



Derbyshire Healthcare
NHS Foundation Trust

Gender Pay Gap report

2025/26 (data extract as at 31 March 2025)

www.derbyshirehealthcareft.nhs.uk

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Background

Since the Equality Act 2010 (Specific Duties) Regulations 2011 (SDR) came into force on 10 September 2011, there has been a duty for public bodies with 150 or more employees to publish information on the diversity of their workforce. Although the SDR did not require mandatory gender pay gap (GPG) reporting, the Government Equalities Office (GEO) and the Equality and Human Rights Commission (EHRC) provided guidance that made it clear that employers should consider including GPG information in the data they already publish. It was evident that not all employers did this, so the government made GPG reporting mandatory by amending the SDR so that all public sector employers with more than 250 employees have to measure and publish their gender pay gaps.

Employers with 250 employees and over need to publish the following information annually for all employees who are employed under a contract of employment, a contract of apprenticeship or a contract personally to do work. This will include those under Agenda for Change terms and conditions, Medical staff and very senior managers. All calculations are made relating to the pay period in which the snapshot day falls. For this seventh year of publication, it will be the pay period including 31 March 2025.

Employers will need to:

- calculate the hourly rate of ordinary pay relating to the pay period in which the snapshot day falls
- calculate the difference between the mean hourly rate of ordinary pay of male and female employees, and the difference between the median hourly rate of ordinary pay of male and female employees
- calculate the difference between the mean (and median) bonus pay paid to male and female employees
- calculate the proportions of male and female employees who were paid bonus pay
- calculate the proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands by number of employees rather than rate of pay.

Ordinary pay includes:

- basic pay
- paid leave, including annual, sick, maternity, paternity, adoption or parental leave (except where an employee is paid less than usual or nothing because of being on leave)
- area and other allowances
- shift premium pay, defined as the difference between basic pay and any higher rate paid for work during different times of the day or night
- pay for piecework.

It does not include:

- remuneration referable to overtime
- remuneration referable to redundancy or termination of employment
- remuneration in lieu of leave
- remuneration provided otherwise than in money.

The relevant pay period means the pay period within which the snapshot date falls, which for monthly-paid staff would be the month in which the date is included.

Bonus pay relates to performance, productivity, incentive, commission or profit-sharing, but excludes:

- remuneration referable to overtime
- remuneration referable to redundancy
- remuneration referable to termination of employment.

Doctors' clinical distinction/excellence awards will be regarded as bonus pay, as well as any other payments above the level of ordinary for performance or expertise such as performance related pay for very senior managers, long service awards and others. The relevant period means the period of 12 months ending with the snapshot date.

Calculating the quartiles

Determine the hourly rate of pay and then rank the relevant employees in rank order from the lowest to the highest.

Divide those employees into four sections, each comprising an equal number of employees to determine the lower, lower middle, upper middle and upper quartile pay bands.

Show the proportion of male and female employees in each band as a percentage of the total employees in each band.

What employers need to publish

The information outlined above will need to be published within one year of the date for the 2025 snapshot (publishing deadline of 30 March 2026 for data at 31 March 2025).

The information must be published on a website that is accessible to employees and the public free of charge. The information should remain on the website for a period of at least three years beginning with the date of publication.

In addition, employers have the option to provide narrative that will help people to understand why a gender pay gap is present and what the organisation intends to do to close it.

During the first publication employers will have already registered with the government online reporting service to submit their GPG results.

Colleagues from the Electronic Staff Record (ESR) continue to refine the tool that helps organisations nationally to calculate their GPG data.

The 2025 Gender Pay Gap (GPG) results for Derbyshire Healthcare NHS FT are detailed below:

GPG results as at 31 March 2025:

Gender	Average Hourly Rate	Median Hourly Rate
Male	£24.46	£20.16
Female	£20.55	£19.09
Difference	£3.91	£1.06
Pay Gap %	15.99%	5.28%

The mean pay gap indicates that for every £1.00 a man makes, a woman makes £0.84 pence.

The median pay gap indicates that for every £1.00 a man makes, a woman makes £0.95 pence.

The median pay gap has decreased to 5.28% in 2025 from 7.81% in 2024.

The mean pay gap has increased slightly from 15.51% in 2024 to 15.99% in 2025.

There is a £3.91 mean pay gap between men and women and a £1.06 median pay gap which shows the importance of continuing to try to ensure proportionate representation of gender across the Trust.

