



The Robert Jones and Agnes Hunt  
Orthopaedic Hospital  
NHS Foundation Trust

# Gender Pay Gap Comparison 2025

→ *Improving lives through excellent and innovative care*

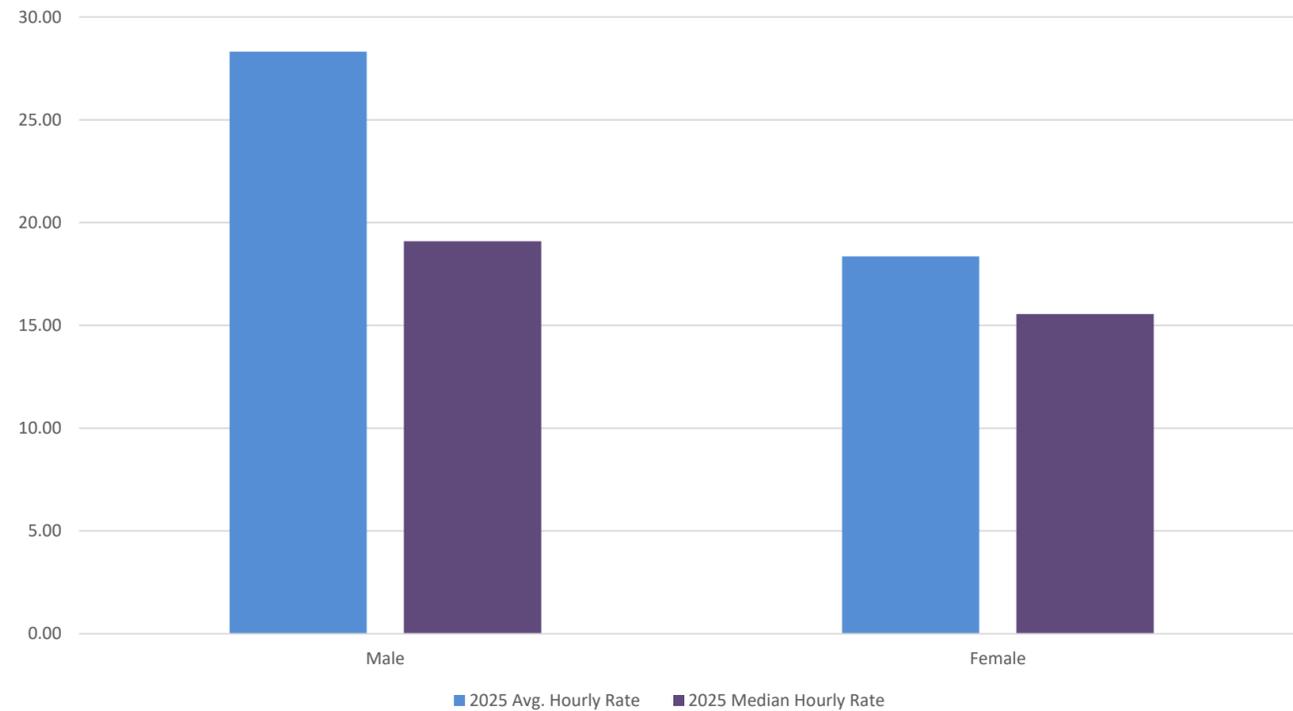
**NHS**

# Headcount of Staff



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2025



Gender	Headcount	%
Female	1447	75%
Male	471	25%
Total	1918	

The average pay presented in this report is calculated over different numbers of employees. As the Trust employ **75%** more female employees than male, this will account for some variance.

