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NHS
The Royal
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NHS Foundation Trust

The Royal Orthopaedic Hospital

Gender Pay Gap Report

March 2025



Introduction

- Government legislation means employers with 250 or more employees are required to publish their figures comparing men and women's average pay across the organisation.
- The gender pay gap is the difference between the average earnings of men and women.
- The first report was published in March 2018, which provided gender pay data as at 31 March 2017.
- The gender pay gap report must include:
 - Mean gender pay gap
 - Median gender pay gap
 - Mean bonus gender pay gap
 - Median bonus gender pay gap
 - Proportion of men in the organisation receiving a bonus payment
 - Proportion of women the organisation receiving a bonus payment
 - Proportion of men and women in each quartile pay band
- This report shows gender pay data as at 31 March 2024.



Difference between Gender Pay and Equal Pay

Equal Pay

- Equal pay deals with pay differences between men and women, who carry out the same jobs, similar jobs or work of equal value

Gender Pay

- Gender pay gap shows the differences in the average pay between men and women



Using the results of the Gender Pay Gap Report

Although we continue to develop an environment where people feel we provide equal opportunities and take action against any discrimination, we are not complacent and set priorities around our Public Sector Equality Duties.

We can use the results of this report to address:

- The levels of gender equality at the ROH
- The balance of male and females at different levels
- How effectively talent is being maximised and rewarded
- A clear set of actions to promote change



Definitions and Scope

Mean

- The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

Median

- The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

Pay Quartiles

- Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation.

Data

This report is based on pay rates for the following year:

- Pay as at 31 March 2024 and covers any bonuses paid within the year 1 April 2023 to 31 March 2024.
- It covers all employees under contract to The Royal Orthopaedic Hospital NHS Foundation Trust (the ROH), including Agenda for Change and Medical terms and conditions. It does not include Non-Exec Directors.
- All data has been collated from the Electronic Staff Record (ESR) system.

Median and Mean Gender Pay Gap

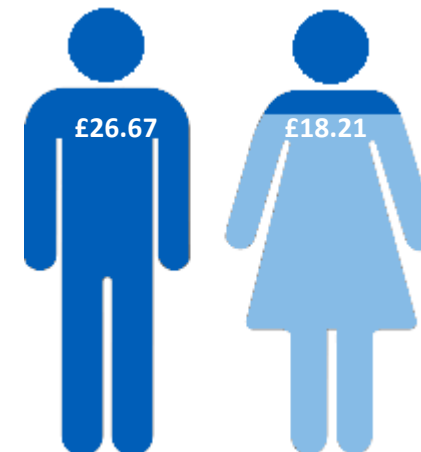
MEDIAN GENDER PAY GAP AT ROH

- The median hourly wage for men is **£19.88 (2024)** compared to £19.42 in 2023
- The median hourly wage for women is **£16.18 (2024)** compared to £15.33 in 2023
- This equates to a difference of **£3.70 (2024)** compared to £4.09 in 2023
- The median hourly rate is **18.61% (2024)** lower for women than it was for men compared to 21.06% in 2023
- In 2024 there had been a slight improvement for **every £1 earned by men, women earned 81.39p** compared to 78.94p in 2023



