

Gender Pay Gap Annual Report

2024-25



**Working
Together**



Excellence



Inclusive



Kind



**Embracing
Change**

Introduction

Background to the report

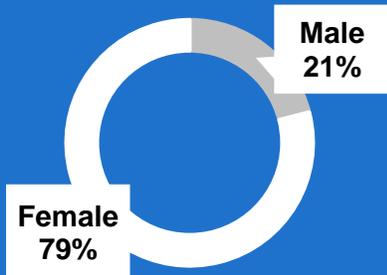
Warrington and Halton Teaching Hospitals NHS Foundation Trust (WHH) is committed to promoting, championing and advancing equality, diversity and human rights. We aim to make WHH the best place to work, creating a culture of belonging for all.

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, requires all public sector organisations with over 250 employees to report and publish their Gender Pay Gap annually.

The gender pay gap is defined in the Act as the difference between the average hourly earnings of males and that of females.

Gender pay reporting highlights any imbalance of average pay across the Trust. For example, if the Trust's workforce is predominantly female yet the majority of senior positions are held by males, the average female salary would be lower than the average male salary.

WHH Gender Profile



What does this tell us?

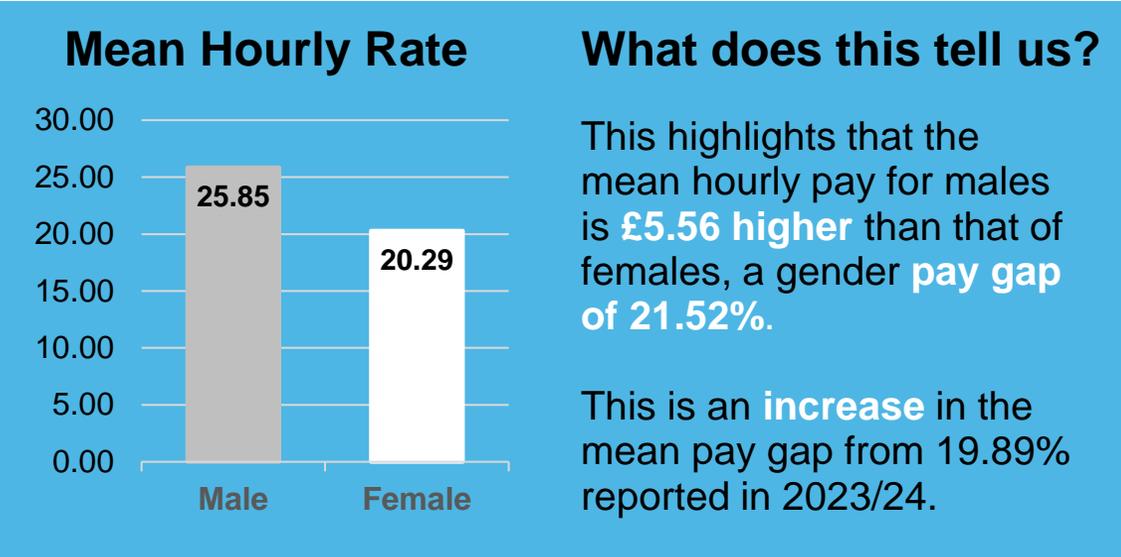
Of the **4,644-workforce** included in the gender pay gap reporting, effective 31 March 2025, 3,672 were female (79%) compared to 972 males (21%).

This shows an increase of 1% of males in the workforce in comparison to reporting in 2023/24. This is reflected nationally in NHS workforce profile.