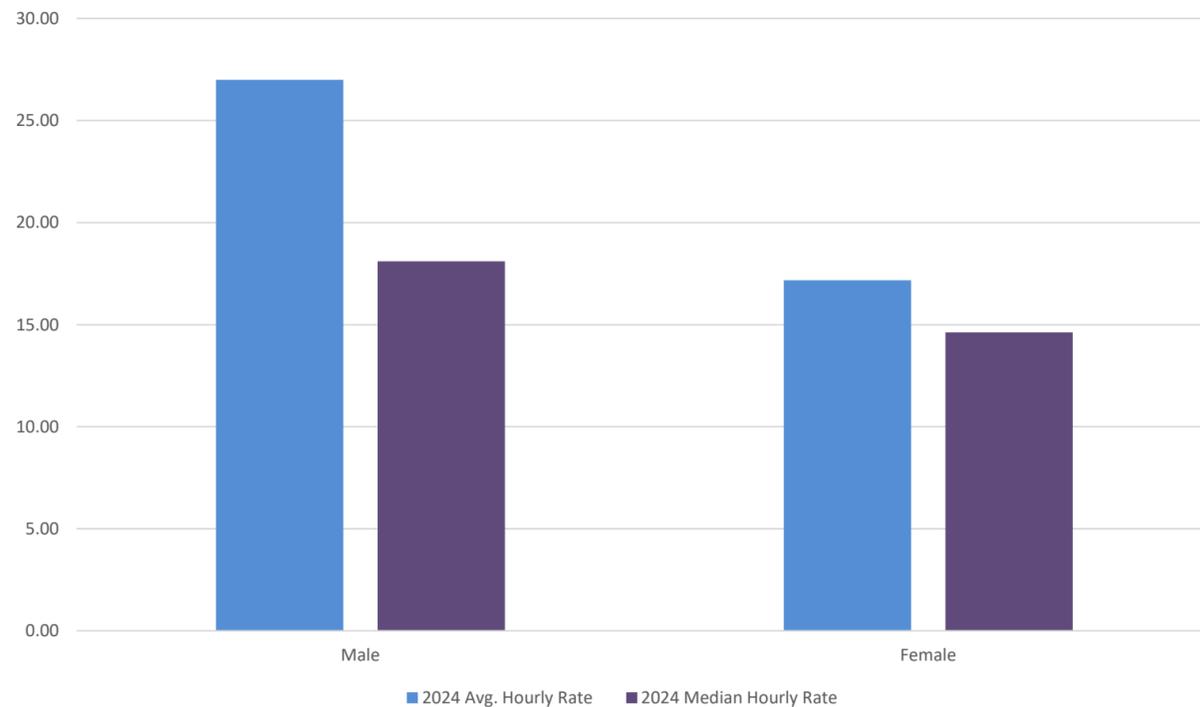


# Hourly Pay Gap



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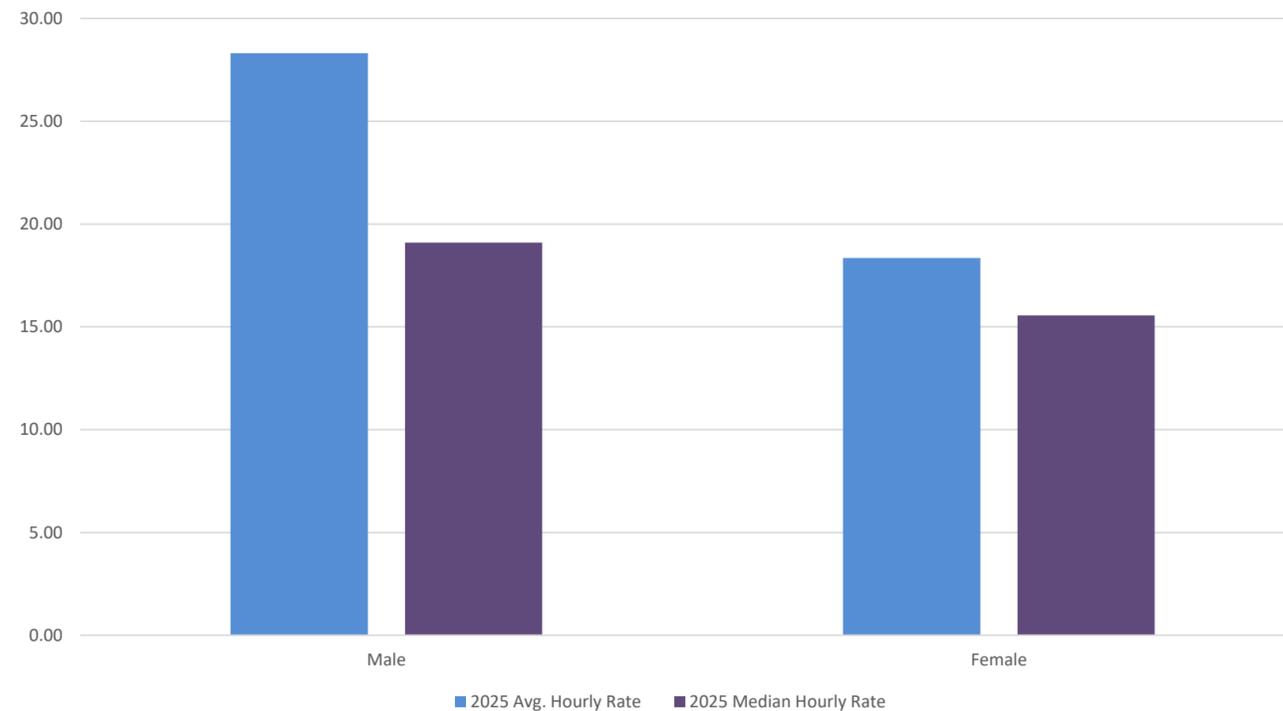
2024



In the Trust women earn £3.47 per hour less than men when comparing the median hourly rate. Their median hourly pay is 19.2% lower than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 36.4% less than men's.

This means that for every £1.00 earned by men, women earn £0.81.

2025



In the Trust women earn £3.54 per hour less than men when comparing the median hourly rate. Their median hourly pay is 18.56% lower than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 35.18% less than men's.

This means that for every £1.00 earned by men, women earn £0.81.



# Hourly Pay Gap

→ 2024

Median Gender Pay Gap - Hourly Pay.



Mean Gender Pay Gap - Hourly Pay.



2025

Median Gender Pay Gap - Hourly Pay. 0.81p



Mean Gender Pay Gap - Hourly Pay. 0.65p

Over the past 3 years, the average hourly rate of pay gap has remained the same, however, the % as seen a downward trajectory, this year the figure has decreased by 1.21%. The median hourly pay rate gap has also decreased by 0.62% for 2025.

# Gender Pay Gap



Fostering and supporting a diverse and inclusive workforce is at the forefront of our Trust's plans to be the employer of choice to enable on-going delivery of outstanding patient care. Our organisation is 76% female, and our results show that like the majority of other NHS organisations we continue to have a gender pay gap.

## 2024

This pay gap report shows an increase of 0.24% in the mean and a decrease of 1.90% in the median pay gap.

Our pay gap exists of 36.4% when expressed as a mean average and 19.2% as a median average, therefore there is more work to do.

This equates to an average hour rate difference of £9.82 with men receiving an average of £26.99 per hour compared to £17.17 for women.

## 2025

This pay gap report shows a decrease of 1.21% in the mean and a decrease of 0.62% in the median pay gap.

Our pay gap exists of 35.18% when expressed as a mean average and 18.56% as a median average, therefore there is more work to do.

