

# 2024 Gender Pay Gap Data

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## Contents

Gender Pay Gap 2024 .....	3
Gender Pay Gap 2024 Calculations .....	3
Gender Pay Gap 2024 – Considered Impacts .....	4
Gender Pay Gap 2024 – Next Steps .....	4
<b>Annex 1: Workforce profile.....</b>	<b>5</b>
<b>Annex 2: Gender Pay Gap reporting 2024.....</b>	<b>6</b>

## Gender Pay Gap 2024

The Gender Pay Gap (GPG) shows the difference in the average earnings between male and female employees in six different ways. We recognise that the current legislation for reporting on GPG and the limitations of ESR mean that we are bound to report on data within the binary of male and female, and that this does not represent trans and non-binary colleagues in a truly inclusive manner. The GPG reports on:

1. Mean gender pay gap – ordinary pay
2. Median gender pay gap – ordinary pay
3. Mean gender pay gap – bonus pay in the 12 months ending 31 March 2024
4. Median gender pay gap – bonus pay in the 12 months ending 31 March 2024
5. The proportion of male and female employees paid a bonus in the 12 months ending 31 March 2024
6. The proportion of male and female employees in each quartile

The mean gender pay gap is the difference between the mean hourly rate of pay for male full-pay relevant employees and that of female full-pay relevant employees. The median gender pay gap is the difference between the median hourly rate of pay for male full-pay relevant employees and that of female full-pay relevant employees.

When we refer to senior pay bands, these include employees in band 8a and above.

The employee headcount from 1 April 2023 – 31 March 2024 was 736. However, for the purpose of reporting our gender pay gap, we are required to report on employees who received full-pay during the reporting period, of which there were 718. For proportioning purposes, we will use the total headcount of 736.

## Gender Pay Gap 2024 Calculations

1. The mean gender pay gap has decreased from 9.8% in 2023 to 8.2% in 2024
2. The median gender pay gap has decreased from 12.3% in 2023 to 10.9% in 2024
3. The mean bonus pay gap is -92.8%\*
4. The median bonus pay gap is -92.8%\*
5. The proportion of male staff paid a bonus was 0.80% and for females it was 0.20%

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\* In 2024, females received a higher level of bonus compared to male employees. The minus figure, therefore, denotes a mean and median bonus pay figure which is higher for females than males.

6. Females occupied 55.9% of the highest paid roles (upper quartile), compared to a 52% occupation in the previous reporting period. However, 55.9% is lower than the organisational profile of females which is 66.3%. Females occupied 75% of roles in the lower quartile.

## Gender Pay Gap 2024 – Considered Impacts

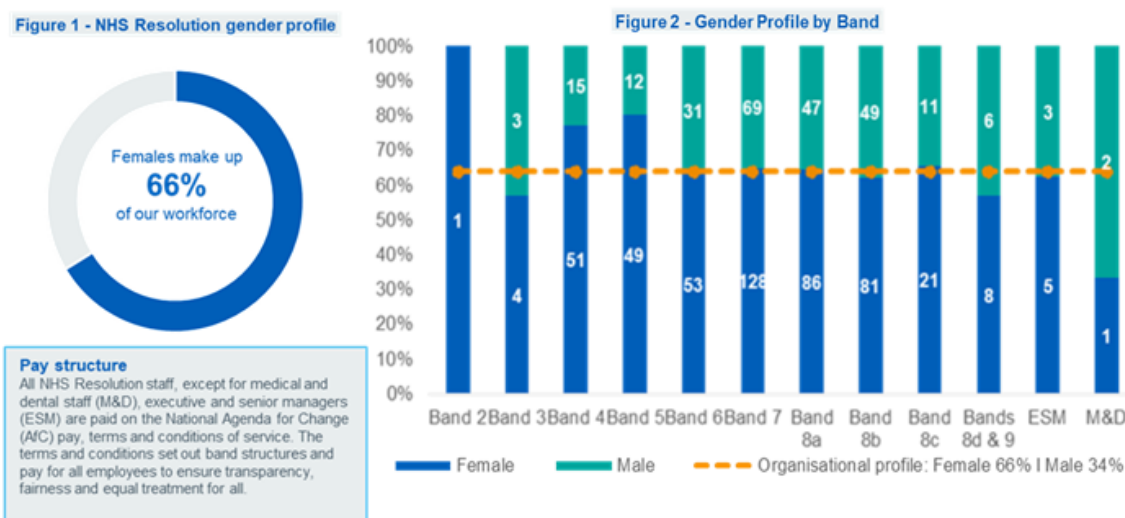
- Within the reporting period of 1 April 2023 to 31 March 2024, there were 21 promotions into and within the senior band. 71% (15) females were promoted to and within band 8a roles or above (a 3% increase from last year) compared to 28% (6) males.
- We continue to employ more females than males in bands 2-7 (286 females compared to 130 males). Whilst NHR also employs more females than males in senior pay bands, (202 females and 118 males), the higher proportion of females in the lower bands continues to be a key reason for the existence of the gender pay gap in the organisation.
- On average, females earn more than males in band 5, compared to last year where females earned more on average than males in both bands 4 and 5.
- Continued action is being taken to understand why females in senior roles are leaving the organisation by promoting the opportunity to undertake an exit interview and educating managers to effectively use the flexible working policy.

