

# Gender Pay Gap Report 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 women. The median for each is the man or women 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.

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## 1. Main gender pay gap figures

In this organisation:

- women earned **83p** for every **£1** that men earned (comparing mean hourly pay)
- women make up **61.5%** of employees in the highest paid quarter, and **72.0%** of employees in the lowest paid quarter
- **2.3%** of women received bonus pay, compared with **7.9%** of men (bonus pay for the purposes of this report is referring to clinical excellence award payments)
- women's bonus pay was **51.2%** lower than men's (comparing mean bonus pay)

## 2. Hourly pay

In this organisation:

- women's hourly pay was **16.5%** lower than men's – this means they earned **83p** for every **£1** that men earn when comparing mean hourly pay. The median pay gap is **6%**, meaning for every **£1** men earn women earn **94p**

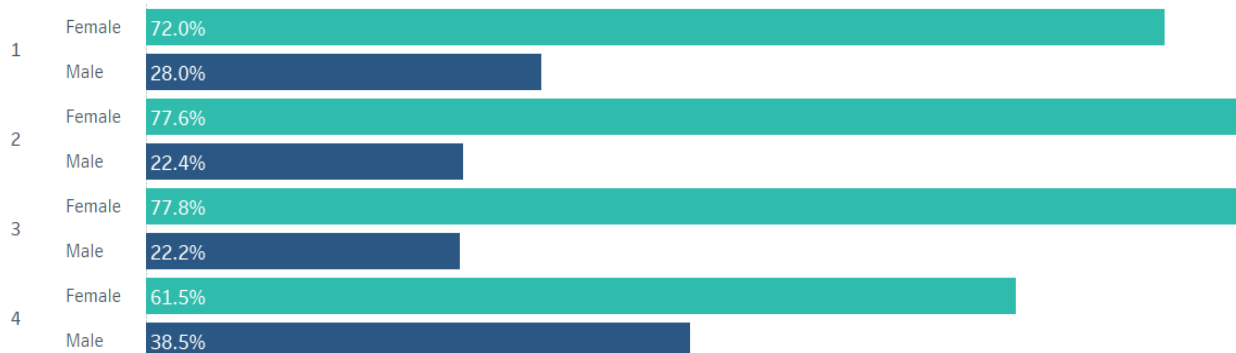


## 3. Pay quartile

In this organisation, women made up:

- 61.5% of employees in the upper hourly pay quarter (highest paid jobs, quartile 4)
- 77.8% of employees in the upper middle hourly pay quarter (quartile 3)
- 77.6% of employees in the lower middle hourly pay quarter (quartile 2)
- 72.0% of employees in the lower hourly pay quarter (lowest paid jobs, quartile 1)

Quartiles



Pay Quartile		Women (%)	Men (%)
Upper hourly pay quarter (highest paid)	% in this pay quarter	61.5	38.5
	% of all employees	15.4	9.6
Upper middle pay quarter	% in this pay quarter	77.8	22.2
	% of all employees	19.6	5.4
Lower middle pay quarter	% in this pay quarter	77.6	22.4
	% of all employees	19.2	5.8
Lower hourly pay quarter (lowest paid)	% in this pay quarter	72	28
	% of all employees	18	7

Pay quarters show the percentage of men and women employees in 4 equally-sized groups based on their hourly pay.

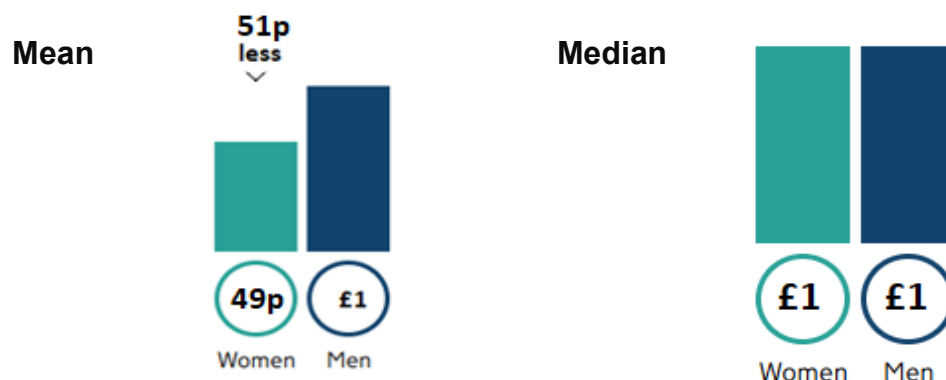
Pay quarters give an indication of women's representation at different levels of the organisation.

#### 4. Bonus pay

As an NHS provider organisation, the only pay elements that fall within the bonus pay criteria are Clinical Excellence Awards. The mean gender pay gap has identified that males receive a bonus of **51.2%** more than women who apply for the Clinical Excellence Award.

The Median gender pay gap has highlighted that there has been an equal distribution of bonus pay for male and females for the first time over the past six years. Following a number of actions identified to support our female workforce to apply for awards we can see the impact which shows that males and females have been equally successful in obtaining bonus payments under the Clinical Excellence Award scheme.