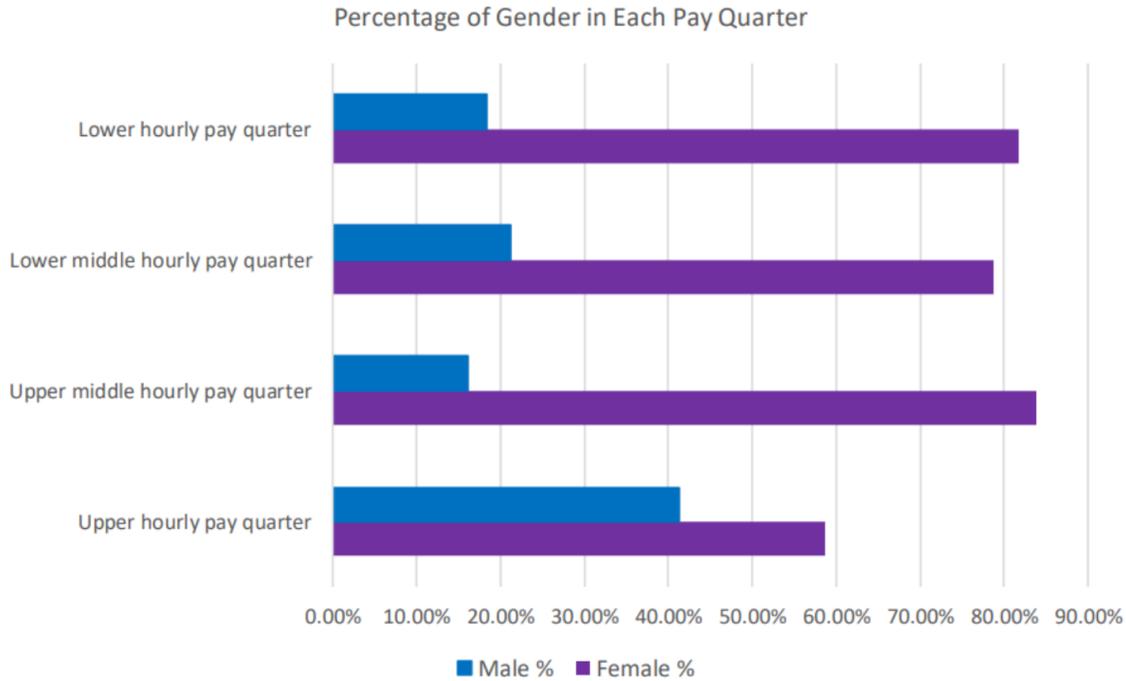
This equates to an average hour rate difference of £9.96 with men receiving an average of £28.31 per hour compared to £18.35 for women.

# Hourly Pay Gap –



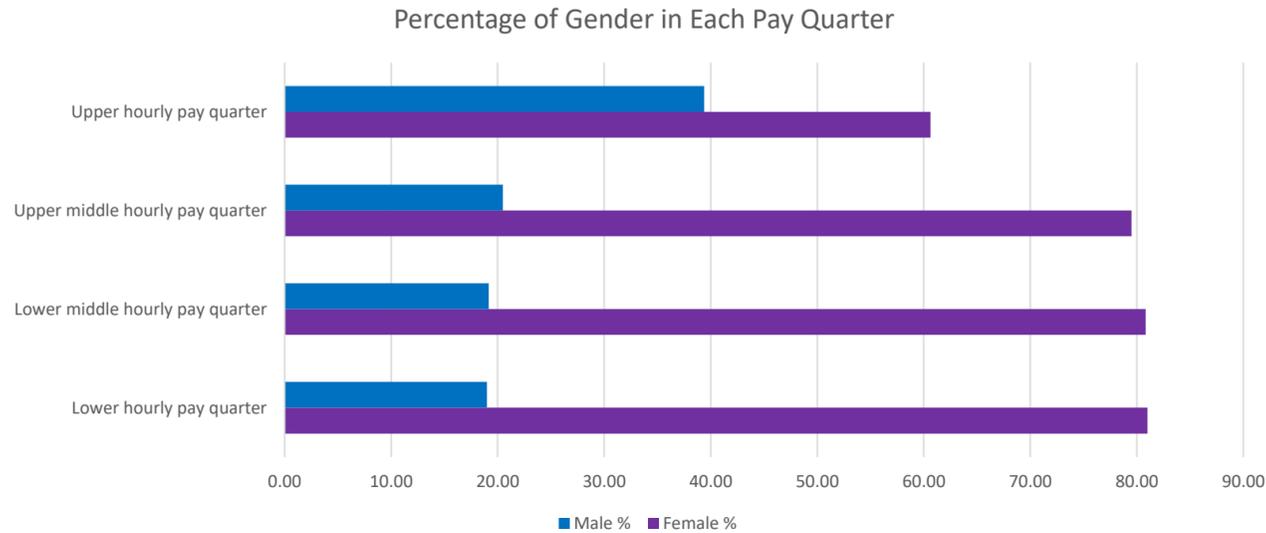
Percentage of Women in Each Pay Quarter.

