

Gender Pay Gap Reporting (GPG) for the year 2025 to 2026

Author:

Stephen Strang,
Email

Workforce Planning and Insights Manager (Author)
Stephen.strang@berkshire.nhs.uk

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1. Purpose

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This report presents Berkshire Healthcare NHS Foundation Trust's statutory Gender Pay Gap (GPG) information for the 2025/26 reporting year and provides an evidence-based explanation of the structural factors that influence observed differences in pay. Gender pay gap reporting measures the difference in **average hourly pay** between women and men across the workforce and does not measure equal pay for equal work.

For the purposes of statutory gender pay gap reporting, "men" and "women" refer to employees recorded as male or female within the Trust's Electronic Staff Record (ESR). This is self-reported information, primarily collected during recruitment, and reflects how individuals have identified within the available response options. The analysis therefore uses the gender categories recorded in ESR, in line with national reporting requirements.

2. Executive Summary

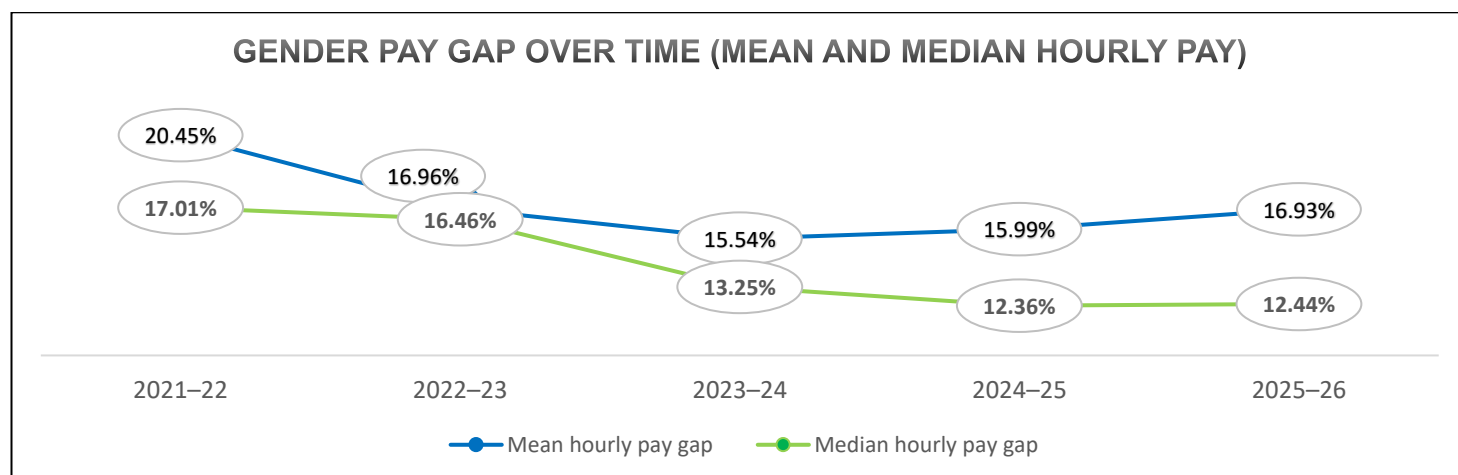
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Headline statutory position

- In 2025/26, the Trust's mean gender pay gap is **16.93%**, and the median gender pay gap is **12.44%**.
- When analysis is restricted to **Agenda for Change (AfC) roles only (Bands 2–9)**, covering over **95% of the workforce**, the gender pay gap reduces substantially to **5.62% (mean)** and **4.74% (median)**.
- This represents a reduction of approximately **67% of the mean gender pay gap** and **62% of the median gender pay gap**, demonstrating the scale of impact associated with staff groups outside the AfC pay framework.
- Staff outside AfC Bands 2–9 comprise a **small number of higher-paid non-AfC roles**, primarily **medical and dental staff**, alongside Very Senior Managers, some lower paid apprentices and a small number of staff on TUPE-protected arrangements.
- This shows that the Trust's overall gender pay gap is driven predominantly by **workforce composition, role mix and nationally determined pay frameworks**, rather than unequal pay within roles.

Direction of travel

- Over the last five years, the Trust's gender pay gap has fluctuated rather than followed a consistent improving trend.
- Year-to-year movements largely reflect changes in workforce composition, contract mix, working patterns and national pay agreements rather than changes to recruitment or promotion outcomes.



Key drivers of the gender pay gap

Evidence in this report shows that the Trust's gender pay gap is primarily shaped by structural characteristics of the workforce and nationally determined pay frameworks, rather than differences in pay treatment or progression outcomes between women and men.

1. Workforce composition

The Trust's workforce is predominantly female, with women making up over 80% of staff across most Agenda for Change bands. Representation varies by band and staff group, and women make up a higher proportion of the Trust workforce than their share of the local working-age population. Because the Trust employs a much higher proportion of women than men overall, and because men and women are not evenly distributed across all roles and pay levels, these structural patterns affect overall average pay calculations when results are aggregated at Trust level.

2. Pay frameworks and contract type

Agenda for Change roles, which account for the large majority of the Trust's workforce, exhibit relatively small gender pay gaps, reflecting nationally determined pay bands and consistent pay application within roles. In contrast, non-Agenda for Change roles (particularly medical and dental posts) attract materially higher hourly rates and have a different gender composition, with a higher proportion of men compared to most Agenda for Change staff groups. The inclusion of these higher-paid, more male-represented roles therefore has a disproportionate effect on the Trust's overall gender pay gap, despite pay being applied consistently and in line with national frameworks within each staff group.

3. Working patterns and pay enhancements

Men are more likely, on average, to undertake unsocial hours and on-call duties that attract pay enhancements. These enhancements increase recorded hourly pay and influence average pay measures and pay quartile placement, even where base pay and

pay progression arrangements are equivalent. Evidence supporting this is set out in [Section 5](#), with detailed pay-element data provided in [Appendix C](#)

4. Age, career timing and working patterns

At older age ranges, average hourly pay is higher for men than for women, driven by differences in role mix, working patterns, full-time equivalent and exposure to higher-paid roles over time. These effects accumulate across a career and contribute to observed differences in average pay at older ages.