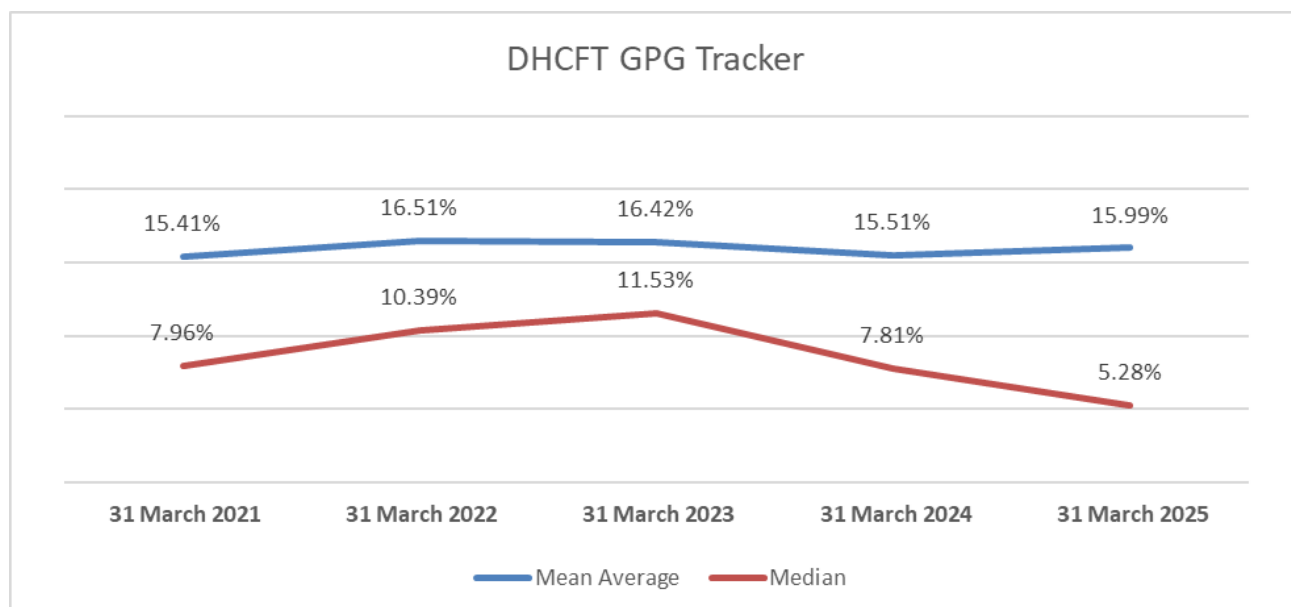
It is positive that the median pay gap has continued to decrease further, following the first decrease in three years in 2024. It is worth noting that both the median and mean can change depending on fluctuations in the workforce. The mean can be influenced by high and low salaries as this is the average hourly rate of pay.

As of March 2025, the organisation is made up of 3,474 staff, 2,753 females and 721 males. As the organisation is made up of 79.24% females, there is still a high percentage of women in the lower quartiles (see tables below) where pay is lower and outliers in high pay can impact on this mean. The median is a good judge of distribution of pay so it is positive that this has decreased further in the past 12 months. The median is not impacted by high salary outliers.

A comparison of 2024 v 2025 Gender Pay Gap results for Derbyshire Healthcare NHS FT is detailed below:

31 March 2024			31 March 2025			Variation	
Gender	Average Mean Hourly Rate	Median Hourly Rate	Gender	Average Mean Hourly Rate	Median Hourly Rate	Average Mean Hourly Rate	Median Hourly Rate
Male	£22.91	£19.63	Male	£24.46	£20.16	£1.55	£0.53
Female	£19.35	£18.10	Female	£20.55	£19.09	£1.20	£1.00
Difference	£3.55	£1.53	Difference	£3.91	£1.06	£0.36	-£0.47
Pay Gap %	15.51%	7.81%	Pay Gap %	15.99%	5.28%	0.48%	-2.54%

Annual tracker



Quartiles

Quartile	Female	Male	Female %	Male %	Totals
1	722	136	84.15	15.85	858.00
2	631	165	79.27	20.73	796.00
3	776	174	81.68	18.32	950.00
4	624	246	71.72	28.28	870.00

Q1 = Lowest, Q4 = Highest

31 March 2024					31 March 2025					Variation	
Quartile	Female	Male	Female %	Male %	Quartile	Female	Male	Female %	Male %	Female %	Male %
1	716	131	84.53	15.47	1	722	136	84.15	15.85	-0.38	0.38
2	699	165	80.90	19.10	2	631	165	79.27	20.73	-1.63	1.63
3	700	158	81.59	18.41	3	776	174	81.68	18.32	0.10	-0.10
4	617	241	71.91	28.09	4	624	246	71.72	28.28	-0.19	0.19

The tables above highlight the proportion of women across the organisation, and this distribution has a direct impact on the gender pay gap. By creating a more equal distribution this is likely to reduce the gender pay gap.

Since 2024, the number of males and females has increased across three out of four quartiles, demonstrating the growth of the organisation as a whole. The proportion of men has increased in the lower quartiles since 2024 but slightly reduced in the third. This shows that more males have been appointed in the under-represented lower pay bands since last year. The proportion of women in the upper quartile has very slightly decreased from 71.91% in 2024 to 71.72%.

