

The Christie NHS FT 2026 Gender Pay Gap Report

Date Stamp as of 31/03/2025

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The median gender pay gap figure

This is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman in the middle of a list of hourly pay, ordered from highest to lowest paid.

A median involves listing all of the numbers in numerical order. If there is an odd number of results, the median is the middle number. If there is an even number of results, the median will be the mean of the 2 central numbers.

The mean (average) gender pay gap figure

The mean gender pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women.

A mean involves adding up all of the numbers and dividing the result by how many numbers were in the list.



1. Main gender pay gap figures

In this organisation:

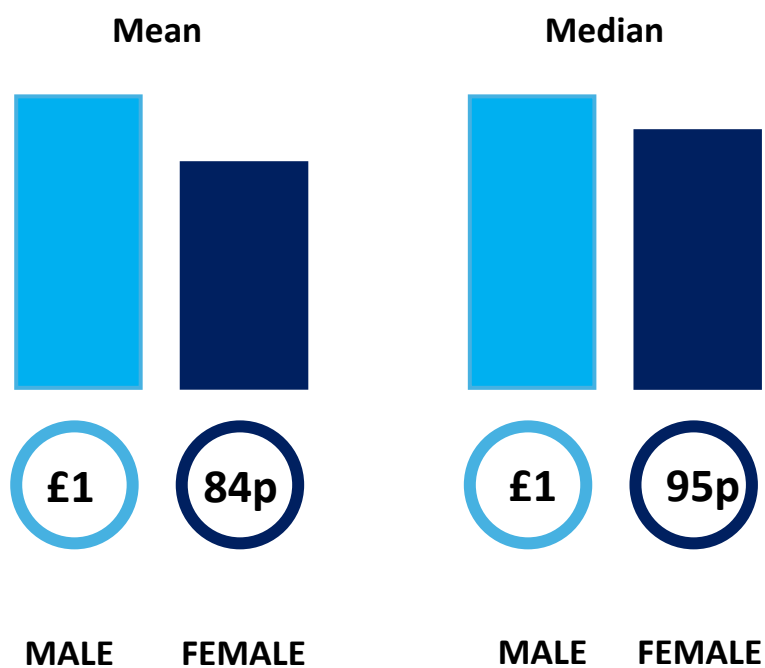
- women earned **84p** for every **£1** that men earned (comparing mean hourly pay)
- women make up **63.87%** (increase of 2.37% from the previous year) of employees in the highest paid quartile, and **70.68%** (1.32% decrease from the previous year) of employees in the lowest paid quartile
- **0.53%** of women received bonus pay, compared with **3.0%** of men (bonus pay for the purposes of this report refers to clinical excellence award payments). There are no longer any local CEA awards; only existing award holders retain them. This is a change from previous years, when both local and national awards were available. From 2025 onward, only the National CEA awards will remain, and the 2025 outcomes have not yet been published.
- women's average bonus pay was **40.77%** lower than men's (comparing mean bonus pay). Last year average woman bonus pay was **51.2%** lower than men's.



2. Hourly pay

In this organisation:

- women's hourly pay was **16.3%** lower than men's – this means they earned **84p** for every **£1** that men earn when comparing mean hourly pay. Last year the difference was 16.5% so an improvement of **0.2%**. The median pay gap is **5.24%**, meaning for every **£1** men earn woman earn **95p** (Compared to **6%** last year)



3. Pay quarters

Pay quarters show the percentage of men and women employees in four equally-sized groups based on their hourly pay.

Pay quarters give an indication of women's representation at different levels of the organisation.

In this organisation, women made up: (Q1 lowest paid, Q4 is highest)

- **70.68%** in the lower hourly pay quartile (lowest paid jobs, quartile 1).
- **78.28%** in the lower middle hourly pay quartile (quartile 2).
- **77.39%** in the upper middle hourly pay quartile (quartile 3).
- **63.87%** in the upper hourly pay quartile (highest paid jobs, quartile 4).

