

Gender Pay Gap Report 2025 - 2026



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TO CARE**



Chelsea and Westminster Hospital
NHS Foundation Trust

Executive Summary

The gender pay gap (GPG) reporting regulations came into effect in April 2017, and require organisations in England, Scotland and Wales with more than 250 employees to calculate and publish the pay gap between male and female employees on an annual basis. The regulations apply to both private and public sector employers. It is now mandatory for all NHS Trusts to report Gender Pay Gap on 31st March each year.

There are 6 mandatory calculations:

1. **Proportion of males and females in each pay quartile**
2. **Mean gender pay gap for ordinary pay**
3. **Median gender pay gap for ordinary pay**
4. **Proportion of males and females receiving a bonus payment**
5. **Mean gender pay gap for bonus pay**
6. **Median gender pay gap for bonus pay**

Main Findings

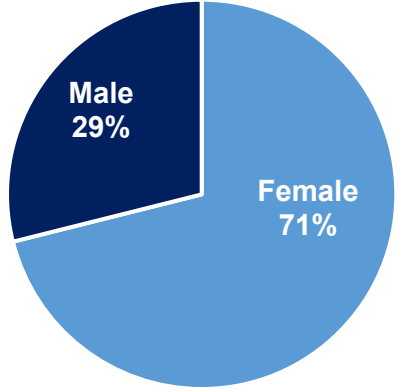
- The Trust gender split is 74.66% female and 25.34% male, Our results show that we continue to have a gender pay gap in favour of males although this is narrowing over time.
- As of 31st March 2026, the average hourly pay for male staff is £33.66 per hour, the average hourly pay for female staff is £28.69 per hour
- This years Gender Pay Gap as a mean average was 14.6% which is a positive improvement compared to 15.7% the previous year and continues the overall downward trend.
- Our median average has also reduced from 10.1% to 9.6% this year and is also on an overall downward trend since 2017/2018
- Our average bonus gender pay gap is 15.98% in favour of males a difference of £1,929.76 per annum
- Our median gender bonus pay gap is 5.41 % in favour of females a difference of £393.47 per annum

