



First choice for orthopaedic care  
[roh.nhs.uk](http://roh.nhs.uk)

**NHS**  
The Royal  
Orthopaedic Hospital  
NHS Foundation Trust

# The Royal Orthopaedic Hospital

## Gender Pay Gap Report March 2026

Data as of March 31<sup>st</sup> 2025



# Summary

- There has been a negative increase in the ROH Gender Pay gap from 31.69 % in 2024 to **33.01%** in 2025
- In the orthopaedic field there is a significantly higher proportion of male colleagues working in senior medical roles which has had an impact on the overall gender pay gap, but the Trust has made progress over the last few years to narrow this gap. The increase in the gap for 2025 can be attributed to:
  - The significantly higher proportion of male colleagues working in senior medical roles are at higher pay grades
  - An increase in male new starters across all bands from **25.94%** to **31.51%** with a higher percentage at higher bands
  - A decrease in female new starters to across all bands from **74.06%** to **68.49%** with a higher percentage at lower bands
  - A higher than average number of female leavers at Band 8 - 12 in total with 3 retirements and 5 promotions
- There has been a positive decrease in the median Gender Pay gap from **18.61%** (2024) to **16.71%** in 2025



## Summary continued

- There has been a negative increase in the Gender Bonus pay gap from 36.03% in 2024 to **76.05%** in 2025.
- There has also been a negative **increase** in the **Median bonus pay gap** from 23.60% to **66.67%** in 2025.
- At the Trust, bonus payments are only awarded to consultants aligned to previous CEA awards scheme. Again, in the orthopaedic field, this is significantly impacted by higher percentage of male consultants eligible for the award. The widening of the bonus gap for 2025 can be attributed to:
  - A decrease in the number of female consultants receiving an award in 2025
  - Changes made to local CEA Awards for consultants in 2024
- The key work undertaken in the previous 12 months to support women colleagues has included: promoting Leadership programmes, embedding Sexual Safety work and supporting women in key issues such as fertility, menopause and the completion of the Pregnancy at Work improvement plan.
- Future focus will be to review starters and leavers as part of the **inclusion recruitment** project, enhance **development** opportunities including **coaching**, and supporting **women's health** (including **MSK** issues)



# Introduction

- Government legislation requires employers with 250 or more employees to publish their figures comparing men and women's average pay across the organisation.
- This report provides the gender pay data for the period of 1<sup>st</sup> April 2024, to 31<sup>st</sup> March 2025.
- The gender pay gap is the difference between the average earnings of men and women.
- 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



# Difference between Equal Pay and Gender Pay

## Equal Pay

Equal pay means that men and women should get paid the same when the work they do is the **same**, or **similar**.

This is a legal requirement under the 2010 Equality Act

## Gender Pay

The 'gap' relates to the broader, *average pay difference* between *all* men and *all* women in a company or the whole workforce, even when no equal pay laws have been breached.

Typically, this is caused by women tending to be in lower-paying roles, working part-time, taking career breaks to bring up children or be carers, leading to fewer women in senior roles.

Even if equal pay is met, and there is no direct sex discrimination in jobs, a company might have a large gap if most women are in junior roles and most men in senior ones.



# Scope

## Data

This report is based on pay rates for the following:

- Pay as of March 31<sup>st</sup> 2025
- It covers any bonuses paid within the financial year of 1<sup>st</sup> April 2024 to 31<sup>st</sup> March 2025.
- 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-Executive Directors' pay
- All data has been collated from the Electronic Staff Record (ESR) system.



# 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.

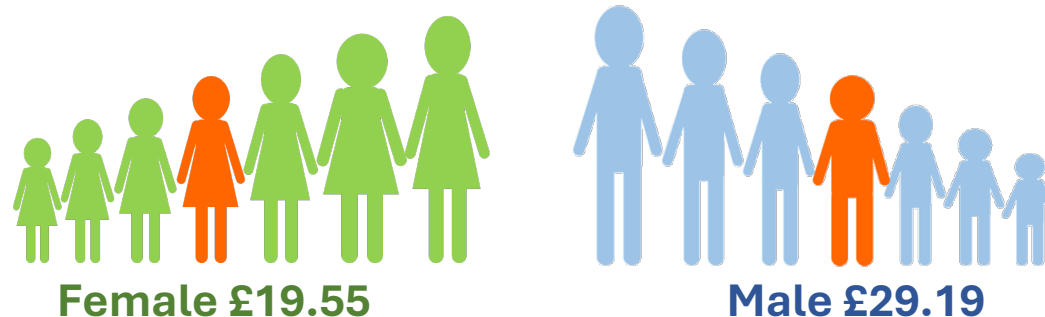
We can use the results of this report to address:

- 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
- Identify obstacles and barriers
- Provide a pathway of actions to promote change

# Mean Gender Pay Gap

The **mean gender pay gap** in 2025 was **33.01%** in 2025 compared to 31.69% in 2024

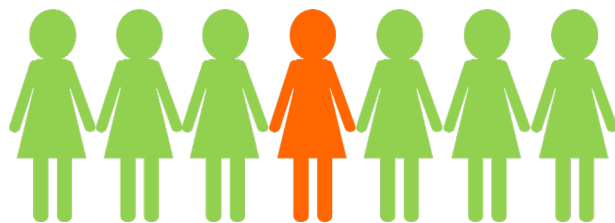
- The mean hourly wage for men in 2025 was **£29.19**, compared to £26.67 in 2024.
- The mean hourly wage for women in 2025 was **£19.55**, compared to £18.21 in 2024
- This equates to a difference in 2025 of **£9.64**, compared to £8.46 in 2024
  
- The mean hourly wage for men increased by **9.45%** between 2024 and 2025
- The mean hourly wage for women increased by **7.36%** between 2024 and 2025
  
- In 2025 for every £1 earned by men, the mean woman earned 67p, compared to 68.31p in 2024



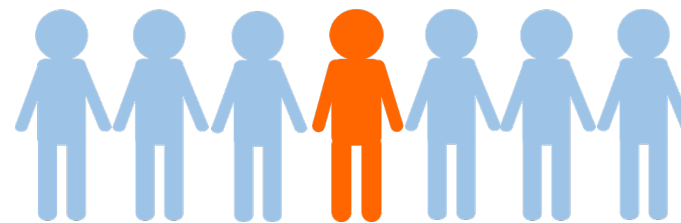
# Median Gender Pay Gap

The **Median Gender Pay gap** in 2025 has reduced to **16.71%**, compared to 18.61% in 2024

- The median hourly wage for men in 2025 was **£21.34**, compared to £19.88 in 2024.
- The median hourly wage for women in 2025 was **£17.81**, compared to £16.18 in 2024
- This equates to a difference in 2025 of **£3.53**, compared to £3.70 in 2024
  
- The median hourly wage for men increased by **7.34%** between 2024 and 2025
- The median hourly wage for women increased by **10.1%** between 2024 and 2025
  
- In 2025 for every £1 earned by men, the median woman earned **83.29p**, compared to 81.39p in 2024