Gender Pay Gap 2024/25

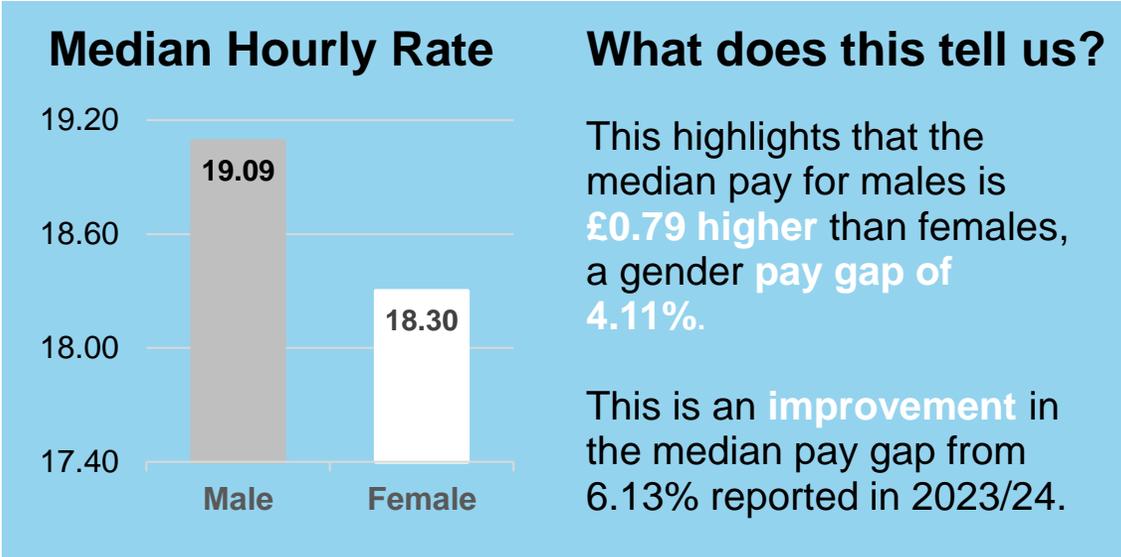
Mean Pay Gap

Mean is the sum of the values divided by the number of values. In this context, the mean is the difference between the mean hourly rate for female and male employees.



Median Pay Gap

Median is the middle value in a sorted list of values. It is the middle value of the pay distribution, such that 50% of people earn more than this and 50% earn less than the median.



The median pay gap is the representative gender pay gap across the Trust. This does not take account of the highest paid employees which although a small number, may distort the data at the mean (average) level.

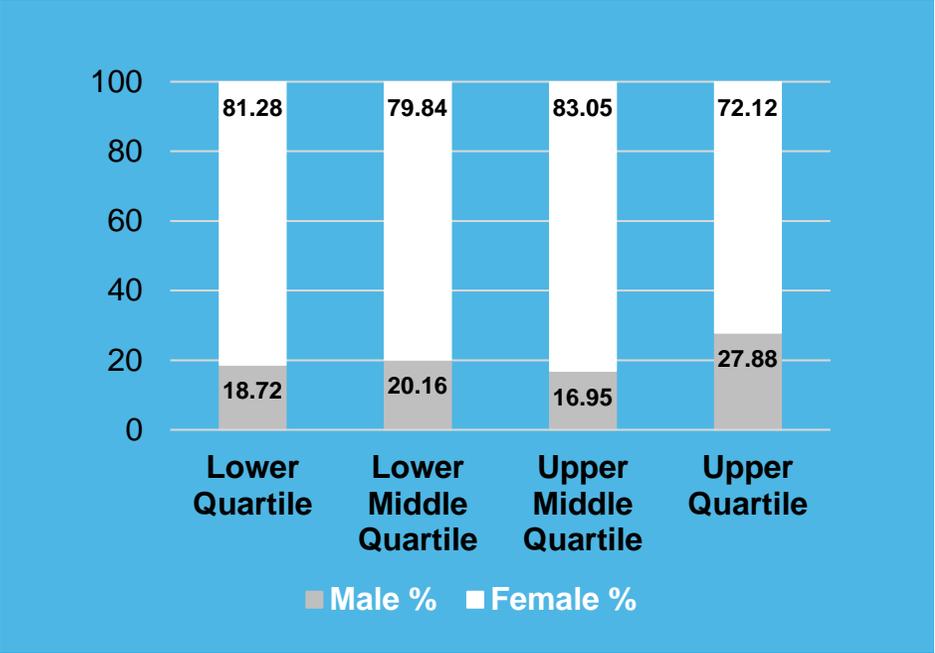
Although there has been a steady decrease in the mean pay gap since 2021/22, there had been an increase of the median pay gap since 2019/20 – reporting for 2024/25 now highlights that the **median pay gap is the lowest since 2019/20 (7.78%) at 6.13%**.

Further work to reduce this, including actions can be found in the WHH Gender Pay Gap action plan.

Gender Pay Gap 2024/25

Quartile Split

The Trust is required to split the workforce into quartiles (blocks of 25%) split by pay, showing the proportion of males and females in each quartile.



Analysis

- Results show that compared to the gender split across the workforce, where males represent 21%, there are more males in the highest pay quartile (27.88%). This is a slight increase in comparison to 2023/24, but a reduction compared to 2022/23. A deeper dive suggests this is a result of more males in the workforce than females in 2024/25.
- Across the other three quartiles, females are split accordingly with the workforce profile. However, enhanced work is required in the 'upper middle quartile' to ensure work is completed to remove the pay gap identified. A review of roles within the 'upper middle quartile' demonstrate that these are primarily Nursing and Midwifery Registered whereby 92.7% of the workforce are female.
- In comparison to reporting in 2022/23 and 2023/24, the largest shift in growth remains in the 'lower middle quartile' where males have increased and females have decreased by 2.23% since 2022/23. This presents a more accurate split in comparison to the workforce gender profile.

Gender Pay Gap 2024/25

Bonus pay

Bonus pay for the Trust refers to Clinical Excellence Awards, a scheme that recognises and rewards consultants who contribute to the delivery of safe and high-quality care to patients, and to continuous improvement of NHS services.