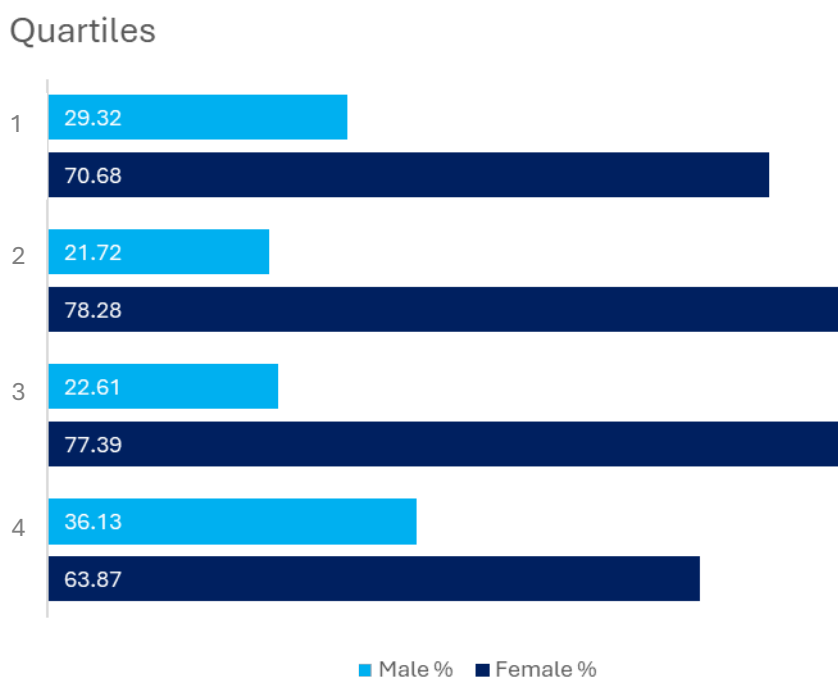


Figure 1. Graph showing distribution of male and female employees by pay quartiles (lowest to highest)



Pay Quartile		Woman (%)	Men (%)
Q4 Upper hourly pay quartile (highest paid)	% in this pay quartile	63.87%	36.13%
	% of all employees and % change from 2024	15.97% +0.57	9.03% -0.3
Q3 Upper middle pay quartile	% in this pay quartile	77.39%	22.61%
	% of all employees and % change from 2024	19.35% -0.25	5.65% +0.05
Q2 Lower middle pay quartile	% in this pay quartile	78.28%	21.72%
	% of all employees and % change from 2024	19.57% +0.37	5.43% -0.07
Q1 Lower hourly pay quartile (lowest paid)	% in this pay quartile	70.68%	29.32%
	% of all employees and % change from 2024	17.67% -0.33	7.33% +0.33

Figure 2. Table showing the percentage of women and men in each quartile and the difference from 2024.

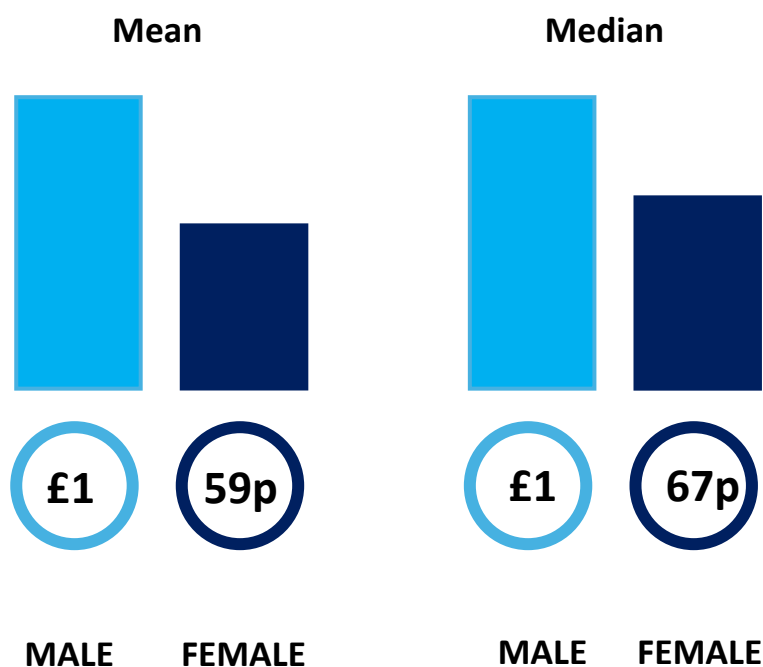
4. Bonus pay

In this organisation:

As an NHS provider organisation, the only pay elements that fall within the bonus pay criteria are the National Clinical Impact Awards. The mean gender pay gap has identified that women's mean bonus pay was **40.77%** less than men who apply for awards.