**Female £17.81**



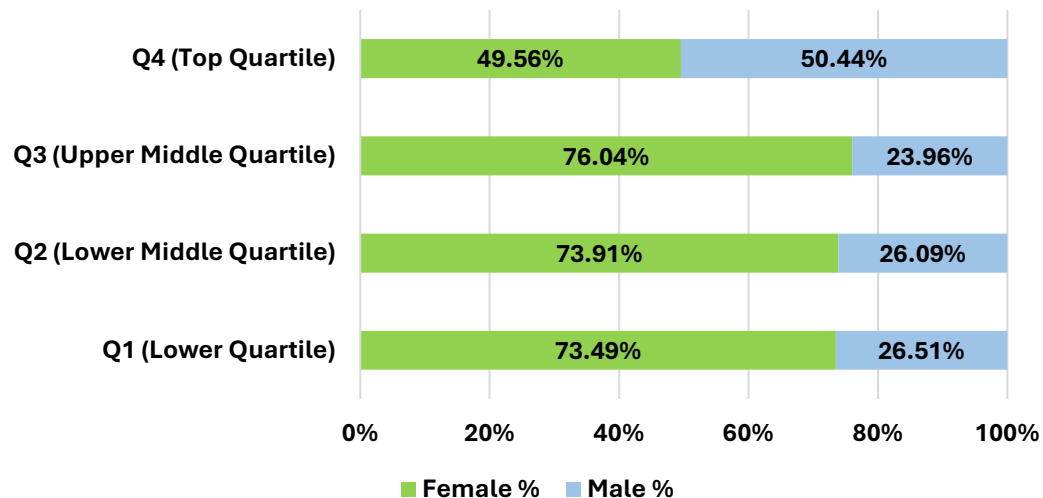
**Male £21.34**



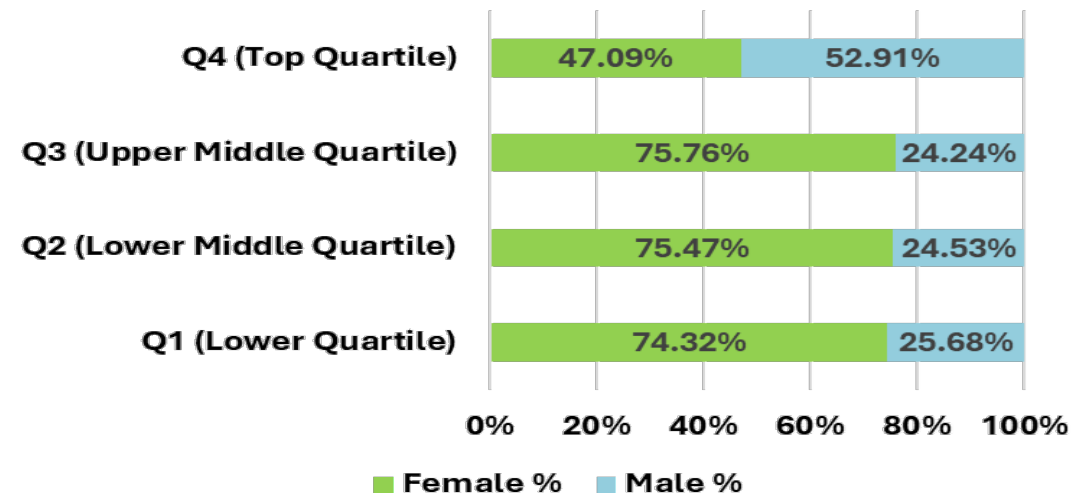
# Pay Quartiles 2024 vs 2025

- Overall, the proportion of females in the lower 2 quartiles increased slightly.
- In the higher paid top 2 quartiles, there were small increases in the proportion of males.
- The number of consultant medical staff in 2024 was 85, of which 7 were female.
- In 2025 the number of consultant medical staff increased to 89 of which 8 were female, an increase from 7.61% to 8.25% for women

**Gender Pay - Ordinary Pay Comparison 2024**

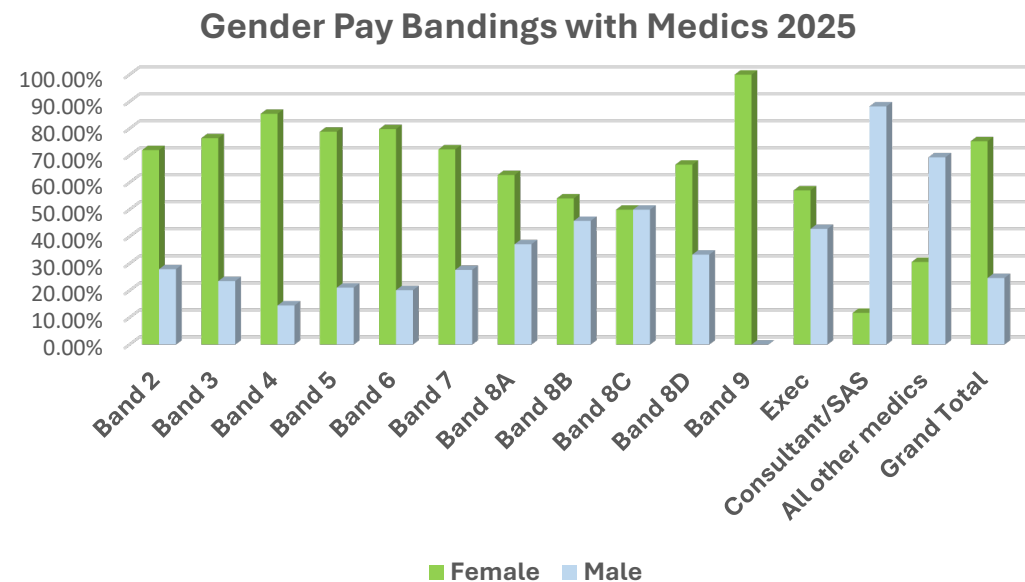
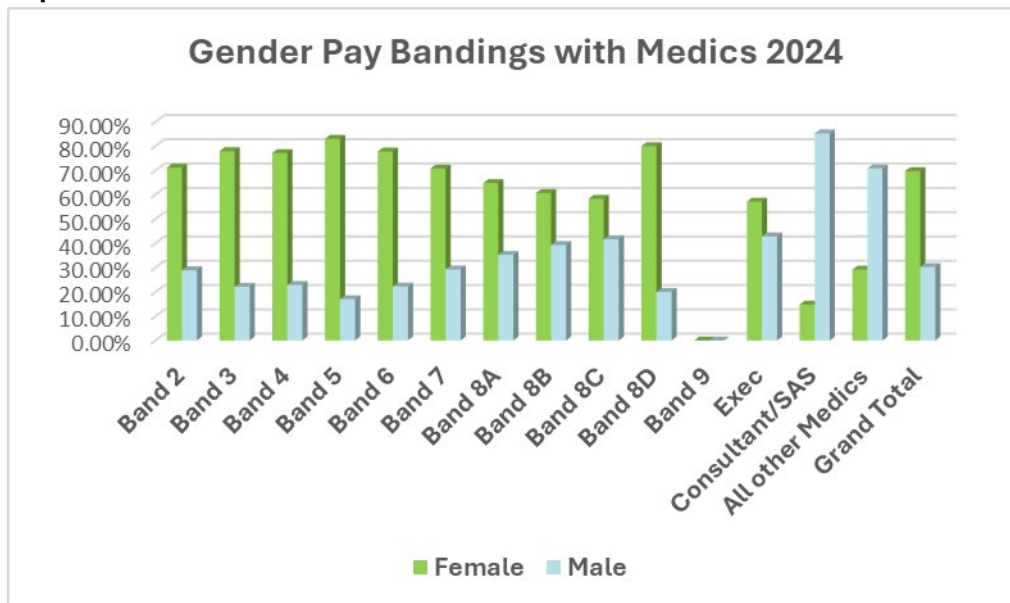
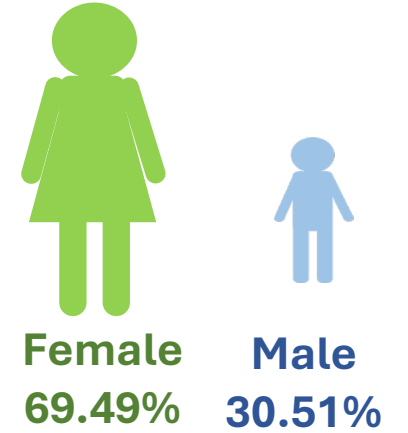