Workforce Profile

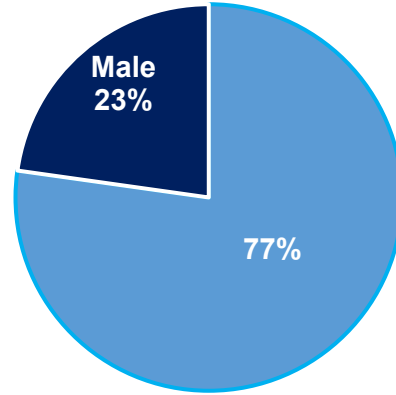


Trust workforce gender profile by staff group as of 31st March 2026

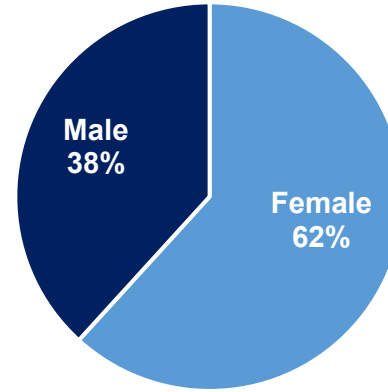
Prof Scientific and Technical



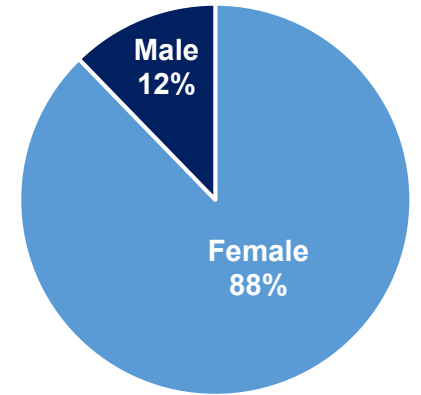
Additional Clinical Services



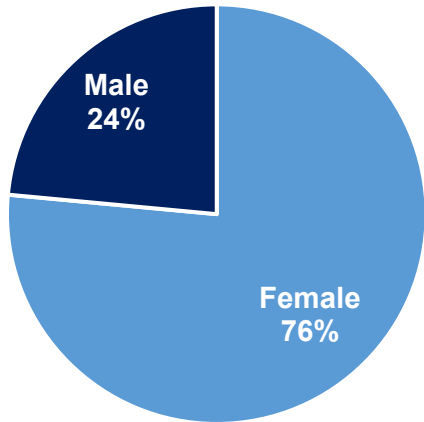
Healthcare Scientists



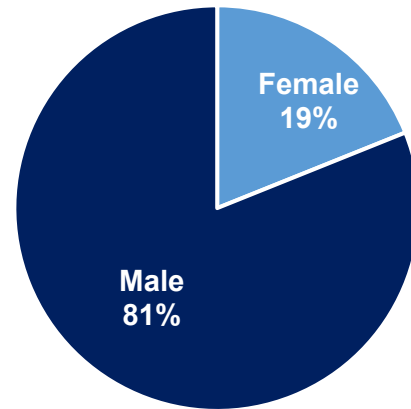
Nursing and Midwifery Registered



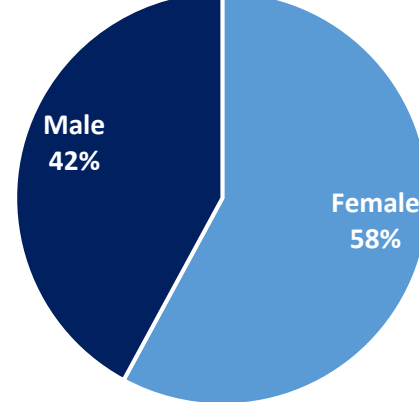