Proportion of females and males in each quartile over a period of five years

Quartile	31/03/2021		31/03/2022		31/03/2023		31/03/2024		31/03/2025	
	Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %
1	83.75	16.25	84.35	15.65	85.71	14.29	84.53	15.47	84.15	15.85
2	80.84	19.16	79.89	20.11	79.34	20.66	80.9	19.1	79.27	20.73
3	79.54	20.46	81.86	18.14	81.64	18.36	81.59	18.41	81.68	18.32
4	71.21	28.79	71.94	28.06	71.02	28.98	71.91	28.09	71.72	28.28

In order to improve the gap, more work must be done to ensure women progress through the pay bands and to continue to attract males into roles where they are under-represented in the lower quartiles. The highest pay band still has the highest proportion of male employees compared to the lower bands. Women remain under-represented in this quartile and over-represented in the lower quartile.

Bonus Gap

There are currently two types of bonus payments at Derbyshire Healthcare, the clinical excellence and long service awards. The variation of the bonus pay gaps can depend on who is eligible for each award and is not linked to previous year's payments.

The bonus pay gap mean was 85.78% and there is no median gap.

GPG Bonus results as of 31 March 2025:

Gender	Total Average Bonus Pay	Total Median Bonus Pay
Male	£3,907.16	£200.00
Female	£555.56	£200.00
Difference	£3,351.60	£0.00
Pay Gap %	85.78%	0.00%

To gain a clearer understanding, bonuses have then broken down to illustrate the difference in Doctors' clinical excellence awards and long service awards.

Clinical Excellence Awards

Gender	Average Bonus Pay	Median Bonus Pay
Male	£12,940.17	£6,032.04
Female	£3,622.24	£3,317.59
Difference	£9,317.93	£2,714.46
Pay Gap %	72.01%	45.00%

Long Service Awards

Gender	Average Bonus Pay	Median Bonus Pay
Male	£237.50	£200.00
Female	£254.90	£200.00
Difference	£-17.40	£0.00
Pay Gap %	-7.33%	0.00%

Gender Pay Gap Bonus

31 March 2024			31 March 2025			Variation	
Gender	Average Mean Bonus Pay	Median Bonus Pay	Gender	Average Mean Bonus Pay	Median Bonus Pay	Average Mean Bonus Pay	Median Bonus Pay
Male	£3,553.28	£300.00	Male	£3,907.16	£200.00	£353.88	£-100.00
Female	£762.58	£200.00	Female	£555.56	£200.00	£-207.02	£0.00
Difference	£2,790.70	£100.00	Difference	£3,351.60	£0.00	£560.90	£-100.00
Pay Gap %	78.54%	33.33%	Pay Gap %	85.78%	0.00%	7.24%	-33.33%

Clinical Excellence Awards

31 March 2024			31 March 2025			Variation	
Gender	Average Mean Bonus Pay	Median Bonus Pay	Gender	Average Mean Bonus Pay	Median Bonus Pay	Average Mean Bonus Pay	Median Bonus Pay
Male	£8,770.57	£3,546.03	Male	£12,940.17	£6,032.04	£4,169.60	£2,486.01
Female	£4,433.84	£3,546.03	Female	£3,622.24	£3,317.59	£-811.60	£-228.45
Difference	£4,336.74	£0.00	Difference	£9,317.93	£2,714.46	£4,981.20	£2,714.46
Pay Gap %	49.45%	0.00%	Pay Gap %	72.01%	45.00%	22.56%	45.00%

Long Service Awards

31 March 2024			31 March 2025			Variation	
Gender	Average Mean Bonus Pay	Median Bonus Pay	Gender	Average Mean Bonus Pay	Median Bonus Pay	Average Mean Bonus Pay	Median Bonus Pay
Male	£242.00	£200.00	Male	£237.50	£200.00	£-4.50	£0.00
Female	£241.00	£200.00	Female	£254.90	£200.00	£13.90	£0.00
Difference	£1.00	£0.00	Difference	£-17.40	£0.00	£-18.40	£0.00
Pay Gap %	0.41%	0.00%	Pay Gap %	-7.33%	0.00%	-7.74%	0.00%

The table shows a variation due to the clinical excellence awards and long service awards. The Trust has worked on reducing the gap by applying these awards consistently now. The gaps, in the main, are caused by legacy payments.

The bonus pay gap was mainly due to the clinical excellence awards and this can be associated with some large outlier payments to males based on honouring historic entitlements which increase this gap. During Covid in 2020, the Clinical Excellence Awards started being divided equally between eligible consultants at DHcFT, the existing gap is mainly due to a number of consultants receiving the award based on the historical process.