**Gender Pay - Ordinary Pay Comparison 2025**





# ROH gender split

- In 2025 females make up **69.49%** of the workforce, down from 74.98% in 2024
- IN 2025 males make up **30.51%** of the workforce, up from 25.02% in 2024
- 80% of staff at Band 8D were female in 2024, the percentage in 2025 was 66.67% (4 Female, 2 Male).
- While 100% of staff at Band 9 in 2025 are women, that only equates to 1 person
- There have been more females employed in the lower quartiles and more males in the upper quartiles.





# Gender Pay Gap bonus pay

- Bonus pay is classed as any rewards that relate to profit sharing, productivity, performance, incentive and commission that were actually paid within the reporting period.
- At the ROH the only payment that qualifies as a bonus payment is the Clinical Excellence Award, which applies to substantive consultant medical staff with more than 12 months service.

   
**Male £1** **Female 24p**

- **Mean bonus pay** - women's bonus pay was **76.05% lower** in 2025 than men's, compared to 36.03% lower in 2024
- For mean bonus pay then, for every £1 earned by men, a woman would have earned **24p**

   
**Male £1** **Female 33p**

- **Median bonus pay** – women's bonus pay was **66.67% lower** in 2025 than men's, compared to 23.60% lower in 2024
- For median bonus pay then, for every £1 earned by men, a woman would have earned **33p**

- The bonus gender pay gap for both mean and median bonus pay have increased
- In 2025, 2 female consultants and 23 male consultants received bonus pay. In 2024, 6 female and 72 male consultants received bonus pay
- As a percentage the proportion of women receiving bonus pay has increased to 8% in 2025, from 7.59% in 2024



# Gender Pay Gap excluding consultants and medical staff

- Gender pay gap calculations include medical staff.
- The ROH's gender pay gap and bonus pay gap results are primarily driven by the gender split within the medical body.
- Historically, in the orthopaedic profession, there has been a significantly higher proportion of male colleagues working in senior medical roles, which are at the higher pay grades.
- The gender split amongst medical staff has improved, it is now 82% male and 18% female in 2025, compared to 92% Male and 8% Female in 2024.
- Because of this known factor, The Trust calculates the mean and median gender pay percentages excluding consultants and then also excluding all medical staff



# Gender Pay Gap excluding consultants and medical staff

## ROH results when excluding just consultant staff

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	22.56	19.1
Female	19.36	18.37
Difference	3.2	0.73
Pay Gap %	16.52%	3.97%