5. Differential national pay awards

In 2025/26, Agenda for Change staff received a uniform consolidated pay uplift, while medical staff received higher percentage uplifts through separate national pay review arrangements. Given the higher average pay associated with medical roles and the higher proportion of men within this staff group, these differential awards contributed to year-on-year movement in the headline gender pay gap through structural effects rather than unequal application of pay.

What is not driving the gap

Analysis undertaken for this report finds no evidence that the Trust's gender pay gap is driven by:

- unequal pay within Agenda for Change bands;
- disadvantage to women in recruitment outcomes;
- men systematically entering roles on higher starting salaries; or
- higher promotion rates for men at either organisational or senior levels.

Instead, observed pay differences arise from how roles, working patterns and nationally determined pay frameworks interact across the workforce, rather than from differential treatment of individuals by gender.

3. Statutory Gender Pay Gap Results

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3.1 Mean and median hourly pay (methodology)

Hourly pay is calculated using pay at the statutory snapshot date and includes basic pay and all eligible pay elements in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations. Pay is calculated on an hourly basis and is not adjusted for full-time or part-time status.

3.2 Gender pay gap – hourly pay

In 2025/26, the Trust's gender pay gap is **16.93% at the mean** and **12.44% at the median**. When analysis is restricted to Agenda for Change roles only (Bands 2–9), the gender pay gap reduces materially to **5.62% (mean)** and **4.74% (median)**.

Gender	Mean hourly pay (£)		Median hourly pay (£)	
	All staff	AfC only (Bands 2–9)	All staff	AfC only (Bands 2–9)
Total staff	5188	4946	5188	4946

Male	£27.83	£23.65	£24.45	£21.92
Female	£23.12	£22.32	£21.41	£20.88
Difference	£4.71	£1.33	£3.04	£1.04
Pay gap (%)	£0.17	£0.06	£0.12	£0.05

3.3 Bonus pay (statutory)

The Equality Act 2010 requires reporting on bonus pay, including the proportion of men and women receiving a bonus and the mean and median bonus pay gap.

In 2025/26:

- **0.22% of women** received a bonus, compared to **1.65% of men**.
- The **mean bonus pay gap** was **4.62%**, and the **median bonus pay gap** was **15.64%**.

Bonus payments largely relate to Clinical Excellence Awards and other legacy or contractual arrangements for medical staff. These awards are not available to Agenda for Change staff and apply to a very small number of employees. Bonus pay may also reflect personal salary arrangements, historic pay protections or non-standard contractual terms, rather than Trust-wide reward practices. As a result, bonus payments do not represent a primary driver of the Trust's overall gender pay gap and should be interpreted as reflecting historic and contractual factors rather than current organisational pay policy.

While the median bonus pay gap remains volatile due to small numbers, it has reduced compared to the previous year. Given the limited coverage of bonus payments, year-on-year changes should be interpreted with caution.

The **median bonus pay gap has reduced compared to the previous year**. However, this change is driven primarily by a reduction in the median bonus value received by men, rather than a material increase in the median bonus received by women. Given the very small population in receipt of bonus payments, median values can fluctuate year-to-year and should therefore be interpreted with caution.

Measure	Women	Men
% receiving a bonus	0.22%	1.65%
Mean bonus pay gap	–	4.62% (men higher)
Median bonus pay gap	–	15.64% (men higher)

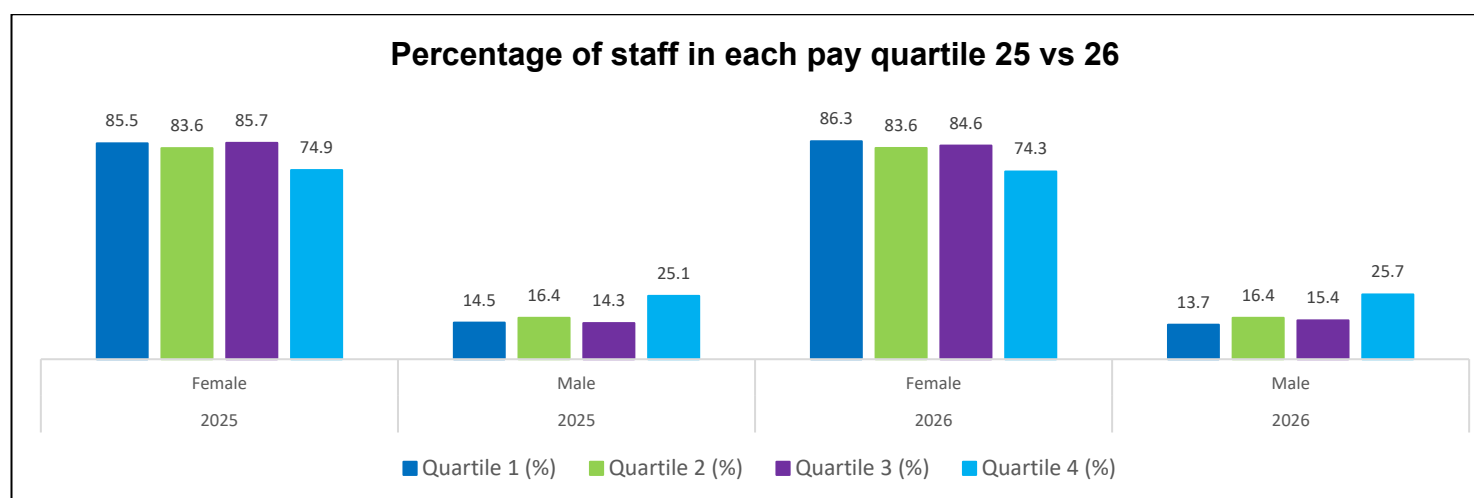
3.4 Pay quartiles

Pay quartiles show the distribution of men and women across the workforce when ordered by hourly pay.