The bonus gap for long service awards is -7.33% and there is no median gap so this indicates that the scheme is administered consistently.

We will continue to monitor bonus payments and how these are paid to ensure fairness particularly in our clinical excellence awards which tends to cause the bigger gap.

DHcFT overall mean and median bonus gap based on hourly rates of pay

	2021	2022	2023	2024	2025
Mean bonus gender pay gap	89.54%	87.62%	68.93%	78.54%	85.78%
Median bonus gender pay gap	88.93%	50.00%	95.71%	33.33%	0.00%

NB: Bonuses paid relate to clinical excellence awards (including long service?) which are for applicable consultants only rather than all employees (even though the calculation includes all staff)

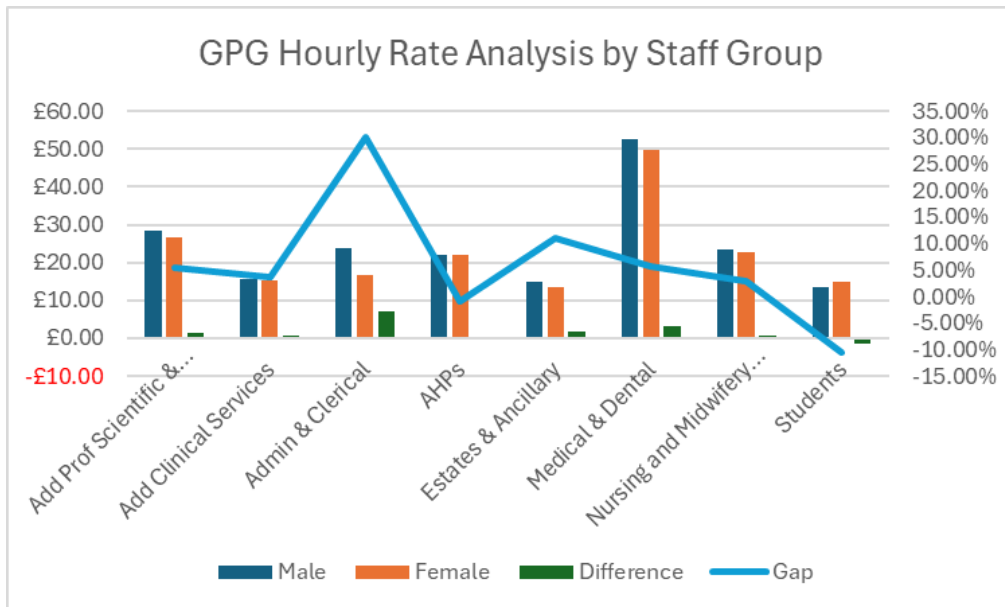
Further GPG Hourly Rate analysis as at 31 March 2025

By Staff Group

Staff Group	Male	Female	Diff	Gap
Add Prof Scientific and Technic	£28.31	£26.80	£1.51	5.34%
Additional Clinical Services	£15.69	£15.13	£0.56	3.56%
Administrative and Clerical	£23.75	£16.62	£7.12	30.00%
Allied Health Professionals	£21.86	£22.03	-£0.17	-0.79%
Estates and Ancillary	£15.07	£13.42	£1.65	10.98%
Medical and Dental	£52.65	£49.59	£3.06	5.81%
Nursing and Midwifery Registered	£23.27	£22.57	£0.70	3.00%
Students	£13.38	£14.79	-£1.41	-10.55%

By Service Line

Service Area	Male	Female	Diff	Gap
Adult Care Acute	£27.39	£20.49	£6.90	25.18%
Adult Care Community	£25.91	£21.06	£4.85	18.72%
Central (L3)	£35.66	£25.30	£10.36	29.05%
Children's Services	£23.18	£20.82	£2.35	10.16%
Clinical Quality Directorate	£29.28	£26.91	£2.37	8.10%
Clinical Serv Management	£14.65	£14.59	£0.06	0.43%
Corporate Central	£18.81	£18.92	-£0.11	-0.58%
Delivery, Strategy, Performance & Transformation	£43.30	£33.77	£9.53	22.01%
Estates + Facilities	£16.56	£13.83	£2.73	16.47%
F+R and Specialist Services	£23.71	£20.94	£2.77	11.70%
Finance, Contracting & Procurement	£24.47	£21.28	£3.19	13.02%
Med Education & CRD	£30.12	£22.32	£7.81	25.92%
Neuro Developmental	£21.55	£21.40	£0.15	0.70%
Older Peoples Care	£26.53	£19.47	£7.05	26.58%
Ops Support	£23.02	£19.39	£3.63	15.77%
People + Inclusion	£22.22	£25.01	-£2.79	-12.58%
Psychology	£29.43	£25.46	£3.98	13.51%
Training	£13.38	£15.47	-£2.09	-15.62%
Trust Directorate	£46.87	£32.24	£14.63	31.22%



We plan to further analyse the gap by staff group by performing further “deep dive” analyses to understand why the gap is more significant among certain staff groups.

