

## Norfolk & Norwich University Hospitals NHS Foundation Trust Gender Pay Gap Report 2026

### Background to the Trust

The Norfolk and Norwich University Hospital (NNUH) is a 1,200 bed teaching hospital with state of the art facilities for modern patient care. NNUH is one of the largest teaching hospitals in England serving predominantly the people of Norfolk and North Suffolk.

### Gender Pay Gap Reporting - background

It is a statutory obligation for organisations with 250 or more employees to report annually on their gender pay gap. NHS organisations are covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which came into force on 31 March 2017. These regulations underpin the Public Sector Equality Duty and require the relevant organisations to publish their gender pay gap data, with the reporting to include mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses; and the proportions of male and female employees in each pay quartile.

### What is a Gender Pay Gap?

The gender pay gap shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

It is important to stress that the Gender Pay Gap is different to Equal Pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because of their gender.

### The NNUH's commitment

The NNUH is committed to being an equal opportunities employer and to building equality, diversity and inclusion into everything that it does to truly embed our ethos of '*Our Hospital for All*'. The NNUH is committed to supporting our diverse workforce and the fair treatment and reward of all staff irrespective of gender.

### Content within this Gender Pay Gap Report

This report provides:

- the reporting requirements for the gender pay gap
- additional data to assist with the understanding of the gender pay gap
- analysis of the possible reasons for the gender pay gap, and
- interventions which may affect the gender pay gap in the future

### The NNUH Gender Pay Gap Reporting Period

The gender pay gap report data is taken on the snapshot date of 31 March 2025, with the comparison figures for 31 March 2024 also included for information.

### Statutory Reporting

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Approval Date:

Next Review: [March 2027](#)

Ref: 16107

The following figures for 31 March 2025, in the two tables below, will be published on the government website.

<u>The core calculations</u>		<b>31 March 2025</b>	<b>31 March 2024</b>
1.	The mean gender pay gap for NNUH	28.1%	26.7%
2.	The median gender pay gap for NNUH	14.1%	15.7%
3.	The mean gender bonus* gap for NNUH	11.1%	12.2%
4.	The median gender bonus* gap for NNUH	33.3%	23.1%
5.	The proportion of males receiving a bonus* payment	5.0%	8.0%
6.	The proportion of females receiving a bonus* payment	0.4%	0.8%
<i>* Please see comments later in this report explaining what constitutes a bonus</i>			

#### Pay Quartiles by Gender

*Please note that the bracketed figures are from the GPGR 31 March 2024*

<b>Quartile</b>	<b>Hourly Rate Top of Quartile</b>	<b>Female HC</b>	<b>Male HC</b>	<b>Female % in the quartile</b>	<b>Male % in the quartile</b>
1 lowest paid	£14.36 (£13.44)	2079 (2052)	481 (481)	81.2% (81.0%)	18.8% (19.0%)
2	£18.83 (£)	2072 ( )	497 ( )	80.7% (%)	19.3% (%)
3	£24.82 (£22.40)	2079 (2140)	440 (404)	82.5% (84.1%)	17.5% (15.9%)
4 highest paid	£163.30 (£127.85)	1611 (1587)	1014 (961)	61.4% (62.3%)	38.6% (37.7%)
<b>Total</b>	-	<b>7,841</b>	<b>2,432</b>		

### **Understanding the Gender Pay Gap Reporting at NNUH**

#### Understanding the core calculations

To assist with understanding the pay gap figures, the box below provides an example from the NNUH calculation for the mean gender pay gap.

The mean gender pay gap is the difference between the mean hourly earnings of men and women. The mean hourly gap divided by the mean hourly earnings for men equates to the mean gender pay gap.

Specifically for the NNUH:

- Mean male hourly rate is £28.50
- Mean female hourly rate is £20.50
- Difference between the male and female mean hourly rates is £8.00

Accordingly, the mean gender pay gap percentage is **28.1%**

- (calculated as a percentage of the 'difference' divided by the 'mean male hourly rate')

Understanding the Bonus Gap data

Within the Gender Pay Gap Reporting Regulations, 'bonus pay' means any remuneration that is the form of money relating to profit sharing, productivity, performance, incentive or commission. It is clear within the regulations that bonus pay does not include ordinary pay, overtime pay, redundancy pay or termination payments.