Men account for a higher proportion of staff in the upper pay quartile than in other quartiles. However, men remain a minority overall and within every quartile, including the upper quartile. This reflects differences in distribution rather than absolute dominance within higher-paid roles.

While men account for a higher proportion of staff in the upper pay quartile than elsewhere in the workforce, this reflects relative concentration rather than absolute dominance. Men remain a minority overall and within each quartile, including the upper quartile.

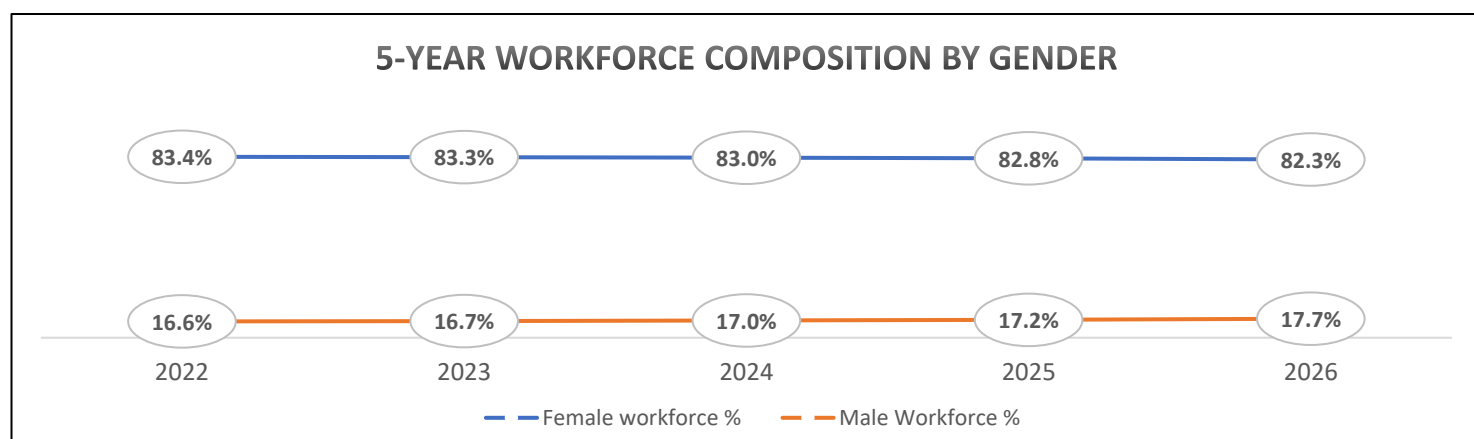
Quartile analysis reflects the distribution of hourly pay rather than job seniority alone and is influenced by contract type, pay enhancements and working patterns. As such, quartile outcomes should be interpreted as a descriptive view of pay distribution rather than an indicator of progression or promotion practices.



4. Workforce Composition and Pay Frameworks

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The Trust's workforce is highly gender-skewed, with women comprising approximately 82% of all staff. This distribution has remained broadly stable over time.



Analysis by pay framework shows that:

- AfC roles exhibit relatively small gender pay gaps.
- Non-AfC roles, including medical posts, attract materially higher hourly rates and have a different gender balance.

Staff group	Average hourly rate (£)	% female	% male	Total staff
Medical and Dental <i>*Not included in AfC roles only (Bands 2–9)</i>	£55.98	53.1%	46.9%	209
Additional Professional Scientific and Technical	£29.87	86.5%	13.5%	561
Healthcare Scientists	£26.13	81.8%	18.2%	11

Allied Health Professionals	£25.33	83.6%	16.4%	578
Nursing and Midwifery Registered	£24.79	85.6%	14.4%	1,372
Administrative and Clerical	£22.14	80.5%	19.5%	1,256
Students	£17.99	92.9%	7.1%	14
Estates and Ancillary	£16.70	28.6%	71.4%	28
Additional Clinical Services	£15.87	83.7%	16.3%	1,159
Trust total	£23.96	82.2%	17.8%	5,188

5. Working Patterns and Pay Enhancements

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Analysis of pay elements shows that men are more likely to receive pay enhancements associated with unsocial hours, weekend working and on-call arrangements. These enhancements materially increase hourly pay and influence average pay and quartile outcomes. This pattern partly reflects occupational clustering, as men are more highly represented in certain roles and staff groups (such as estates, technical and some on-call clinical roles) where unsocial hours and on-call arrangements are more common.

Pay Element	Men (count)	Women (count)	Men (%)	Women (%)	Difference (pp)
Night Duty Enhancement	115	272	12.46	6.38	6.08
Saturday Enhancement	192	631	20.80	14.79	6.01
Sunday Enhancement	174	579	18.85	13.58	5.28

*For detailed pay-element table, [click here](#)

The pattern observed in the Trust's data is consistent with wider national labour-market evidence. Analysis published by the [Office for National Statistics on the UK night-time economy](#) shows that men account for a higher proportion of night-time workers nationally, with **56%** of night-time workers recorded as male and **44%** as female in 2022. This provides broader context for the Trust's findings and highlights that differences in exposure to unsocial working patterns are not unique to the organisation.

This section therefore demonstrates how locally observed differences in the receipt of pay enhancements align with established national patterns in working hours and schedules, rather than indicating a Trust-specific anomaly.

6. Entry Pay, Recruitment and Progression

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Starting pay on appointment

Analysis of external Agenda for Change hires shows that:

- Women, on average, are appointed at slightly higher starting increment points than men.
- Differences in starting pay are small and not consistent across all bands, indicating that starting increments are broadly comparable by gender.