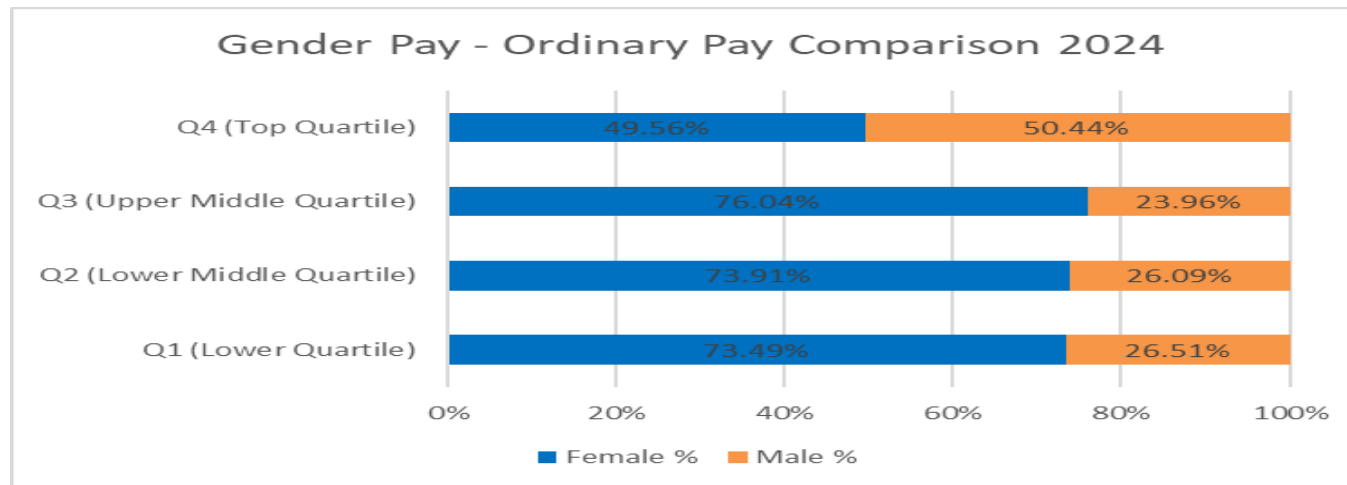
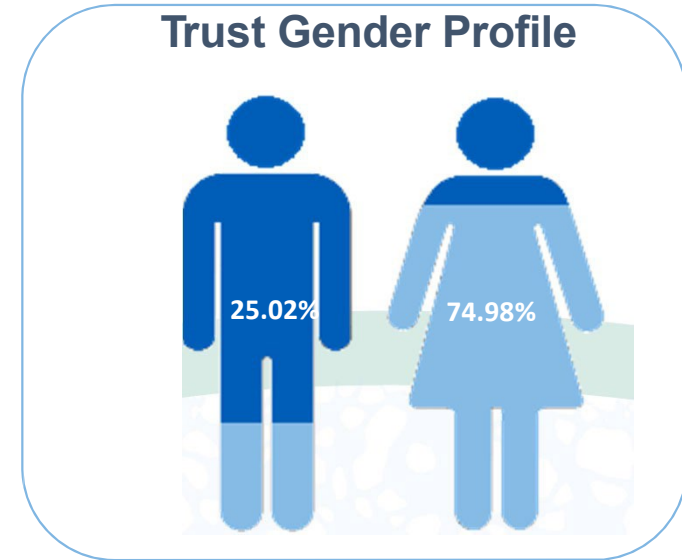
MEAN GENDER PAY GAP AT ROH

- The mean hourly rate for men is **£26.67 (2024)** compared to £25.58 in 2023
- The mean hourly rate for women is **£18.21 (2024)** compared to £17.26 in 2023
- **When comparing mean hourly wages, women's mean hourly wage was 31.69% lower in 2024 compared to 32.54% in 2023**
- This was a difference of **£8.46** in the average hourly rates between men and women in **(2024)** compared to £8.32 in 2023



Pay Quartiles

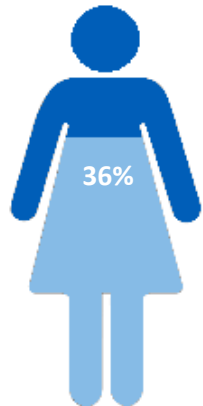
- The gender profile of the ROH has not changed significantly overall however, the proportion of female employee has increased slightly from 70.35% female and 29.65% male in 2023 compared to **74.98% female and 25.02% male in (2024)**
- This is a common workforce profile across NHS Trusts – as at May 2024, there were 74% women working in the NHS
- The Trust employ significantly more women in Quartiles 1, 2 and 3, however there is a smaller proportion within the top Quartile (4) at 49.56%.
- The number of consultant medical staff in **2024 was 85** of which **7 were women**



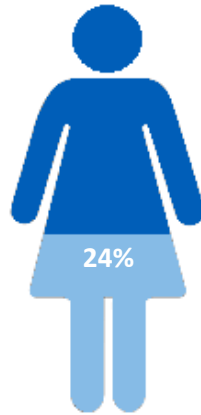
Gender Pay Gap Bonus Pay

- For the purposes of the gender pay gap, bonus pay is classed as any rewards that related to profit sharing, productivity, performance, incentive and commission that were actually paid within the reporting period. In ROH the only payment that qualifies as a bonus payment is the Clinical Excellence Award that applies to substantive consultant medical staff with more than 12 months service.
- At the ROH, the women's median bonus pay is 23.6% lower than men's. This means that **women earn 76p for every £1** that men earn when comparing median bonus pay. In the 2023, this was 41p.
- When comparing the mean bonus pay gap, women's mean bonus pay was **36% lower in (2024)** than men's. In the 2023, this was 59%.
- 73 male consultants and 6 female consultants received a bonus in 2024.