Our bonus pay gap data has been calculated on the basis of the national Clinical Improvement Awards and National Clinical Excellence Awards (CEA) and Local CEA Awards. The CEA scheme is intended to recognise and reward those Consultants who perform 'over and above' the standard expected for their role. Awards are given for quality and excellence, acknowledging exceptional personal contributions towards the delivery of safe and high quality care to patients and to the continuous improvement of NHS services.

The local CEA awards were made 'non-competitive' in 2024, meaning that any CEA bonus pay awarded has been granted based on their eligibility rather than the requirement to apply for the award. This means that any bonus pay gaps reflected in our report may not show a fully accurate picture of any current bonus pay disparity in the Trust.

As at 31 March 2025, the NNUH had a total of 598 consultants. These individuals tend to undertake some of the highest paid roles in the Trust, and on top of their salary may receive a CEA award. The proportion eligible consultants receiving a CEA award is:

As a % of:	Males		As a % of:	Females	
Entire workforce	122 of 10,273	1.2%	Entire workforce	33 of 10,273	0.3%
Male workforce	122 of 2,432	5.0%	Female workforce	33 of 7,841	0.4%
All consultants	122 of 598	20.4%	All consultants	33 of 598	5.5%

Male consultants	122 of 404	30.2%	Female consultants	33 of 194	17.0%

### Understanding the gender pay gap data

Compared to 2024 findings, our mean gender pay gap has increased slightly from 26.7% to 28.1% (similar to 2023 findings). When comparing against other local NHS Trust's we sit higher. For example, 2024 reports show that the James Paget University Hospitals mean gender pay gap was 24.1% and the Queen Elizabeth Hospitals mean gender pay gap was 18.6%.

The NNUH is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather, the gender pay gap continues to be as the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

We have found it helpful to review the staffing profile across the NNUH and understand the 'gender pay gap' within each 'pay band/ group'. Below is a table which reflects the pay bands in operation.

The information in the table is sourced from the same data which provided the gender pay gap figures, i.e. the staffing position as at 31 March 2025.

On face value, the data indicates that for AfC bands the gender pay gap is in favour of female staff for bands; 4,5,7 and 8d. What is important to highlight is that we are aiming for an equal balance and not for a disparity in male colleagues progressing. The remaining pay bands are currently in favor of male staff. This is not because there are more male staff in these roles than there are females but because it appears on average our male staff in these bands have a higher average hourly rate.

Trust contracts roles are also an area for further investigation. The gap is significantly in favour of female staff and as explained previously, we are aiming for an equal balance and not for a disparity in male colleagues progressing.

Further analysis suggests that the gender pay gap can be attributed to the medical roles, which includes the overwhelming majority of the highest earning roles within NNUH. Within the reporting year, 404 of our consultants were male and 194 of our consultants were female. In an organisation where 76.3% of the workforce is female, such is the disproportionality, relative to the pay rates for all staff groups, the gender pay gap is enhanced.

Positively (as previously reported), over the past ten years there has been significant growth in the percentage of women in medical roles, which should see the gender pay gap diminish with time.

### Staffing profile across the NNUH – the gender pay gap within each band/ group

Pay Band	Female Headcount	Female Avg Hourly Rate £	% of Female Staff in Grade	Male Headcount	Male Avg Hourly Rate £	% of Male Staff in Grade	Total Headcount	Total Avg Hourly Rate £	Pay Gap Avg Hourly Rate £	Gender Pay Gap by Pay Band
Apprentice	33	£6.8	86.8%	5	£6.4	13.2%	38	£6.8	-£0.4	-6.4%
Band 1	0	-	0.0%	1	£12.1	100.0%	1	£12.1	-	-
Band 2	652	£13.1	78.6%	178	£13.2	21.4%	830	£13.1	£0.1	1.1%
Band 3	1785	£14.2	80.4%	436	£14.5	19.6%	2221	£14.2	£0.3	1.9%
Band 4	763	£14.7	84.7%	138	£14.4	15.3%	901	£14.6	-£0.3	-1.8%
Band 5	1,687	£19.1	82.8%	350	£18.5	17.2%	2,037	£19.0	-£0.6	-3.3%
Band 6	1290	£22.3	84.6%	235	£22.5	15.4%	1,525	£22.3	£0.2	0.9%
Band 7	685	£26.0	80.4%	167	£26.0	19.6%	852	£26.0	-£0.1	-0.2%
Band 8a	228	£29.8	74.5%	78	£29.7	25.5%	306	£29.8	£0.0	0.0%
Band 8b	81	£33.8	67.5%	39	£33.9	32.5%	120	£33.8	£0.1	0.2%
Band 8c	27	£39.7	64.3%	15	£39.8	35.7%	42	£39.7	£0.1	0.2%
Band 8d	20	£49.5	74.1%	7	£48.0	25.9%	27	£49.1	-£1.4	-3.0%
Band 9	17	£56.5	81.0%	4	£57.6	19.0%	21	£56.7	£1.2	2.0%
Non Consultant Medical	366	£32.2	50.2%	363	£32.5	49.8%	729	£32.3	£0.3	1.0%
Consultant	194	£59.9	32.4%	404	£62.6	67.6%	598	£61.7	£2.8	4.4%
Exec/Non-Exec Directors	10	£71.6	58.8%	7	£70.6	41.2%	17	£71.2	-£0.9	-1.3%
Trust Contract	3	£87.5	37.5%	5	£46.2	62.5%	8	£61.7	-£41.3	-89.6%
<b>Total</b>	<b>7,841</b>	<b>£20.5</b>	<b>76.3%</b>	<b>2,432</b>	<b>£28.5</b>	<b>23.7%</b>	<b>10,273</b>	<b>£22.4</b>	<b>£8.0</b>	<b>28.1%</b>