Average Starting Increment Point of External Hires 25/26

	Female	Male	Difference
Band 2	1.00	1.00	0.00
Band 3	1.35	1.25	0.10
Band 4	1.35	1.20	0.15
Band 5	1.31	1.10	0.21
Band 6	1.93	2.00	-0.07
Band 7	1.78	1.76	0.01
Band 8a	1.64	2.00	-0.36
Band 8b	2.00	1.50	0.50
Band 8c	1.33	3.00	-1.67
Band 8d	No Hires	No Hires	No Hires
Band 9	No Hires	No Hires	No Hires
Grand Total	1.51	1.46	0.05

Recruitment outcomes

Recruitment data shows women are **1.31 times** more likely to be both shortlisted, and **1.16 times** more likely to be offered a job after attending an interview than men, with similar rates when considering internal applicants only.

*For detailed recruitment outcome data, [click here](#)

Promotion rates

Trust-wide promotion rates are broadly similar, with men showing a marginally higher overall promotion rate than women (**6.95%** compared to **6.50%**). Differences are small, and variation by band does not show a consistent organisational pattern, indicating that promotion outcomes are broadly comparable by gender.

Given that workforce composition and representation are the primary drivers of the Trust's gender pay gap, additional analysis was undertaken at senior levels (**Band 7 and above**) to understand whether promotion outcomes at this level might be contributing to observed differences. This reflects the higher proportion of men in senior roles and tests whether men are more likely than women to progress once at these grades.

At band 7 and above, promotion rates remain relatively similar, with men showing a slightly higher rate than women (**4.62%** compared to **3.98%**). The difference is minimal and close to equitable, providing no evidence that promotion outcomes at senior level are a material contributor to the Trust's gender pay gap.

	Female promotion rate (%)	Male promotion rate (%)
Trust total	6.50%	6.95%
Band 7 and above	3.98%	4.62%

*For detailed promotion data by band, [click here](#)

7. Age, Working Patterns and Retention

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Pay gaps are minimal in early careers and widen from ages **36–45 onwards**. This coincides with:

- divergence in [average full-time equivalent](#) (FTE),
- higher rates of [part-time working among women](#), and
- increasing [male representation in older age groups](#) and higher-paid roles.

Average hourly pay differences increase markedly at older ages, particularly from age 46 onwards, reflecting differences in role type, working patterns and exposure to higher-paid positions.

Age Range	Female	Male	Difference	Grand Total
16-25	£15.81	£15.36	£0.45	£15.75
26-35	£21.18	£21.71	-£0.53	£21.27
36-45	£23.63	£26.16	-£2.53	£24.04
46-55	£24.33	£31.86	-£7.53	£25.84
56-65	£25.03	£30.85	-£5.81	£26.05
66+	£22.78	£36.62	-£13.84	£26.09
Grand Total	£23.12	£27.83	-£4.71	£23.96

National labour-market data provides important context for this pattern. [Office for National Statistics analysis shows that](#), on average, women exit the labour market at a younger age than men, with the average age of exit around **1.2 years earlier for women**. This contributes to a relatively higher proportion of men continuing in paid work at older ages, including beyond age 65, and helps to contextualise the gender distribution observed in the [Trust's 66+ age group](#).

*For detailed data relating to Working Patterns, Age and FTE, [click here](#)

Men also have higher turnover than women within the Trust (11.41% compared to 9.24%), which reinforces existing workforce composition patterns over time.

Gender	Turnover rate
Female	9.24%
Male	11.41%

8. National Pay Awards and Workforce Structure

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In 2025/26, different national pay arrangements applied to different staff groups within the Trust.

Agenda for Change staff received a uniform **3.3% consolidated pay uplift** across all bands and pay points. A flat percentage uplift applied consistently across an unchanged workforce does not,

in isolation, alter either the mean or median gender pay gap *within* the Agenda for Change workforce.

In contrast, medical and dental staff received **higher national pay awards** through separate pay review body arrangements. Medical roles attract substantially higher average hourly pay than Agenda for Change roles and have a markedly different gender composition, with a considerably higher proportion of men compared to most other staff groups.

As a result, even in a scenario where the workforce remained entirely unchanged year-to-year (with no staff movement, no changes in role, band or increment point) **differences in national pay awards alone would be expected to increase average hourly pay more for men than for women at an aggregate Trust level**. This occurs because higher percentage pay uplifts are applied to a staff group that is both significantly higher paid and relatively more male.

In this context, year-to-year movements in the Trust's overall gender pay gap can arise purely from the interaction between workforce composition, contract type and national pay settlements, rather than from changes in recruitment, progression or pay practices. This structural effect is therefore an important contextual factor when interpreting changes in headline gender pay gap figures.

9. Intersectional Context

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Analysis by gender and ethnicity shows variation in average and median pay outcomes across groups. Interpretation is limited by small numbers in some categories, and the data is therefore provided for contextual understanding rather than causal interpretation.

*For intersectional pay gap data, [click here](#)

10. Summary

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The Trust's gender pay gap is a **structural outcome**, driven primarily by:

- workforce composition and representation,
- career pathways and occupational distribution,
- part-time and flexible working arrangements,
- pay frameworks and contract mix,
- working patterns and pay enhancements,
- age, career timing and full-time equivalent (FTE) differences, and
- differential national pay awards between staff groups.

The evidence presented in this report does not indicate unequal pay for equal work, nor systemic disadvantage to women in recruitment, starting pay or promotion outcomes. Differences in pay are explained by how roles are distributed across the workforce, how pay is constructed within national frameworks, and how working patterns interact with those frameworks.

From a statistical perspective, changes in workforce composition can influence headline gender pay gap measures in different ways. Given the relatively small size of the male workforce overall, changes in male representation within lower-paid roles can have a proportionally larger effect on average pay calculations than comparable changes within higher-paid roles that sit within a much larger female workforce. This reflects how mean and median pay gap measures respond to structural distribution and group size, rather than indicating the relative importance or value of different roles.