Allied Health Professionals



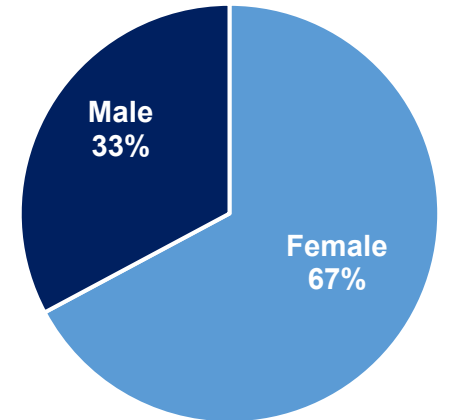
Estates and Ancillary



Medical and Dental



Administrative and Clerical

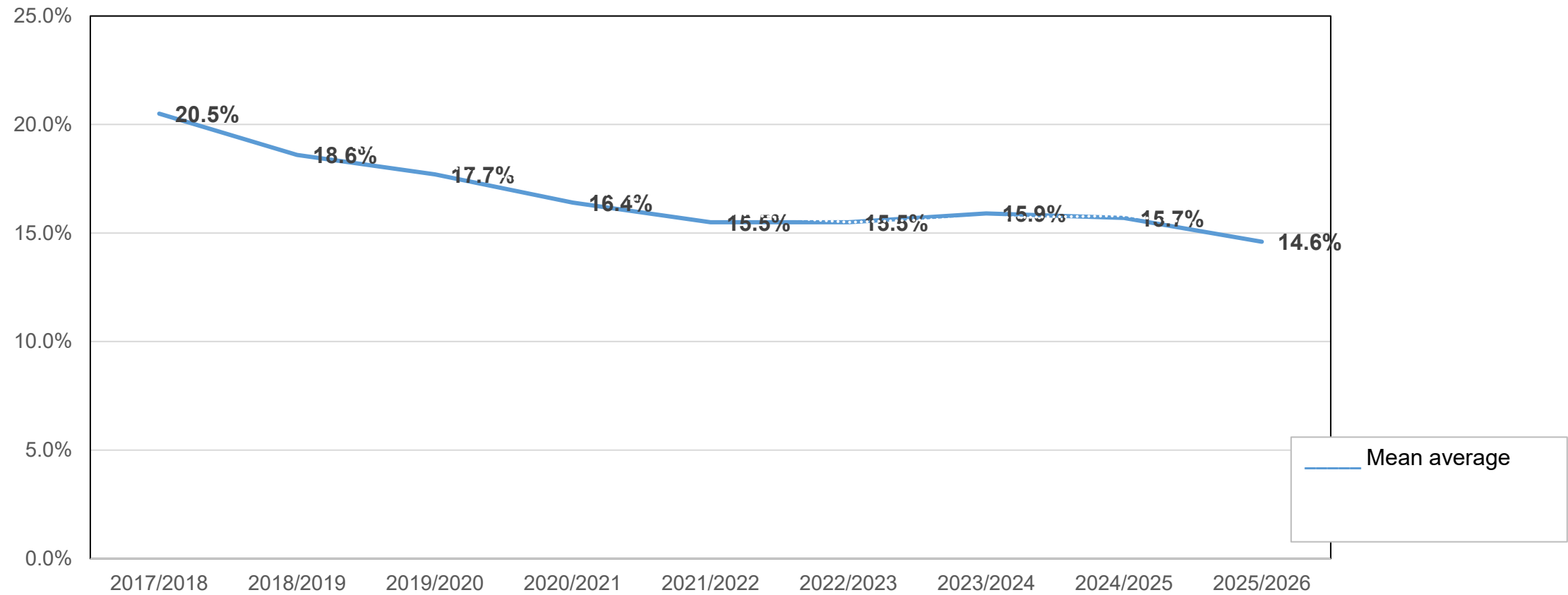


■ Female ■ Male



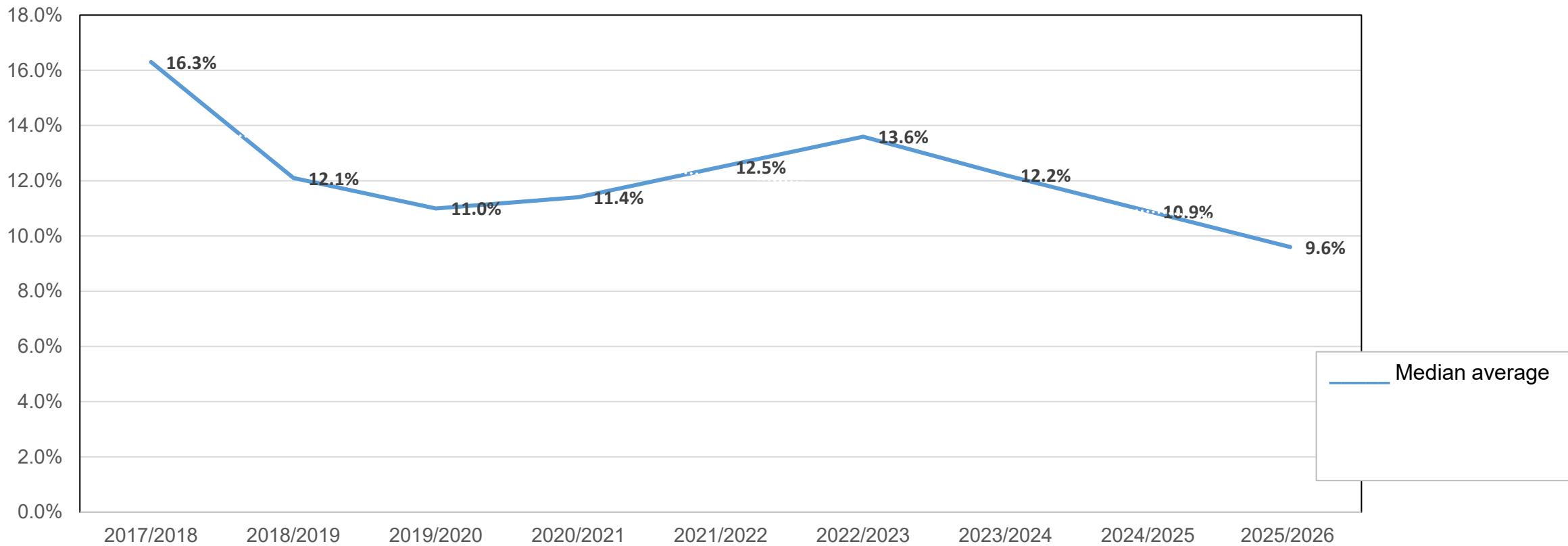
Gender Pay Gap Mean Average (2017 – 2026)

The graph shows the progress in narrowing the gender pay gap as measured as an average hourly rate. The pay gap has fallen over the last 3 years