\* Negative figures in the column 'Gender Pay Gap by Pay Band' indicate a gender pay gap in favour of females.

\*\* Please note that for these columns, the monetary figures are rounded to the nearest penny. However, the mean gender pay gap percentage column reflects the true (full) calculations

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## Developments and Activities

The Trust has a Women's Staff Network which has been established since 2020. The network invites all staff including male allies to share views and suggestions for career progression, health and wellbeing matters and how to build influence and managing work-life pressures. The network are proactive and engaged with our Gender Pay Gap Reporting and continue to discuss and suggest ways on how we can improve the gender pay gap.

A succession planning process was introduced in 2024 for senior roles across the organisation, which will enable career conversations and development into senior roles. Career conversations also form part of the annual appraisal process for all staff groups.

Within the network, discussions have been around retention and how we can ensure our staff want to stay in the organisation. One of the initiatives supported by the network to support retention is the continued engagement with the Trust's flexible working policy. The policy enables colleagues to request flexible working from day one of employment and there is emphasis on line managers exploring all options of what can be accommodated rather than simply declining the request. A robust escalation process is in place to ensure all options have been considered.

We have continued to implement our additional menopause support including a policy, toolkit and menopause awareness training for line managers. We have also provided increased support to colleagues who have returned from maternity leave including via the launch of our new infant feeding room in the summer of 2024.

## Conclusion and Recommendations

The 2026 Gender Pay Gap Report for the Norfolk and Norwich University Hospitals NHS Foundation Trust shows that while progress continues in some areas, the overall mean gender pay gap has increased slightly from 26.7% to 28.1%.

The staffing profile analysis shows that many AfC bands have either a balanced position or a pay gap favouring women. However, medical roles, particularly consultant posts, which can be impacted by clinical excellence awards.

The Trust has already made progress through its Women's Staff Network, succession planning, flexible working policy, menopause support, and targeted initiatives to support maternity returners. These foundations will remain crucial to addressing both workforce representation and career progression barriers.

It is important that the Trust continues to focus on further improvements against both the WRES and the Diversity, Inclusion and Belonging strategy objectives to continue with progress. Such objectives include;

- review of job description templates/adverts for roles at Bands 8B and above to ensure they do not contain language or practical barriers that are negative factors for female applicants, such as opportunities for flexible working.
- survey colleagues who have returned from maternity leave in senior roles to understand whether there have been any factors they feel could influence their progression/return to work. Further engagement with our staff networks will be undertaken to inform next steps.

- Continue to strengthen the implementation of the flexible working policy, ensuring equity and consistency across departments and explore the creation of guidance or toolkits specifically aimed at helping managers design senior roles with flexible arrangements
- Continue to work closely with the Women's Staff Network to test ideas, gather feedback, and promote initiatives that improve the experience and progression of female colleagues
- Continue the delivery of the Diversity, Inclusion and Belonging strategy which was launched in October 2023 includes key actions which will have a direct impact on our future gender pay gap data.

Continuously monitoring progress will ensure that efforts to reduce the pay gap are effective and sustainable. It's crucial to recognise that this is an ongoing process that requires long-term commitment, resources, and cultural change at all levels of the organisation.