Overall, the Trust's gender pay gap should be interpreted as an indicator of workforce structure and nationally determined pay framework effects rather than a measure of unequal pay practices. Given the scale and composition of the workforce, substantial reductions in the headline gender pay gap are unlikely to occur rapidly without significant changes in workforce mix and working patterns.

The Trust's focus therefore remains on areas within its direct influence that support both men and women equally, including inclusive job design, equitable access to flexible and part-time working opportunities, and transparent progression and development support, while continuing to monitor gender pay outcomes openly and in line with statutory reporting requirements.

Appendix A – Statutory Gender Pay Gap Tables

Included here (full tables):

- Mean hourly pay gap – 5-year trend
- Median hourly pay gap – 5-year trend
- Bonus pay:
 - Mean bonus pay gap – multi-year
 - Median bonus pay gap – multi-year
 - Bonus payments – coverage and values
 - Bonus pay gap (mean and median %)
- Percentage of staff in each pay quartile last 5 years

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Mean hourly pay

Reporting year	Mean hourly pay gap	Improvement on previous years pay gap	Males (£)	Females (£)	£ difference
2021–22	20.45%	×	£23.74	£18.88	£4.85
2022–23	16.96%	✓	£23.89	£19.84	£4.05
2023–24	15.54%	✓	£24.52	£21.91	£3.81
2024–25	15.99%	×	£26.25	£22.05	£4.20
2025–26	16.93%	×	£27.83	£23.12	£4.71

Median hourly pay

Reporting year	Median hourly pay gap	Improvement on previous years pay gap	Males (£)	Females (£)	£ difference
2021–22	17.01%	n/a	£20.90	£17.35	£3.55
2022–23	16.46%	✓	£21.66	£18.10	£3.57
2023–24	13.25%	✓	£21.91	£19.00	£2.90
2024–25	12.36%	✓	£22.99	£20.15	£2.84
2025–26	12.44%	×	£24.45	£21.41	£3.04

Mean bonus pay

Year	Males	Females	£ difference
2020–21	£8,086	£5,094	£2,992
2021–22	£6,907	£5,113	£1,794
2022–23	£8,063	£5,678	£2,385
2023–24	£7,484	£5,666	£1,818
2024–25	£5,443	£5,257	£186
2025–26	£5,297	£5,052	£245

Median bonus pay

Year	Males	Females	£ difference
2020–21	£1,488	£1,413	£74
2021–22	£3,745	£3,745	£0
2022–23	£4,790	£4,790	£0
2023–24	£4,945	£4,945	£0
2024–25	£6,032	£4,524	£1,508
2025–26	£5,467	£4,612	£855

Bonus payments – coverage and values

Year	Males (number)	Males (%)	Females (number)	Females (%)
2020–21	17	1.98%	14	0.35%
2021–22	38	4.63%	40	1.00%
2022–23	34	3.88%	37	0.88%
2023–24	43	4.61%	42	0.96%
2024–25	16	1.61%	12	0.26%
2025–26	16	1.65%	10	0.22%

Bonus pay gap (mean and median %)

Reporting year	Mean bonus pay gap	Change compared to previous year	Median bonus pay gap	Progress on previous years median gap
2020–21	37.00%	n/a	27.92%	n/a
2021–22	25.97%	✓	0%	✓
2022–23	29.58%	✗	0%	n/a
2023–24	24.29%	✓	0%	n/a
2024–25	3.42%	✓	25%	✗
2025–26	4.62%	✗	15.64%	✓

Percentage of staff in each pay quartile last 5 years

Year	Gender	Quartile 1 (%)	Quartile 2 (%)	Quartile 3 (%)	Quartile 4 (%)
2022	Female	88.3	87.8	85.3	73.1
2022	Male	13.7	12.2	14.7	26.9
2023	Female	87.1	84.2	86.0	74.2
2023	Male	13.0	15.8	14.0	25.8
2024	Female	86.3	83.6	86.1	74.9
2024	Male	13.8	16.4	13.9	25.1
2025	Female	85.5	83.6	85.7	74.9
2025	Male	14.5	16.4	14.3	25.1
2026	Female	86.3	83.6	84.6	74.3
2026	Male	13.7	16.4	15.4	25.7

Appendix B – Workforce Composition and Pay Structure

Included here:

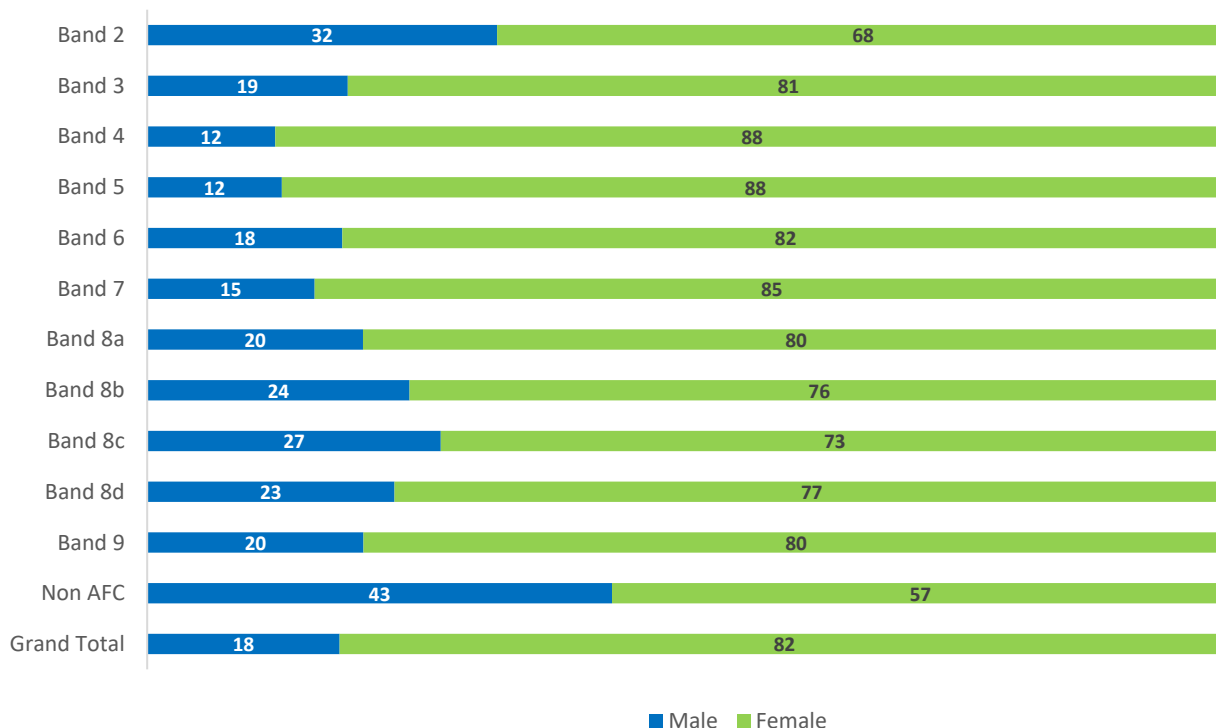
- Male and Female Workforce split at BHFT:
 - Over 5 years
 - by band
- Average Hourly Pay and Gender Composition by Staff Group (Trust Average Shown for Comparison)
- Average Hourly Pay by Gender within Staff Group
- Gender Pay Gap by Workforce Scope (All Staff vs AfC Bands 2–9), 2025/26
- Average Hourly Rate by Pay Band and Sex