## Gender Pay Gap 2024 – Next Steps

We have a plan of action following our findings in the staff inclusion survey, these are detailed in our equality, diversity and inclusion (EDI) people pillar. An EDI sub-group consisting of members from the Senior Management Team, Operational Delivery Group and Human Resources & Organisation Development will continue to drive this work throughout 2025, regular updates will be made available to all staff.

## Annex 1: Workforce profile

When considering the data within these reports, it is important to understand our workforce profile at the time of reporting. As of 31 March 2024, the snapshot of our workforce was:



### Gender profile by band

Historically, we have seen that more males make up the senior manager pay bands. We have seen a positive shift in the female profile in our senior manager pay bands this year, which is likely a contributing factor to the decreased mean gender pay gap from 9.8% in 2023 to 8.2% this year.

Females made up 57% (4 employees) of the internal band 7 to band 8a and above promotions compared to 42% (3 employees) males.

While bands 6 to 8c and Executive Senior Management (ESM) are generally reflective of the organisation's gender profile, there continues to be an upwards trend in employing more female staff in bands 4 and 5. In the previous reporting period, there was an upwards trend in employing female staff in bands 4 and 5 – whilst in this reporting period, there has been an upwards trend in employing female staff in all bands.

Despite the increase in females appointed into senior roles, this activity is not enough to close the gender pay gap due to a large proportion of vacancies in lower paid roles also being filled by female employees.

## Annex 2: Gender Pay Gap reporting 2024

NHS Resolution has a mean gender pay gap of 8.2%, which is a decrease from 9.8% in 2023. The median gender pay gap has decreased from 12.3% to 10.9%.

Table 4 and figure 1 highlight the gender distribution across four equally sized quartiles. The quartile calculation helps to identify the impact or cause of our gender pay gap.

Within NHS Resolution, females occupied 55.9% of the highest paid roles (upper quartile), however this is not proportionate to the organisation's gender profile. Most employees employed in the lower quartile were female with 75%. Our data shows a higher proportion of males in the upper quartile and a lower proportion in the lower and lower middle, which is a key driver in our gender pay gap.

**Table 1: Ordinary pay mean and median pay gap**

	2022/2023	2023/2024
Mean gender pay gap	9.8%	8.2%
Median gender pay gap	12.3%	10.9%

**Table 2: Bonus mean and median pay gap**

	2022/2023	2023/2024
Mean gender bonus pay gap	-68%*	-92.8%*
Median gender bonus pay gap	-91.2%*	-92.8%*

**Table 3: Proportion of staff paid a bonus**

	2022/2023	2023/2024
Female	0.96%	0.20
Male	0.5%	0.81%

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\* In 2024, females received a higher level of bonus compared to male employees. The minus figure, therefore denotes a mean and median bonus pay figure which is higher for females than males.

**Table 4: Number of employees by gender in each quartile**

	2023 Rates		2024 Rates		Female % point change
	Female	Male	Female	Male	
Lower Quartile	112	39	135	45	0.8
Lower Middle Quartile	109	42	123	57	-3.9
Upper Middle Quartile	97	55	115	65	0.1
Upper Quartile	79	73	100	79	3.9

**Figure 1: Percentage of employees by gender in each quartile**