- women's median bonus pay was equal to men's – this means they earned **£1** for every **£1** that men earn when comparing median bonus pay



- women's mean (average) bonus pay was **51.2%** lower than men's
- **2.3%** of women and **7.9%** of men received bonus pay

## 5. Summary

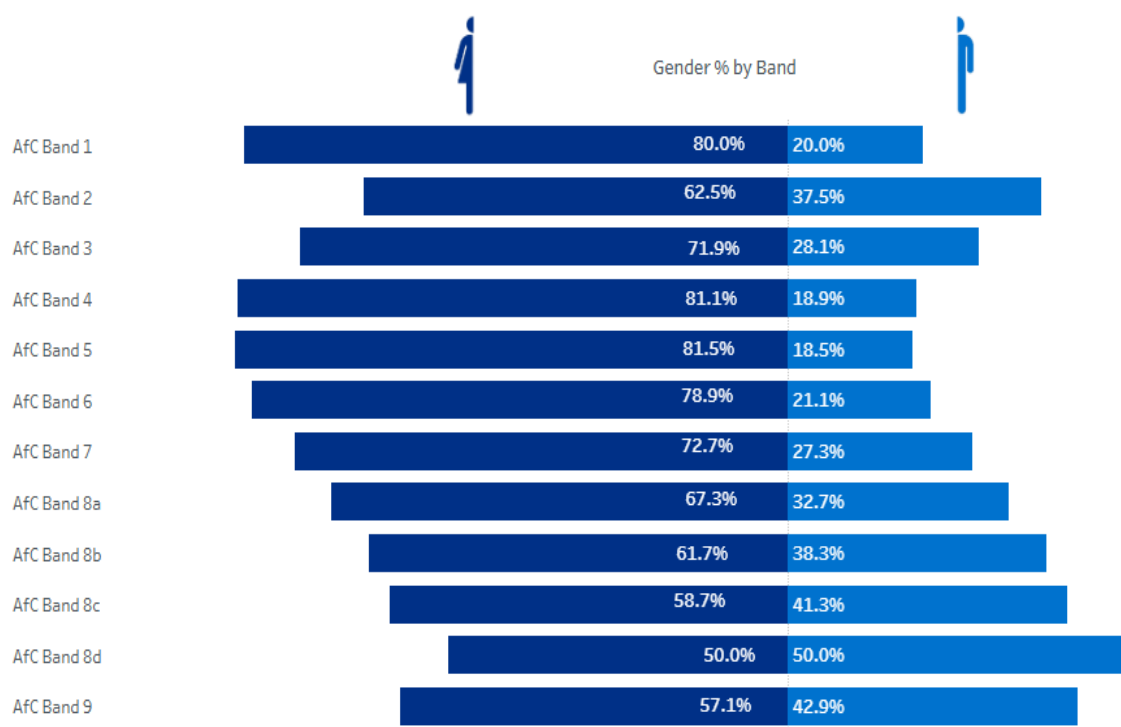
One of The Christie strategic objectives is to be a great place to work for all our colleagues. We like to describe our workplace to become a more inclusive, respectful workplace, representative of the communities we serve.

This year our mean gender pay gap is at 16.5%, a reduction of 2.5% on last year. Our median pay gap is 6%, an increase of 0.6% on last year.

Our analyses show that our pay gap is due to the uneven distribution of women throughout our workforce. On 31 March 2024, 72.2% 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, 9.6% of male colleagues working are in a higher upper pay role were, compared to an average of 5.6% work in a middle pay banding (a decrease) compared to women only 15.4% are in the upper pay quartile compared to an average of 19.4% in the middle 2 quartile (an increase).

We know there is more to do to close the gender pay gap entirely. This work is long-term and ongoing. Our approach includes monitoring and reviewing the pay gap quarterly and work toward the recommendation set to close the gender pay gap.



## 6. Recommendations and actions

Branding, Communication and Transparency	
Objective	Actions
We will ensure that we are transparent about our promotion, pay and reward processes	Review our website, recruitment and selection policy to ensure we are consistent and fair in our recruitment and selection processes
We will monitor the language, images and branding used to promote and advertise roles and careers within our organisation.	Review to ensure that language is inclusive across all recruitment documentation.
We encourage salary negotiation by showing salary ranges when advertising vacancies	Add to our recruitment advertising information that salary is dependent on experience in the role

Recruitment, promotion and retention	
Objective	Actions
To gather data to understand the profile of the workforce	To gather data on the number of part time and full time employees
To review recruitment and selection training to line managers	<p>To ensure the recruitment and selection training encourages a gender-neutral approach to selection.</p> <p>Ensure panels are diverse with regards to gender and other protected characteristics included in the Recruitment and selection Policy</p>
We will support progression for part-time and flexible workers.	Advertise all roles with flexibility in working hours, hybrid working and locations, particularly including home working as an option where applicable.
We will provide applicants with structured interview templates to provide an inclusive approach to interviews	Review guidance within the recruitment and selection policy to ensure interview questions support gender-neutral approaches
To promote a range of opportunities for flexible working to all staff, to suit their parental and caring responsibilities and commitments outside of work	<p>To ensure that there is standard wording around hybrid/remote working in our adverts and recruitment packs</p> <p>To monitor the number of flexible working request from women.</p>

Maternity, paternity and parental leave policies	
Objective	Actions
We will contact women who have not yet returned to the organisation after maternity leave to discuss their return in a way that works for them.	To consider the introduction of stay conversations for staff leaving post-maternity.

Supporting female staff	
Objective	Actions
We have a Women's EDI Staff Network Group which offers staff the opportunity to access mentoring and coaching from colleagues and peers.	<p>To launch the Women's EDI Staff Network Group in June 25.</p> <p>To promote events and activities that raise awareness of gender related issues in the workplace.</p>
To promote access to the Menopause café support group for women who need to access this support	Deliver menopause workshops for managers