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Male and Female
Workforce split
at BHFT over 5
year period

Year	Female	Male	Total workforce	Female workforce %	Male Workforce %
2021	3905	816	4,721	82.7	17.3
2022	3986	794	4,780	83.4	16.6
2023	4136	832	4,968	83.3	16.7
2024	4332	887	5,219	83.0	17.0
2025	4555	948	5,503	82.8	17.2
2026	4513	971	5,484	82.3	17.7

Workforce Representation by band %



Average Hourly Pay and Gender Composition by Staff Group (Trust Average Shown for Comparison)

Staff group	Average hourly rate (£)	% female	% male	Total staff
Medical and Dental	£55.98	53.1%	46.9%	209
Additional Professional Scientific and Technical	£29.87	86.5%	13.5%	561
Healthcare Scientists	£26.13	81.8%	18.2%	11
Allied Health Professionals	£25.33	83.6%	16.4%	578
Nursing and Midwifery Registered	£24.79	85.6%	14.4%	1,372
Administrative and Clerical	£22.14	80.5%	19.5%	1,256
Students	£17.99	92.9%	7.1%	14
Estates and Ancillary	£16.70	28.6%	71.4%	28

Additional Clinical Services	£15.87	83.7%	16.3%	1,159
Trust total	£23.96	82.2%	17.8%	5,188

Average Hourly Pay by Gender within Staff Group

Staff group	Female average hourly rate (£)	Male average hourly rate (£)	Difference (£ per hour, male – female)
Medical and Dental	£52.3	£60.1	£7.8
Administrative and Clerical	£21.0	£26.8	£5.8
Healthcare Scientists	£25.5	£29.1	£3.6
Estates and Ancillary	£15.6	£17.1	£1.5
Nursing and Midwifery Registered	£24.6	£25.6	£1.0
Allied Health Professionals	£25.2	£26.0	£0.8
Additional Clinical Services	£15.8	£16.0	£0.2
Additional Professional Scientific and Technical	£29.9	£30.0	£0.1
Students	£18.1	£17.1	-0.9
Trust total	£23.1	£27.8	£4.7

Gender Pay Gap by Workforce Scope (All Staff vs AfC Bands 2–9), 2025/26

Gender	Mean hourly pay (£)		Median hourly pay (£)	
	All staff	AfC only (Bands 2–9)	All staff	AfC only (Bands 2–9)
Male	£27.83	£23.65	£24.45	£21.92
Female	£23.12	£22.32	£21.41	£20.88
Difference	£4.71	£1.33	£3.04	£1.04
Pay gap (%)	£0.17	£0.06	£0.12	£0.05

**Average Hourly Rate by Pay Band
and Sex**

Row Labels	Female	Male	Difference
Band 2	£13.65	£16.98	-£3.32
Band 3	£14.68	£15.39	-£0.72
Band 4	£15.48	£15.45	£0.03
Band 5	£18.61	£18.43	£0.18
Band 6	£23.09	£22.99	£0.10
Band 7	£27.26	£28.05	-£0.80
Band 8a	£31.33	£32.00	-£0.66
Band 8b	£36.73	£36.17	£0.56
Band 8c	£43.92	£43.73	£0.19
Band 8d	£52.50	£52.97	-£0.47
Band 9	£63.93	£62.61	£1.32
Non AFC	£47.09	£60.76	-£13.67
Grand Total	£23.12	£27.83	-£4.71

Appendix C – Pay Elements, Enhancements and Unsocial Hours

Included here:

- Pay Elements Received by Staff, by Gender

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Pay Elements Received by Staff, by Gender

Pay Element	Men (count)	Women (count)	Men (%)	Women (%)	Difference (pp)
AfC High Cost Area Pay	460	2,579	49.84	60.47	-10.63
Night Duty Enhancement	115	272	12.46	6.38	6.08
Saturday Enhancement	192	631	20.80	14.79	6.01
Sunday Enhancement	174	579	18.85	13.58	5.28
Employer-specified WTD	819	3,995	88.73	93.67	-4.94
On-call Supplements	31	17	3.36	0.40	2.96
AfC On-call Pay	41	72	4.44	1.69	2.75
Statutory Sick Pay – Total	46	302	4.98	7.08	-2.10
London Fringe Allowance	27	36	2.93	0.84	2.08
AfC Long-term Recruitment & Retention (%)	19	9	2.06	0.21	1.85
Basic Pay	903	4,241	97.83	99.44	-1.60
Clinical Excellence Awards	16	7	1.73	0.16	1.57
Night Duty (Non-pensionable)	13	13	1.41	0.30	1.10
Flexible Pay Premia – Psychology NP	14	20	1.52	0.47	1.05
On-call Availability (NP)	10	8	1.08	0.19	0.90
AfC Long-term Recruitment & Retention (value)	13	43	1.41	1.01	0.40