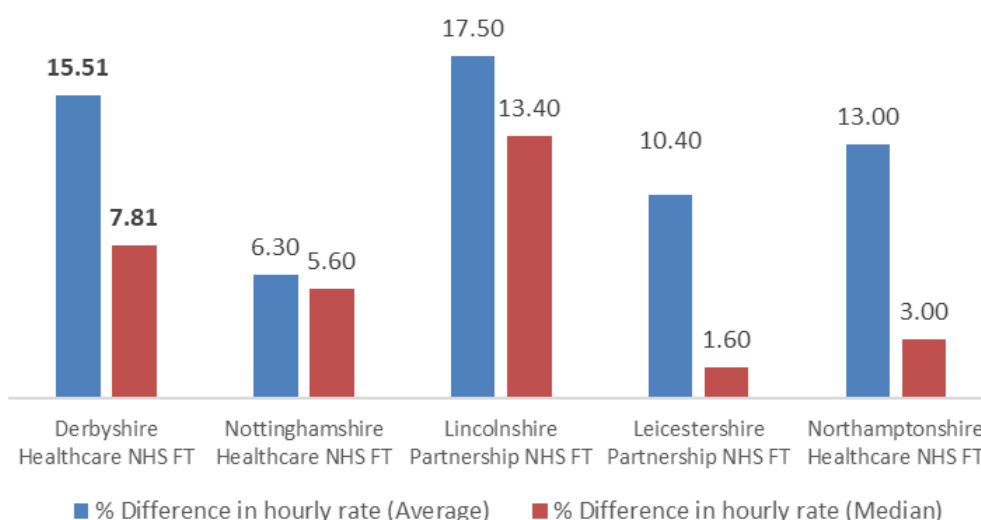
Benchmarking (latest available benchmarking data 31 March 2024):

The following table shows the Trust compares compared to similar NHS provider trusts from data published in 2024 as at the time of publishing 2025 data is unavailable.

Employer	% Difference in hourly rate (Average)	% Difference in hourly rate (Median)	% Women in lower pay quartile	% Women in lower middle pay quartile	% Women in upper middle pay quartile	% Who received bonus pay in top quartile (Women)	% Who received bonus pay (Men)	% Difference in bonus pay (Mean)	% Difference in bonus pay (Median)
Derbyshire Healthcare NHS FT	15.51	7.81	84.53	80.90	81.59	71.91	6.80	2.50	78.54
Nottinghamshire Healthcare NHS FT	6.30	5.60	75.40	69.40	76.90	72.30	100.00	100.00	11.81
Lincolnshire Partnership NHS FT	17.50	13.40	88.40	82.40	80.20	75.40	0.50	4.60	55.61
Leicestershire Partnership NHS FT	10.40	1.60	82.00	80.40	84.10	75.30	8.90	12.60	70.90
Northamptonshire Healthcare NHS FT	13.00	3.00	87.00	82.00	84.00	77.00	18.00	27.00	46.00

Source: GOV.UK

DHCFT GPG Benchmarking



Compared with neighbouring organisations, Derbyshire Healthcare NHS Foundation Trust shows a relatively higher mean hourly pay difference (15.51%), which is greater than that reported by Nottinghamshire Healthcare NHS Foundation Trust (6.3%), Leicestershire Partnership NHS Trust (10.4%), and Northamptonshire Healthcare NHS Foundation Trust (13%), but slightly lower than Lincolnshire Partnership NHS Foundation Trust (17.5%).

However, Derbyshire’s median difference (7.81%) sits mid-range, being higher than Nottinghamshire (5.6%), Leicestershire (1.6%) and Northamptonshire (3%), but lower than Lincolnshire (13.4%). This suggests Derbyshire’s typical pay gap is moderate relative to peer organisations, even though the mean difference is comparatively higher.

