83	3.78%

The impact of removing consultants from the analysis has been of continued significance, with the median pay gap being reduced by 1.41% and the mean reducing to under a third of the national average.

The above is also an improvement on last years' data with the year-on-year median gap excluding consultants having reduced by 0.7%.

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. Whilst some small improvements have been made in relation to bonus pay, the table below suggests that there are gender inequalities with regards to accessing consultant jobs, with the proportion of female consultants having only increased by 1% from previous years data. Further action to increase female representation colleagues in consultant posts would have a significant impact on the overall gender pay gap in the organisation.

Consultants	Male	Female	Total	% Female
2024	384	211	595	35%
2025	383	211	594	36%

Action planning

We are pleased to see a marked positive trend in our gender pay gap at the Royal Devon, accepting that there are existing challenges across the NHS. Despite this positive trend, we continue to implement action plans to work towards eliminating any existing inequalities.

We believe that the positive trends are an outcome of our overall cultural development and inclusion work at Royal Devon, including a nuanced focus on retention, flexible working, inclusive recruitment, and development programmes aimed at under-represented groups.

Whilst we continue our own cultural development work in Royal Devon 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