- Excluding consultants, the **mean** gender pay reduces from 33.01% to **16.52%**. This is an increase on the 2024 figure of 10.9%
- Excluding consultants the **median** gender pay reduces from 16.71% to **3.97%**. This is an improvement from the 2024 figure of 9.3%

## ROH results when excluding ALL medical staff

Gender	Avg. Hourly Rate	Median Hourly Rate
Male	19.96	18.46
Female	18.93	17.81
Difference	1.02	0.65
Pay Gap %	5.12%	3.64%

- Excluding all medical staff, the **mean** gender pay gap reduces from **33.01%** to **5.12%**. This is an increase on the 2024 figure of 3.93%
- Excluding all medical staff, the median pay gap is **3.64%**. This is an improvement from the 2024 figure of **5.95%**



# Leavers and Joiners April 1<sup>st</sup> 2024 to March 31<sup>st</sup> 2025

Noting the widening of the mean gender pay gap and an increase in the percentage of male staff, further analysis was completed on starters and leavers data

JOINERS		
Non-Medical	Male	Female
	45	179
Medical	Male	Female
	5	5

- There were 224 joiners, of which 79.91% were female and 20.09% were male.
- The increase in male staff in the ROH's gender split, currently up from 25.02% to 30.51%, is not being driven by new recruitment

LEAVERS		
Level	Female	Male
Trust	74.83%	25.17%
Band 2	33	13
Band 3	9	0
Band 4	12	3
Band 5	20	3
Band 6	21	7
Band 7	5	2
Band 8	12	3
Band 9	0	0
Medical	0	2
Medical	0	5
<b>Total Leavers</b>	<b>112</b>	<b>38</b>

- There were 150 leavers, 112 female and 38 male leavers
- Female turnover is 74.83% and male turnover is 25.17%.
- The female turnover is higher and the male turnover lower, than the gender split, which was 69.49% female and 30.51% male
- The number of female leavers at Band 8 equates to 12, with 3 retirees and 5 promotions



# Comparison to previous years

- There was an **increase in men** working at ROH from 25.02% to 30.51%
- The **mean pay gap has negatively increased** from 31.69% to 33.01%
- The **median pay gap has positively decreased** further from 18.61% to 16.71%
- There has been a marked **increase in the mean bonus pay gap** to 76.05% from 36.03%
- There has been a marked **increase in the median bonus pay gap** to 66.67% from 23.60%

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%
2025	33.01%	2025	16.71%
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%
2025	76.05%	2025	66.67%



# Action Plan

Key Actions	Lead	Completion
Enhance flexible working resources with toolkit and communications programme	HR /OD and Inclusion	September 2026
Review starters and leavers data to highlight any target areas of focus	OD and Inclusion HR and Recruitment	May 2026
Continue support senior female leaders to undertake development through programmes including Leadership Development and Coaching and Mentoring	OD and Inclusion team	Review in March 2027
Continue the work to actively promote flexible working opportunities/ shared parental leave in the advertising of new roles	Recruitment Team	Ongoing
Focus on Women's Health in Women's network education sessions	Women's Network OD and Inclusion team	December 2026 - On track. Schedule completed to include sessions on; migraines, PCOS, MSK Health, Breast and Ovarian cancer, Perimenopause, Menopause & Intersectionality of Women's Health.
Align and promote work undertaken by the MSK Triage Manager with Women's Health education	OD and Inclusion team MSK OH Manager	April 2026
Complete programme to support fertility in the workplace to include Fertility Ambassador training roll out	Women's Network HR team	September 2026. On track- partially completed with one staff member trained as an ambassador and further ambassadors being sought.
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	September 2026 Started : slow progress
Review of Medical Trainee rotation programme to ensure correct level of support is available	Medical Directorate (AM)	Ongoing work to review levels of support needed
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	Dec 2026 Currently on hold



First choice for orthopaedic care  
[roh.nhs.uk](http://roh.nhs.uk)

**NHS**  
The Royal  
Orthopaedic Hospital  
NHS Foundation Trust

# Appendices

# Definitions



**Mean** - The mean is the arithmetic average of a group of scores. So, the mean hourly rate is the average hourly wage across the entire organisation. 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 is the middle "score" in a list of scores; it is the point at which half the scores are above, and half the scores are below. 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. 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** - Quartiles divide the number of data points into four equal parts, or quarters. pay quartiles are calculated by splitting all employees in an organisation into four even quarters 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