Statutory Maternity Pay – Recovery (notional)	0	16	0.00	0.38	-0.38
Statutory Maternity Pay – Recovery	0	16	0.00	0.38	-0.38
Statutory Maternity Pay – Total	0	16	0.00	0.38	-0.38
Occupational Maternity Pay (OMP)	0	14	0.00	0.33	-0.33
Long-term Protection Pay	3	3	0.33	0.07	0.25
Salary Sacrifice (Group 0)	31	134	3.36	3.14	0.22
Emergency Commitment Pay	1	10	0.11	0.23	-0.13
Occupational Paternity Pay (OPP)	1	0	0.11	0.00	0.11
Occupational Shared Parental Pay – Recovery	1	0	0.11	0.00	0.11
Statutory Paternity Pay – Recovery (notional)	1	0	0.11	0.00	0.11
Statutory Paternity Pay – Total	1	0	0.11	0.00	0.11
Short-term Enhancement Protection	2	14	0.22	0.33	-0.11
Weekend Allowance (NP)	3	10	0.33	0.23	0.09
AfC Pay Protection	0	4	0.00	0.09	-0.09
Flexible Pay Premia – Part-time Transitional NP	1	2	0.11	0.05	0.06
Unsocial Hours Enhancement	10	44	1.08	1.03	0.05
Additional Basic Pay	2	8	0.22	0.19	0.03
Total (all elements)	2,047	8,874	221.78	208.07	13.71

Appendix D – Working Patterns, Age and FTE

Included here:

- Average hourly pay by age and gender
- Average FTE of workforce by gender and age range
- Count of workforce by gender and age range
- % of workforce by gender and age range
- Working Patterns by Gender (Average FTE and Full time / Part time Split)
- Working Patterns by Band (Average FTE and Part time Working)
- % of adverts available for full time and part time

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Average of Hourly Rate by gender and age range

Age Range	Female	Male	Difference	Grand Total
16-25	£15.81	£15.36	£0.45	£15.75
26-35	£21.18	£21.71	-£0.53	£21.27
36-45	£23.63	£26.16	-£2.53	£24.04
46-55	£24.33	£31.86	-£7.53	£25.84
56-65	£25.03	£30.85	-£5.81	£26.05
66+	£22.78	£36.62	-£13.84	£26.09
Grand Total	£23.12	£27.83	-£4.71	£23.96

Average FTE of workforce by gender and age range

Age Range	Female	Male	Difference	Grand Total
16-25	0.98	0.98	0.00	0.98
26-35	0.91	0.98	-0.06	0.92
36-45	0.85	0.95	-0.10	0.86
46-55	0.87	0.95	-0.08	0.88
56-65	0.82	0.91	-0.09	0.84
66+	0.69	0.79	-0.10	0.71
Grand Total	0.86	0.94	-0.08	0.88

Count of workforce by gender and age range

Age Range	Female	Male	Grand Total
16-25	220	35	255
26-35	909	186	1,095
36-45	1,117	218	1,335
46-55	1,149	289	1,438
56-65	765	162	927
66+	105	33	138
Grand Total	4,265	923	5,188

% of workforce by gender and age range

Age Range	Female	Male
16-25	86	14
26-35	83	17
36-45	84	16
46-55	80	20
56-65	83	17
66+	76	24
Grand Total	82	18

Working Patterns by Gender (Average FTE and Full-time / Part-time Split)

Gender	Average FTE	% Full-time	% Part-time
Female	0.86	0.60	0.41
Male	0.94	0.85	0.16
Total	0.88	0.64	0.36

**Working Patterns by
Band (Average FTE and
Part-time Working)**

Band	Total posts	% part-time posts	Average FTE
Band 2	68	54%	0.74
Band 3	744	39%	0.86
Band 4	777	33%	0.90
Band 5	699	24%	0.92
Band 6	926	39%	0.87
Band 7	1,027	38%	0.88
Band 8a	421	42%	0.85
Band 8b	169	38%	0.88
Band 8c	70	33%	0.91
Band 8d	35	40%	0.86
Band 9	10	40%	0.91
Non-AfC	242	38%	0.86
Total	5,188	36%	0.88

**% of adverts available for full time and part
time**

	Adverts	% of total adverts
Full time	1,386	77
Part time	496	28

Appendix E – Recruitment, Entry Pay and Progression

Included here:

- Recruitment outcomes:
 - external applicants
 - internal applicants
- Gender Composition of External Hires by Pay Band
- Average Increment Point on Appointment for External Hires by Pay Band and Gender
- Internal Promotion Rates by Gender and Band
- Average months in pay grade of workforce

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Recruitment Outcomes by Gender (All Applicants)

Recruitment stage	Female	Male
Applications shortlisted	13,875	5,723
Offered interview	2,307	723
% of shortlisted offered interview	16.6%	12.6%
Likelihood to be shortlisted	1.31	0.75
Attended interview	1,748	512
% of interviews attended	75.8%	70.8%
Offered job	738	186
% offered job (of those interviewed)	42.2%	36.3%
Likelihood to be appointed	1.16	0.86

Recruitment Outcomes by Gender (Internal Applicants Only)

Recruitment stage	Female	Male
Applications shortlisted	1,096	335
Offered interview	533	124
% of shortlisted offered interview	48.6%	37.0%
Likelihood to be shortlisted	1.31	0.76

Attended interview	474	98
% of interviews attended	88.9%	79.0%
Offered job	322	61
% offered job (of those interviewed)	68.0%	62.2%
Likelihood to be appointed	1.09	0.91

