

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

Comparison with the previous year's data shows that our pay gap using both the mean and the median indicator has increased. The bonus pay gap has decreased with the mean and slightly increased in the median indicator.

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	
22.31% LOWER (mean)	6.28% LOWER (median)
Pay quartiles	
How many men and women are in each quarter of the employer's payroll.	
Top quartile	
35.12% MEN	64.88% WOMEN
Upper middle quartile	
17.62% MEN	82.38% WOMEN
Lower middle quartile	
21.41% MEN	78.59% WOMEN
Lower quartile	
20.72% MEN	79.28% WOMEN
Women's bonus pay is	
32.04% LOWER (mean)	34.00% LOWER (median)
Who received bonus pay	
3.74% OF MEN	0.53% OF WOMEN

National benchmarking

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

	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%
Royal Devon Trust	22.3%	6.3%

Commentary

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

	2025	2026	% change
Male	£23.90	£26.00	8.79%
Female	£18.77	£20.20	7.62%
% difference	21.44%	22.31%	0.87%

Median average for hourly rate of pay

	2025	2026	% change
Male	£18.10	£19.91	10.00%
Female	£17.06	£18.66	9.38%
% difference	5.19%	6.28%	1.09%

Quartiles

Quartile	2025		2026		% change	
	Male	Female	Male	Female	Male	Female
Top	33.94%	66.06%	35.12%	64.88%	1.18%	-1.18%
Upper middle	17.91%	82.09%	17.62%	82.38%	-0.29%	0.29%
Lower middle	21.58%	78.42%	21.41%	78.59%	-0.17%	0.17%
Lower	20.54%	79.46%	20.72%	79.28%	0.18%	-0.18%

Bonus pay % receiving bonus pay

	2025	2026	% change
Male	3.84%	3.74%	-0.10%
Female	0.54%	0.53%	-0.01%

Bonus pay mean average

	2025	2026	% change
Male	£10,672.03	£10,285.64	-3.62%
Female	£6,802.39	£6,989.94	2.76%
% difference	36.26% (lower)	32.04% (lower)	-4.22%

Bonus pay median average

	2025	2026	% change
Male	£9,048.00	£9,048.00	0.00%
Female	£5,972.20	£5,971.69	-0.01%
% difference	33.99% (lower)	34.00% (lower)	0.01%

Commentary

Since last year, performance against both the mean and the median average pay has increased. There have only been slight changes in the composition of representation in the quartiles, more 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 a minor decrease in women receiving bonus pay. This year's results show that there has been 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 (ACCEA) 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	£26.00	£20.20	22.31%	£20.98	£19.25	8.25%
Median average	£19.91	£18.66	6.28%	£18.66	£18.29	1.98%

The impact of removing consultants from the analysis has been of continued significance, with the median pay gap being reduced by 4.3% and the mean reducing to less than half of the national average.

The above is also an improvement on last years data with the median gap being reduced by 1.8% when consultants are excluded from the analysis.

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 changes since last year have already been discussed in the sections on bonus pay.

The table below shows a 3% increase in female consultants across the Trust, whilst this is positive news it still accounts for only 39% of the overall consultant workforce.

Consultants	Male	Female	Total	% Female
2025	383	211	594	36%
2026	376	243	619	39%

Action planning

We are pleased to note our gender pay gap in RDUH 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.

Whilst we continue our own cultural development work in Royal Devon we will continue to consult and consider national reviews and changes, including implementing recommendations from 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