Since 2024, local Clinical Excellence Awards have been removed. Only the National Clinical Impact Award Scheme remains, and outcomes have not been published at the time of writing. However, some medics who previously received a local Clinical Excellence Award will continue to receive a financial payment each year. As more male medics applied and received the local award in the past, 'bonus pay' may continue to show as higher for men.





- **0.53%** of women and **3.0%** of men received bonus pay
- women’s mean (average) bonus pay was **40.77%** lower than men’s bonus pay. This means women earned **59p** for every **£1** that men earned. This has decreased (and therefore improved) by 10.43% from 2024.
- women’s median bonus pay was **32.89%** to men’s. This means they earned **67p** for every **£1** that men earn when comparing median bonus pay. An increase of 32.89% from 2024, therefore a decline overall as last year there was no gap.

5. Summary

One of The Christie’s strategic objectives is to be a great place to work for all our colleagues. We aim for our workplace to become more inclusive, respectful and representative of the communities we serve. This year our median pay gap is **5.24%**, an decrease of **0.76%** on last year. Our mean gender pay gap is at **16.3%**, a reduction of **0.2%** on last year.

Our analyses show that our pay gap is due to the uneven distribution of women throughout our workforce. On 31 March 2025, **72.56%** of our overall workforce were women but this proportion varies by job grade, with more women than men in lower middle and upper middle banding, and more men than women in our most senior grades.



For example, 5.65% of male colleagues work in the upper middle pay quartile (Q3), and this increases to 9.03% in the highest pay quartile (Q4). However, the opposite occurs for female colleagues: 19.35% work in the upper middle pay quartile, and this decreases to 15.97% in the highest pay quartile. We know there is more to do to close the gender pay gap entirely. This work is long-term and ongoing. Our approach includes reviewing our data and work toward the recommendations set to close the gender pay gap.

6. Addendum

The pay gap changes when medical pay is removed resulting in:

- Median pay gap: 2.38%
- Median pay gap: -0.48% (meaning that hourly rate for women is 0.48% higher than men)

7. Actions

Branding, Communication and Transparency
1a. Continue to ensure inclusive language, images and branding in Trust led recruitment campaigns.
1b. Explore options for emphasising our flexible working commitment, parental leave policies and support for female staff on our external website.
Recruitment, promotion and retention
2a. Conduct yearly review of recruitment and selection training content to line managers to ensure inclusive language and update in line with outcomes of the Inclusive Culture Strategy
2b. Continue to advertise flexibility in roles such as working hours, hybrid hours and locations, particularly where homeworking is applicable.
2c. Explore possibility of capturing demographic data of attendees to Trust-led initiatives/events.
2d. Review starting salary process for Agenda for Change staff
Learning and Development
3a. Embed practical understanding of flexible working, carer support and inclusive leadership thinking into leadership programme design and delivery, considering practical application throughout



3b. Explore feasible interventions that could enable greater progression of women into the highest-paid roles, with the aim of improving representation in the upper pay quartiles.

Supporting female staff

4a. Explore with staff network groups and colleagues across the organisation what they may like see further developed to support them in work and priorities to focus on in reducing the gender pay gap.

4b. Continue to promote the Menopause café for women who need to access for support.

4c. Sign up for Menopause Friendly Membership and apply for Menopause Friendly Accreditation.

4d. Continue to deliver menopause workshops for managers.

4e. Develop menopause workshop for all colleagues.

4f. Create bitesize video to promote and encourage understanding and application of the Carer's passport.