Gender Composition of External Hires by Pay Band

Pay band	Total hires (n)	% female hires	% male hires
Band 2	12	83.3%	16.7%
Band 3	84	81.0%	19.0%
Band 4	105	80.0%	20.0%
Band 5	119	82.4%	17.6%
Band 6	85	81.2%	18.8%
Band 7	77	77.9%	22.1%
Band 8a	16	87.5%	12.5%
Band 8b	10	40.0%	60.0%
Band 8c	4	75.0%	25.0%
Band 8c	0	0%	0%
Band 9	0	0%	0%
Non-AfC	89	69.7%	30.3%
Total	601	78.5%	21.5%

Average Increment Point on Appointment for External Hires by Pay Band and Gender

Row Labels	Female	Male	Difference	Grand Total
Band 2	1.00	1.00	0.00	1.00
Band 3	1.35	1.25	0.10	1.33
Band 4	1.35	1.20	0.15	1.32
Band 5	1.31	1.10	0.21	1.27
Band 6	1.93	2.00	-0.07	1.94
Band 7	1.78	1.76	0.01	1.78

Band 8a	1.64	2.00	-0.36	1.69
Band 8b	2.00	1.50	0.50	1.70
Band 8c	1.33	3.00	-1.67	1.75
Grand Total	1.51	1.46	0.05	1.50

Internal Promotion Rates by Gender and Band

Band	Female staff	Female promotion rate (%)	Male staff	Male promotion rate (%)	Difference (female – male, pp)
Band 2	78	20.51%	31	22.58%	-2.07
Band 3	689	6.39%	145	6.90%	-0.51
Band 4	758	7.39%	109	8.26%	-0.87
Band 5	619	8.56%	84	13.10%	-4.53
Band 6	845	7.57%	166	4.82%	2.75
Band 7	933	3.97%	164	4.88%	-0.91
Band 8 – Range A	350	3.71%	91	5.49%	-1.78
Band 8 – Range B	147	4.76%	43	4.65%	0.11
Band 8 – Range C	53	5.66%	18	0.00%	5.66
Band 8 – Range D	26	0.00%	9	0.00%	0.00
Band 9	9	0.00%	3	0.00%	0.00
Band 7 and above	1509	3.98%	325	4.62%	-0.64
Trust total	4,507	6.50%	863	6.95%	-0.45

Average months in pay grade of workforce

Gender	Months in grade
Men	64
Women	66

Appendix F – Intersectional Context

Included here:

- Average and median hourly pay by:
 - gender
 - ethnicity

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Average of Hourly
Rate by gender and
age range

Ethnic Origin Grouping	Female – Avg (£)	Female – Median (£)	Male – Avg (£)	Male – Median (£)
Asian	£23.10 (4th)	£20.30 (5th=)	£32.08 (2nd)	£24.95 (2nd)
Black	£21.56 (5th)	£20.44 (4th)	£23.06 (6th)	£20.82 (6th)
Mixed	£21.42 (6th)	£20.30 (5th=)	£26.56 (5th)	£23.03 (5th)
Not Stated	£24.32 (2nd=)	£21.92 (1st=)	£39.86 (1st)	£34.83 (1st)
Other	£24.32 (2nd=)	£21.92 (1st=)	£26.69 (4th)	£23.07 (4th)
White	£24.48 (1st)	£21.92 (1st=)	£27.50 (3rd)	£24.94 (3rd)
Ethnically Diverse	£22.42	£20.43	£27.16	£24.94

Appendix G – Turnover and Retention

Included here:

Turnover rate by gender

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March 26 Turnover rate by
gender

Gender	Turnover rate
Female	9.24%
Male	11.41%

Appendix H – External Benchmarking and Comparator Analysis

Included here:

Gender Pay Gap comparison with neighbouring trusts

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This appendix provides comparative context by positioning Berkshire Healthcare NHS Foundation Trust alongside neighbouring trusts and system partners using published gender pay gap data.

The table below presents headline gender pay gap measures, pay quartile distribution and bonus coverage for comparator organisations of varying size and function.

Gender Pay Gap comparison with neighbouring trusts

Employer	Employer size	Gender pay gap (%)		Women by pay quartile (%)				Received bonus pay (%)	
		Mean	Median	Lower	Lower-middle	Upper-middle	Upper	Women	Men
Berkshire Healthcare	5,000–19,999	16.9%	12.4%	86.3%	83.6%	84.6%	74.4%	0.2%	1.7%
Frimley Health	5,000–19,999	18.1%	4.1%	75.7%	75.9%	81.9%	64.7%	0.5%	2.4%
Surrey & Borders Partnership	1,000–4,999	11.8%	12.1%	71.5%	78.3%	80.3%	78.8%	8.9%	13.6%
Royal Berkshire	5,000–19,999	19.8%	5.2%	75.8%	78.7%	83.2%	65.5%	0.6%	3.9%
Oxford Health	5,000–19,999	16.0%	5.2%	82.0%	81.6%	82.9%	73.9%	0.3%	1.1%
Buckinghamshire Healthcare	5,000–19,999	23.8%	12.6%	82.0%	82.0%	84.0%	66.0%	1.0%	4.0%
Oxford University Hospitals	5,000–19,999	24.2%	10.9%	70.9%	81.9%	77.0%	61.4%	0.6%	2.8%
Frimley ICB	250–499	21.9%	26.2%	79.3%	79.8%	73.5%	55.8%	0.0%	0.0%
BOB ICB	250–499	21.1%	11.2%	86.5%	71.5%	75.5%	66.1%	0.0%	0.0%
BHFT position vs partners	—	3rd lowest	7th lowest	2nd highest	Highest	Highest	2nd highest	3rd lowest	4th lowest

Comparative positions are provided for contextual understanding only. Differences between organisations reflect variation in workforce size, service mix, organisational function, role distribution and contract type. As such, benchmarking data should not be interpreted as a direct indicator of organisational performance or practice in isolation.