Ethnicity and Disability Pay Reporting

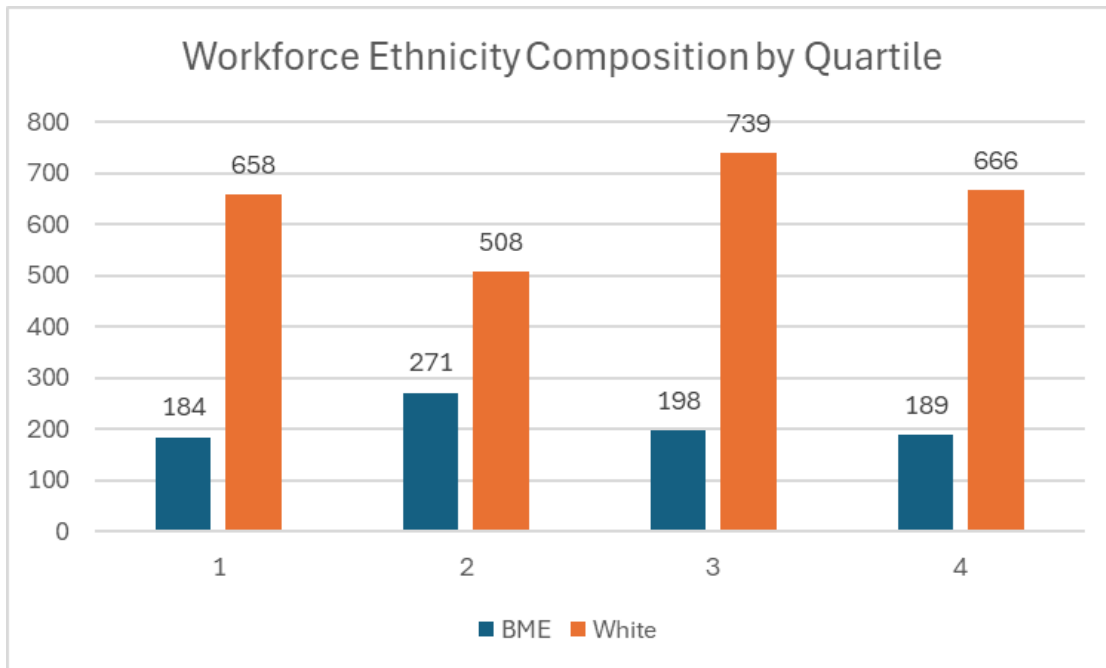
In the absence of legislation, the trust has voluntarily compiled the below ethnicity and disability pay gap reporting, as part of the organisation’s approach to improve inclusion and tackle inequality in the workplace.

With more year-on-year data, the Trust will be in a better position to explore the ethnicity and disability pay gap trends and subsequently address it through impactful interventions.

EPG results as at 31 March 2025:

Ethnicity	Average Hourly Rate	Median Hourly Rate
White	£20.99	£19.91
BME	£22.50	£18.46
Difference	-£1.52	£1.44
Pay Gap %	-7.23%	7.25%

Quartile	BME	White	BME %	White %	Totals
1	184	658	21.85	78.15	842.00
2	271	508	34.79	65.21	779.00
3	198	739	21.13	78.87	937.00
4	189	666	22.11	77.89	855.00



Ethnicity Pay Gap Results

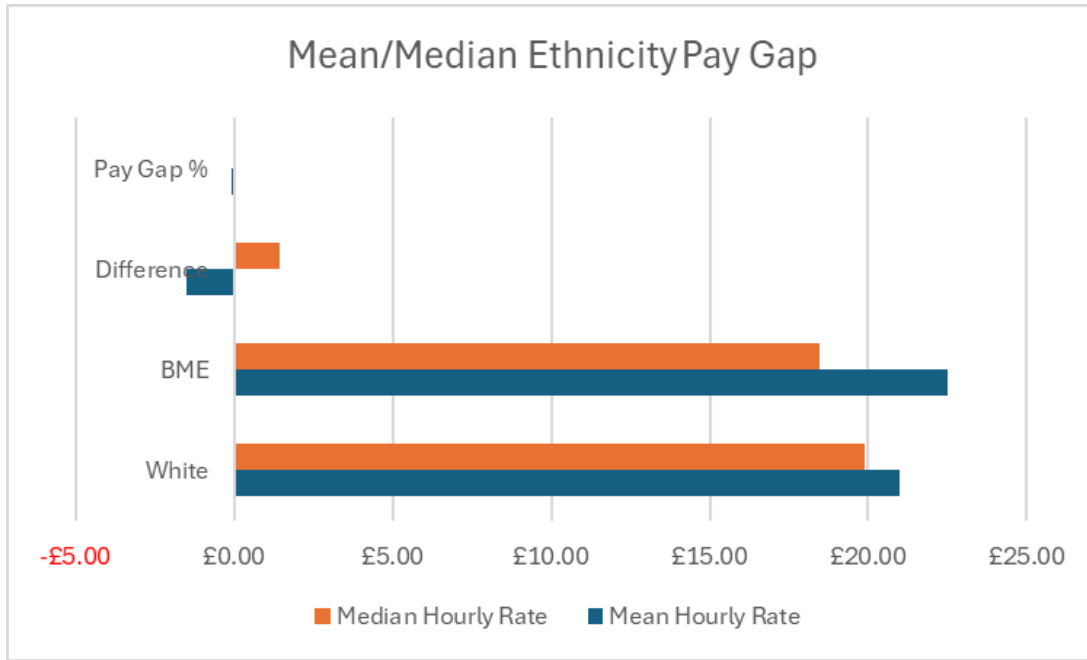
Median pay gap 7.25%: For every £1.00 a white colleague makes, a BME colleague makes £0.93 pence.