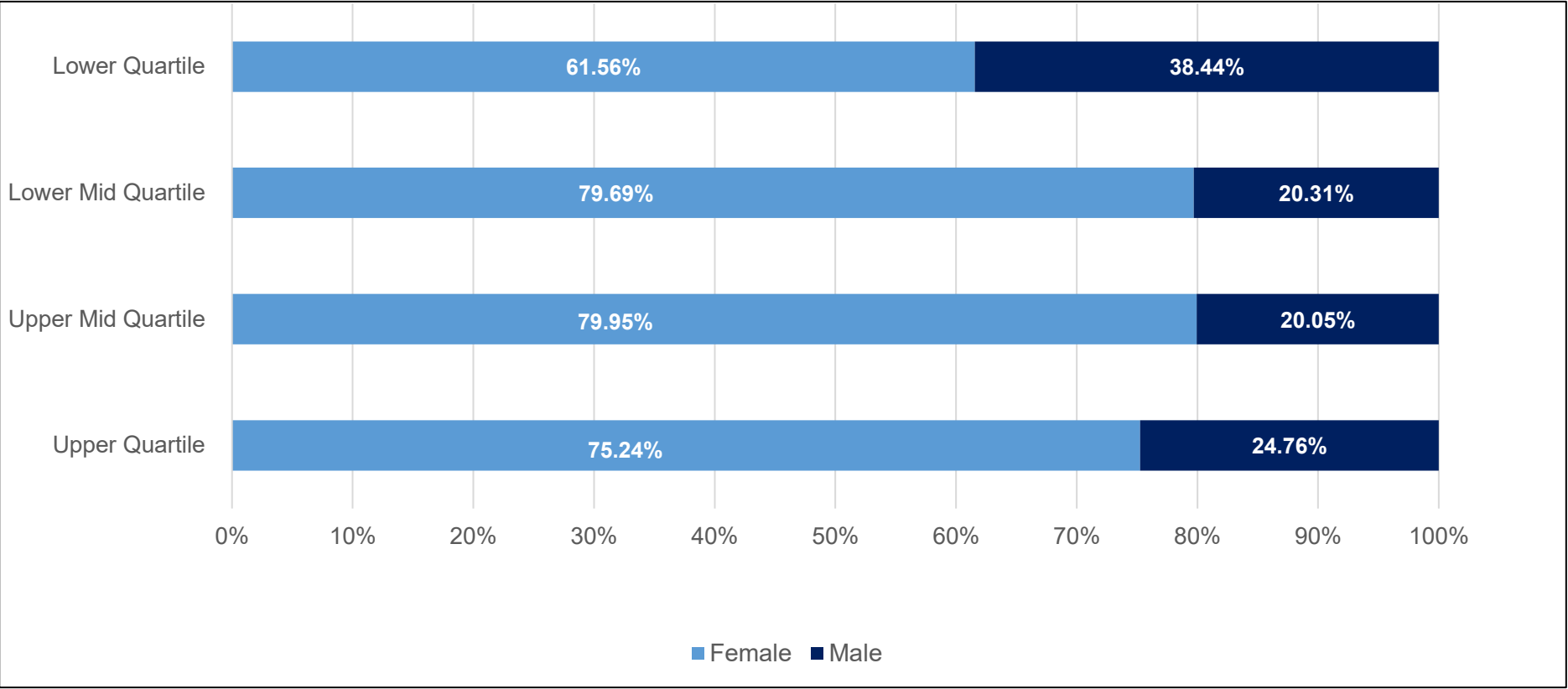
Gender Pay Gap Median Average (2017 – 2026)

The graph shows the progress in narrowing the gender pay gap as measured as a median hourly rate. The pay gap has fallen over the last 3 years



Gender Pay by Quartiles

The above shows rates of pay ranked in order of value and divided into four equal sections (quartiles) showing the percentage of females and males in each quartile



Gender Bonus Pay Calculations

Staff categorised as relevant employees and bonus pay.

For the purpose of this report **bonus payments* referred to are those made to medical consultants. These awards are not payable to non-consultant medical grades (i.e. training and non-training grades including career and staff grades, specialty and specialist doctors and salaried GP's).

For a consultant to be eligible for a **bonus payment* they have to:

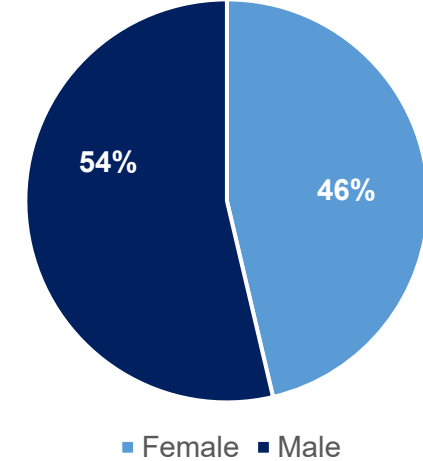
- Have been, and continue to be, a permanent NHS consultant or academic GP in a permanent clinical academic role in higher education at the same level as a senior lecturer or above.
- Must meet the above condition for at least one year, on 1 April in the award year in the year of application.
- The year does not usually include time spent as a locum or on other fixed-term consultant contracts

The Bonus payments are historic and no longer apply to future applicant. The disparity will continue until postholders leave the Trust.