Mean Bonus Gender Pay Gap



Median Bonus Gender Pay Gap



Who received bonus pay at the ROH

- 0.60% of women
- 16.52% of men



Excluding Consultants

Gender 2024	Average Hourly Rate 2024	Median Hourly Rate 2024
Male	20.20	17.70
Female	17.98	16.06
Difference	2.22	1.64
Pay Gap %	10.9%	9.3%

Excluding all Medical Staff

Gender 2024	Avg. Hourly Rate 2024	Median Hourly Rate 2024
Male	18.33	14.79
Female	17.61	15.67
Difference	0.72	0.88
Pay Gap %	3.93%	5.95%

- The calculations for the ROH gender pay gap information includes medical staff.
- The Trust's gender pay gap and bonus pay gap is primarily driven by the gender split in the medical body which is approximately 92% male and 8% female.
- Historically in the orthopaedic field there has been a significantly higher proportion of male colleagues working in senior medical roles
- It is therefore helpful to recalculate the gender pay percentages excluding consultant and also excluding medical staff, to understand the impact that the higher proportion of male medical staff has on the figures
- Excluding consultants the mean gender pay reduces to 10.9% (it was 7.3% in 2023) and the median pay gap is 9.3% (compared to 6.2% in 2023)
- Excluding medical staff, the mean gender pay gap is 3.93% (which was 4.3% in 2023) and the median pay gap is 5.95%, which was 3.2% in 2023

Comparison to Previous Years

ORDINARY PAY				
MEAN			MEDIAN	
Year	Pay Gap %		Year	Pay Gap %
2018	36.20%		2018	27.80%
2019	34.30%		2019	23.10%
2020	36.90%		2020	29.50%
2021	36.30%		2021	28.60%
2022	33.80%		2022	22.60%
2023	32.54%		2023	21.06%
2024	31.69%		2024	18.61%
BONUS PAY				
MEAN			MEDIAN	
Year	Pay Gap %		Year	Pay Gap %
2018	53.90%		2018	62.20%
2019	46.90%		2019	53.30%
2020	63.50%		2020	55.50%
2021	61.40%		2021	42.50%
2022	62.90%		2022	45.00%
2023	76.11%		2023	59.09%
2024	36.03%		2024	23.60%

- There was an increase to 74.98% from 70.3% of women working at the Trust with highest proportions in the first three quartiles
- The mean pay gap has again decreased from 32.54% in 2023 to **31.69% in 2024**
- This is the fifth year that there has been a decrease in the mean gender pay gap
- Since 2023 we have seen a further decrease in the median gender pay gap from 21.06% to **18.61% in 2024**
- There has been a marked decrease in the mean bonus pay gap to 36.03% since 2023
- The gap for median bonus pay has decreased significantly since 2023 to **23.6% in 2024**
- The Trust's gender pay and bonus pay gap is primarily driven by the gender split in the consultant body which is approximately 92% male and 8% female.
- Based on the comparisons to previous years, the trends would suggest that the Trust is making progress with closing the Gender Pay Gap in some areas.



Action Plan (including updates from the 2024 Action plan)

Key Actions	Lead	Completion
Continue the work to actively promote flexible working opportunities/ shared parental leave in the advertising of new roles	Recruitment Team	July 2024 Completed
Recruitment and establishment of Women’s network chair Further development of the Women’s network to highlight specific areas for improvement with involvement from female colleagues in all departments	OD and Inclusion Team (CM) Women’s network	December 2024 Completed with the recruitment of a Network Chair and also a Deputy Network Chair
Implementation of Sexual Safety Charter across the Trust	HR (BC) Medical Directorate (JT) Freedom to Speak up Guardian	December 2024 Completed
Development of Talent and Succession strategy to include work on talent pipelines in line with EDI Improvement plan	OD and Inclusion Team (CM)	March 2025 Started : slow progress
Delivery of the EDI Improvement plan objectives aligned with Gender Pay gap	EDI Improvement plan Leads OD and Inclusion Team	March 2025 On track with actions for the plan ongoing



Action Plan

Action	Lead	Completion
Project to ensure that full functionality for flexible working options on E rostering is documented, and training is provided to Managers	ROH Bank Team Finance Team	December 2024 On hold
Review of Medical Trainee rotation programme to ensure correct level of support is available	Medical Directorate (AM)	March 2025 On track with actions ongoing
Curriculum map for Inclusion to be developed as part of all Medical Education work streams.	Education and Training (DR)	September 2025
Undergraduate Academy to explore development of a research project around perception of orthopaedics within medical students including outcomes.	Education and Training (ED)	September 2025
Develop work experience programme for pre medical schools (diversity in orthopaedics to be included as an element in programme)	Education and Training (DR)	May 2025



Action Plan

Action	Lead	Completion
Complete programme to support fertility in the workplace to include Fertility Ambassador training roll out	Women's Network HR team	September 2025
Complete the Pregnancy at work improvement action plan to new facilities, pregnancy workshops, access to suitable uniform and updates to the policy.	Women's Network	July 2025
Complete programme to support neurodiversity in Women at the Trust to include improvement action plan and training with external partner	Women's Network OD and Inclusion team	October 2025