2024



In the Trust, women occupy 58.7% of the highest paid jobs and 81.7% of the lowest paid jobs.

2025



In the Trust, women occupy 60.63% of the highest paid jobs and 81% of the lowest paid jobs.

# Gender Pay Gap by Occupation Group.

2025



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	TRUST WIDE		Nursing and Midwifery Registered		Medical and Dental		Allied Health Professionals		Add Prof Scientific and Technic		Additional Clinical Services		Administrative and Clerical		Estates and Ancillary		Healthcare Scientists	
Gender	Avg. Hourly Rate	Median Hourly Rate	Avg. Hourly Rate	Median Hourly Rate	Avg. Hourly Rate	Median Hourly Rate	Avg. Hourly Rate	Median Hourly Rate	Avg. Hourly Rate	Median Hourly Rate	Avg. Hourly Rate	Median Hourly Rate	Avg. Hourly Rate	Median Hourly Rate	Avg. Hourly Rate	Median Hourly Rate	Avg. Hourly Rate	Median Hourly Rate
Male	28.31	19.09	22.60	21.01	57.05	61.87	21.48	20.76	24.60	22.90	14.65	13.57	19.82	16.55	13.30	12.85	23.58	23.58
Female	18.35	15.55	21.05	23.00	49.21	50.59	22.53	22.99	24.46	24.82	14.02	13.46	16.19	13.57	14.15	13.54	23.38	18.88
Difference	9.96	3.54	1.55	-1.99	7.84	11.28	-1.05	-2.23	0.14	-1.92	0.63	0.11	3.70	1.71	-0.85	-0.69	0.20	4.70
Pay Gap %	35.18	18.56	6.86	-9.47	13.75	18.23	-4.91	-10.74	0.57	-8.38	4.30	0.81	19.68	11.74	-6.42	-5.37	0.86	19.93
<i>minus figures means females earn more than males</i>																		



# Bonus Pay Gap

2025



When comparing bonus pay, 0.31% of women received bonus payment, compared to 5.54% of men. Women's bonus pay was 30.78% higher than Men's when comparing the median bonus pay.

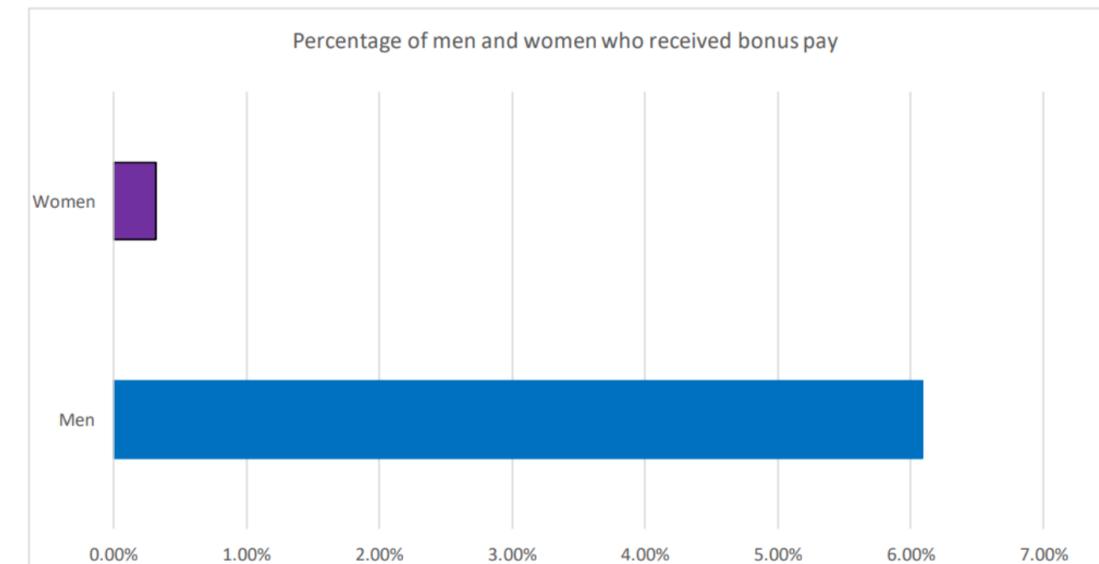
Due to the consolidation of the CEA payments into the 2024 Consultant contract, there is a smaller sample pool for 2025 compared to 2024. Although locally CEA payments have ceased, National awards are still in payment for those in receipt.