Findings

A total of 136 staff are in receipt of a bonus which equates to 8% of the total eligible population. 42% of the eligible population are female and 46% of the total in receipt of awards are female, which shows that female staff are proportionately represented in the number of staff receiving awards

Employees Paid Bonuses



Total Relevant Employees		
Gender		
Female	686	42%
Male	944	58%
Total	1630	100%

Employees Paid Bonuses		
Gender		%
Female	63	46%
Male	73	54%
Total	136	100%

Gender Bonus Pay (cont'd)

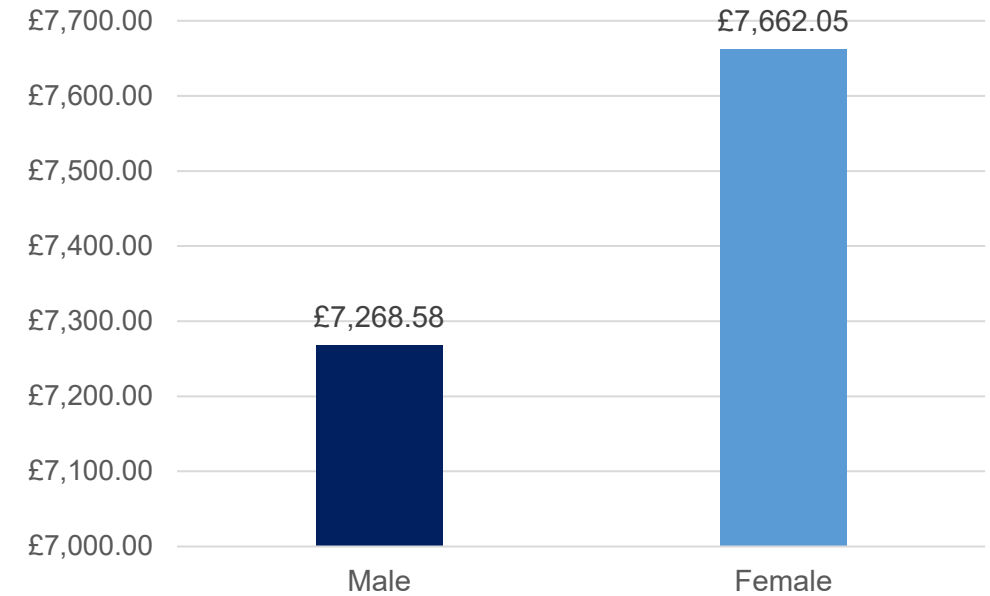
Bonus gender pay gap as a mean average



Average bonus gender pay gap as a mean average

When comparing mean bonus pay, women's mean bonus pay is 15.98% lower than men's a difference of **£1,929.76 per annum**

Bonus gender pay gap as a median average



Average bonus gender pay gap as a median average

When comparing the median bonus pay men's pay is 5.41 % lower than women's a difference of **£393.47 per annum**

Note: **average bonus** and **median bonus** measure different things and are affected differently by extreme values.

- The mean average bonus = total bonuses divide by number of people.
- The median bonus is the middle person's bonus
- The mean average is heavily influenced by very large bonuses while the median is not.



Action Plan

The action set out below will work in conjunction with other workstream to support the career development and representation of staff of staff regardless of gender to improve representation at more senior levels and to reduce pay disparities

Career Progression and Development	Inclusive recruitment To improve the representation in the workplace is in part being addressed by further implementation of our Inclusive recruitment approach. With trained Diversity and Inclusion representatives on panels we seek to ensure fair recruitment process. In addition, this process will be enhanced in 2027/8 through the standardization of processes across the Acute provider group and implementing best practices form all 4 Trusts in the group
Cultural Change and Inclusive Leadership	-Launch of Cultural Intelligence Programme to support staff improve their capability to work with cultural differences (gender, ethnicity, disability and any cultural difference, and linked to patient and staff interactions -Continue to roll our Active Bystander training to support staff in taking action where they see bullying, harassment and verbal abuse at work
Data and Monitoring	Regularly monitor and report on gender pay gaps to track progress and accountability