Mean pay gap -7.23%: For every £1.00 a white colleague makes, a BME colleague makes £1.07 pence.

(Please be advised that ethnicity data has not been provided by 61 colleagues during this reporting period).

The Trust workforce consists of 2,571 staff (75.3%) (as last year) from White background, and 842 (24.7%) from BME background. This is an increase of 3% from 2024. The breakdown will fluctuate throughout the year due to staff starters and leavers. Subsequently, all our quartiles are made up of predominantly White colleagues. The highest concentration of colleagues from BME background remains in the lower middle quartile.

The overall picture indicates that BME staff across the Trust on average earn more than White colleagues, as the mean pay gap is 7.25% in favour of BME staff. However, further analysis of this indicates that the medical workforce contributes to this where rates of pay are higher than other roles. **When removing the Medical workforce, the mean and median is pay gaps change in favour of white employees (please see “Ethnicity Pay Gap Excluding Medical and Dental Colleagues” table below).** This shows the importance of undertaking more detailed analysis across the Trust and between professional groupings.



Ethnicity Pay Gap Excluding Medical and Dental Colleagues for Comparison:

Ethnicity Excluding M&D	Average Hourly Rate	Median Hourly Rate
White	£20.33	£19.10
BME	£18.72	£17.61
Difference	£1.62	£1.48
Pay Gap %	7.95%	7.78%

The mean pay gap (7.95%) indicates that for every £1.00 a white colleague makes, a BME colleague makes £0.92 pence.

The median pay gap (7.78%) indicates that for every £1.00 a white colleague makes, a BME colleague makes £0.92 pence.

Excluding Medical and Dental staff from this analysis causes the median pay gap to change in favour of white colleagues.

DHcFT Overall mean and median ethnicity pay gap based on hourly rates of pay over a four-year period:

	2022	2023	2024	2025
Mean Hourly Rate Pay Gap %	-10.94	-9.44	-9.04	-7.23
Median Hourly Rate Pay Gap %	6.53	3.3	2.56	7.25

These have stayed relatively consistent over the past four years, with a steady decrease in the mean hourly pay gap.

NB: bonuses paid relate to clinical excellence awards which are for applicable Consultants only rather than all employees (even though the calculation includes all staff).

Disability Pay Gap Results

This is the third year that DHcFT is reporting on the Disability pay gap in line with the NHS national aspiration.

As per our Workforce Disability Equality Standards report, the Trust employs 415 members of staff that have declared they have a disability which equates to 13.66% (up from 11.6% in 2024) of the overall workforce.

It is crucial to note that this figure might not be representative of the actual number of colleagues who have a disability since it depends on the declaration rates.

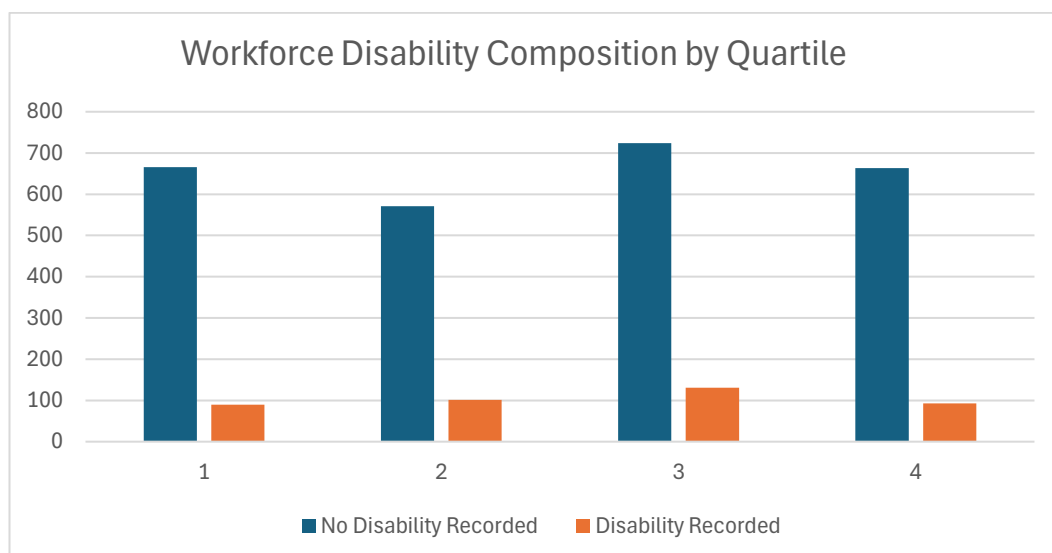
As per the below data, the Trust does not have a median hourly rate gap between staff who declared a disability and those who stated they do not have a disability. However, the mean hourly rate shows a gap of 4.9% in pay between colleagues who declared a disability and those who did not. The mean though can be impacted by any outliers in pay. It is positive there is no median pay gap. However, more work will be done to encourage staff to disclose their diversity information.