Clinical Excellence Awards were previously split by national and local awards. Local Clinical Excellence Awards (LCEAs) in England, designed to reward consultants for outstanding clinical work, are no longer awarded annually, with the final award round being in 2023/24. Therefore, this report provides an outline of national awards from 1 April 2024 to 31 March 2025, the data in this report provides a combined bonus 'mean' and 'median' calculation.

40 staff received a national award in this snapshot period, his equates to 0.25% of females and 3.19% of males in the workforce.

Mean Bonus Pay



■ Male ■ Female

What does this tell us?

This highlights that females received **67.42% higher** mean bonus pay compared to males.

This is alike the results of 2023/24, where although less females received a bonus, when they did, they proportionately received a higher bonus payment.

Median Bonus Pay



■ Male ■ Female

What does this tell us?

This highlights that females received **50.00% higher** median bonus pay compared to males.

Due to the removal of LCEAs this is the first year that the median bonus pay has not been equal splitting.

Appendix Two: Gender Pay Gap Action Plan – Warrington and Halton Teaching Hospitals NHS Foundation Trust

Trust Name:	Warrington and Halton Teaching Hospitals NHS Foundation Trust	Trust Chief People Officer:	Michelle Cloney	Trust EDI Lead:	Adam Harrison-Moran, Head of Strategic Workforce Development & Culture
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The Gender Pay Gap report for 2023/24 has been enhanced by the datasets analysed in the 2024/25 financial year and updated actions can be found below. This aligns with the Trust Workforce Equality, Diversity and Inclusion Strategy 2022-2025.

#	Key Action	Steps to achieve action	Progress Updates Due by
1.	Continue the implementation of the inclusive recruitment programme, aligned to the Workforce Equality, Diversity and Inclusion Strategy people promises, taking account of equality, diversity and inclusion considerations and be responsive to individual circumstances.	<ul style="list-style-type: none"> • Review of Recruitment and Selection training provisions to embed bitesize inclusive recruitment practices for managers to complete. This could include, but is not limited to, unconscious bias, alignment to Trust values and include specific references to and mitigations against gender inequalities and language barriers. • Complete an audit review for advertising jobs as flexible, by default – linked to the NHS EDI improvement plan and #MyFlexWHH campaign. 	December 2025
2.	Triangulate data from the Gender pay gap and Ethnicity / Disability pay gap reporting to identify opportunities for best practice improvements.	<ul style="list-style-type: none"> • Following the implementation of Disability and Ethnicity pay gap reporting: <ul style="list-style-type: none"> ○ Split data by gender and grade and review against other protected groups: <ul style="list-style-type: none"> ▪ Determine if differences in scores by gender within grades. ▪ Cross-reference with self-assessment scores. ○ Complete a review based on professional staff groups to ascertain improvements, monitoring previous years reporting to target improvements through positive action. 	October 2025 (aligned to WRES and WDES reporting)

#	Key Action	Steps to achieve action	Progress Updates Due by
3.	Review opportunities to identify and remove barriers to career progression for females in our workforce.	<ul style="list-style-type: none"> Enhance the support provided by the Women’s Staff Network in relation to women’s health – reviewing scope for the introduction of Culture Champion support with new scope to include retention and internal recruitment campaigns. Complete a review of equality, diversity and inclusion training programmes to promote gender inclusivity and cross match evidence from aligned benchmarking with ethnicity and disability pay gap reporting for reciprocal mentoring opportunities. Include leadership reporting on senior positions (8b and above AfC) within Care Group reporting to the Workforce Inclusion and Culture Sub-Committee to address reporting gaps at local level. 	September 2025 (supported by Networks in Common with Bridgewater Community Healthcare)
4.	Promote flexible working for men and women who have caring responsibilities through the release of #MyFlexWHH Phase Two.	<ul style="list-style-type: none"> Trust wide review for the take up of shared parental leave by men and women at WHH – linked to the national policy best practice review. Promote shared parental leave and other policies that support caring responsibilities as part of Culture Corners programme. Annually review part time working in the Trust, aligned to the “We work flexibly” People Promise to identify: <ul style="list-style-type: none"> any actual or perceived barriers to part time working at senior levels. any actual or perceived barriers to part time workers progressing through the Trust. 	March 2026
5.	Work with the Women’s Staff Network to develop specific plans associated with analysis of the 2024 Staff Survey results.	<ul style="list-style-type: none"> Assess data to determine specific inequalities for women. Assess data to identify any barriers to promotion or appointment at a senior level. Monitor activity from the Women’s Network to demonstrate improvements through the 2025/26 year. 	July 2025 February 2026
6.	Attainment of the Menopause Friendly Accreditation	<ul style="list-style-type: none"> Revision and alignment of menopause training and awareness, in line with requirements through the Henpicked Accreditation. 	July 2025

#	Key Action	Steps to achieve action	Progress Updates Due by
		<ul style="list-style-type: none">• Support the introduction of a Menopause policy, following the launch of the national policy framework (due Summer 2025).• Further promotion of the “Let’s talk about... Menopause” hub with bitesize training embedded within recruitment and selection training.	October 2025