2024 – 140 Awards – 5 Female, 135 Male

2025 – 35 Awards – 5 Female, 30 Male

- Women's mean (average) bonus pay was 55.35% higher than men's
- 0.3% of women and 5.54% of men received bonus pay.

2024



When comparing bonus pay, 0.32% of women received bonus payment, compared to 6.09% of men. Women's bonus pay was 50.4% higher than Men's when comparing the median bonus pay.

- Women's mean (average) bonus pay was 70.2% higher than men's
- 0.3% of women and 6.1% of men received bonus pay.

# Benchmarking Data

## Hourly Pay Gap for 2024/25

RJAH NHS Foundation Trust



Shrewsbury & Telford NHS Foundation Trust



Countess of Chester



Royal Orthopaedic Hospital



Benchmarking data available for 2024/2025, shows that we are aligned to our counterpart ROH, with neighbouring Trusts having a smaller pay gap. This is attributed to the size of the organisations, affecting the overall pay gap differences as seen.

NHSE reported the gender pay gap for 2023/04 was 11.41% following a downward trend from previous years. This is lower than the Trust, being at 35.18%, attributed similarly to the above due to organisation sizes.

# Next Steps



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We will consider how to positively influence our pay gap results by:

- Continue to raise awareness of shared parental leave and other work-life balance options. Improving attitudes to flexible working and part time working across a wider range of roles.
- Continue to explore data across pay bands and all the different roles within the organisation. Recognising the intersectionality of barriers that can impact on career progression.
- Exploring how to increase recruitment in underrepresented areas through widening access schemes, including exploring options for improving recruitment training for managers.
- Build into leadership and personal development opportunities the recognition that good leadership potential is not just aligned with academic attainment, reflecting that not all staff have opportunities to attend college and universities but still have the potential to be leaders.
- Identifying those areas where the offer of reverse mentorship would support staff into leadership roles where there is under representation.
- Continuing to promote agile working within the Trust.
- Continuing and expanding menopause support for staff, recognising the impact menopause can have on personal development and staff retention.



# Conclusion



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It is widely acknowledged that historical gender inequality has led to a greater proportion of senior medical roles being held by men. Although women make up the majority of our workforce, this imbalance continues to impact our hourly pay gap.

We are dedicated to taking action at Board level to reduce our gender pay gap and to address all forms of inequality, including gender inequality in the workplace. Promoting a culture of inclusion, fairness, and equity is central to our People Strategy and Plan.

With this commitment, we will continue to deepen our understanding of the professional experiences of women in our medical workforce, ensuring equal opportunities for career progression for both men and women, as well as for non-binary colleagues.

Our ongoing efforts to embed the values of compassion, openness, and respect throughout our workforce systems and service delivery, along with our focus on promoting and improving sexual safety in healthcare, will support these goals.