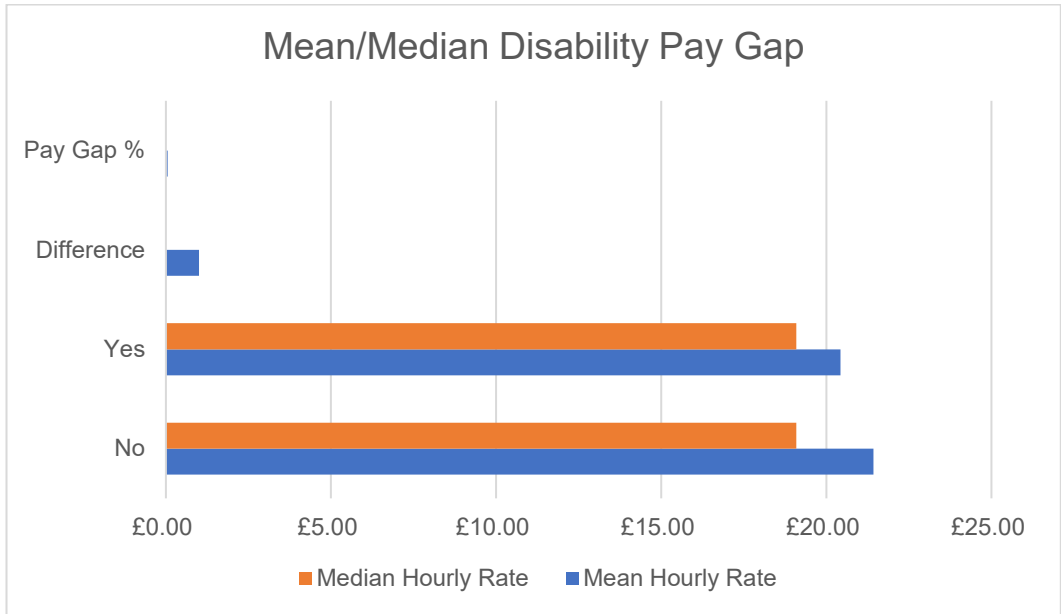
The tables below shows distribution of colleagues who stated that they have a disability and those who stated that they do not across the four quartiles.

DPG results at 31 March 2025:

Disability	Average Hourly Rate	Median Hourly Rate
No	£21.43	£19.09
Yes	£20.43	£19.09
Difference	£1.00	£0.00
Pay Gap %	4.90%	0.00%

Quartile	No	Yes	No %	Yes %	Totals
1	666	90	88.10	11.90	756
2	571	101	84.97	15.03	672
3	724	131	84.68	15.32	855
4	663	93	87.70	12.30	756





(Please be advised that disability data has not been provided by 435 colleagues during this reporting period).

What we are doing to narrow the pay gap:

Some of the measures the Trust is committing to over the next 12 months:

ACTION	ACTIVITY	WHO
Ensure fair and consistent starting salaries	Analyse gender differences in starting salaries, review findings, and provide guidance to recruiting managers to ensure equity	Strategic Recruitment Lead
Improve workforce diversity data	Encourage staff to complete diversity information and deliver a communications campaign to improve data completeness for robust analysis	Equality, Diversity and Inclusion (EDI) team, DAWN Network
Strengthen inclusive recruitment practices and attract a diverse range of applicants	Deliver Chairs of Recruitment training; relaunch the Recruitment Inclusion Guardian (RIG) process, and provide updated training and refresher sessions; Work with community partners and external organisations to broaden access to employment opportunities	Strategic Recruitment Lead, EDI team
Promote flexible and inclusive ways of working	Update the flexible working policy, promote job share and part-time opportunities in senior roles, and implement ESR monitoring to identify barriers	Director of People and Inclusion
Strengthen Staff Networks and inclusive culture	Support Staff Networks to increase visibility, engagement and impact; deliver an All-Staff-Networks Conference; provide safe spaces for discussion via the EDI team and drop-in sessions	EDI team
Support progression and retention of under-represented groups	Review the Trust development offer to support progression of women and under-represented groups; identify and support staff with caring responsibilities; explore flexible leadership roles	People and Inclusion, including EDI team, Staff Networks
Promote a safe and respectful workplace and intersectional understanding	Monitor the effectiveness of the Sexual Safety Charter through the Sexual Safety Working Group; undertake intersectional analysis of pay gaps via the EDI Working Group to inform future actions	Deputy Director of People and Inclusion, Strategic Recruitment Lead, OD Lead, Workforce Transformation

