

UHN Pay Gap Report: Gender, Ethnicity & Disability 2024 - 2025



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Date this report was presented to the UHN Board of Directors: 06 February 2026

Date published: 31 March 2026

The gender pay gap audit obligations are outlined in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Organisations employing more than 250 people and listed in Schedule 2 of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, must publish and report specific information about gender pay gap.

The report is retrospective based on the legal reporting requirements and information presented, relates to data from the previous financial year.

- The gender pay gap can be defined as the difference between the median hourly earnings of men and of women. This is distinct from equal pay, which refers to men and women in the same job earning an equal wage.
- Median is the middle value of the arranged set of data. Mean is the total of the numbers divided by how many numbers there are.

Median Pay Gap

This is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid.

A median involves listing all 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 two central numbers.

Medians are useful to indicate what the 'typical' situation is. They are not distorted by very high or low hourly pay (or bonuses). However, this means that not all gender pay gap issues will be picked up. They could also effectively fail to identify challenges where the gender pay gap issues are most pronounced.

Mean Pay Gap

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 the numbers and dividing the result by how many numbers were in the list. Mean averages are pragmatic because they place the same value on every number they use, giving a good overall indication of the gender pay gap. Pragmatism approach should also consider that very high or low hourly pay rates hold the potential to distort figures.

Our Pay Gap reports for the 2025-26 reporting year contains a number of elements:

- The specific information published on the government website for the snapshot date of 31st March 2024.
- A comparison of reporting data over the past 5 years.
- An analysis of the pay gap across specific staff bands and quartiles within UHN.
- Recommendation as to future action to support reducing the Pay Gaps where possible.

The majority of colleagues at the Trust are on the national Agenda for Change Terms and Conditions of Service. The basic pay structure for these colleagues is across 8 pay bands and colleagues are assigned to one of these pay bands on the basis of job weight, as measured by the NHS Job Evaluation Scheme. Within each band there are a number of incremental pay progression points as agreed by the NHS National Staff Council.

Medical and Dental colleagues have different sets of Terms and Conditions of Service, depending on seniority. These too are set across a number of pay scales, for basic pay, which have varying numbers of thresholds within them.

There are separate arrangements for Very Senior Managers, such as Chief Executives, Directors and other senior managers who are not on an Agenda for Change or Medical and Dental Terms and Conditions of Service

As a public sector organisation, some of the services that are provided are on a 24/7 basis and therefore colleagues that work unsocial hours, participate in on-call rotas and work on general public holidays will also be in receipt of enhanced pay in addition to their basic pay. This mainly applies to clinical colleagues who work in ward areas along with non-clinical senior managers, who participate in the Senior Manager/Executive on-call rota and non-clinical colleagues who provide 24/7 services such as Estates and auxiliary colleagues.

The Trust does have a number of clinical departments that do not provide 24/7 such as clinics and outpatient areas and therefore colleagues working in these roles may not attract enhancements.

Under legal requirements, payments that would fall under the remit of bonus would include Clinical Excellence Awards for consultants and Long Service Awards.

Clinical Excellence Awards (CEA)

Under the national Medical & Dental terms and conditions consultants were eligible to apply for Clinical Excellence Awards (CEA). These awards recognised individuals who demonstrated achievements in developing and delivering high quality patient care over and above the standard expected of their role and was part of a commitment to the continuous improvement of the NHS.

As part of the new terms and conditions following agreement to the pay settlement, from 1st April 2024 the contractual entitlement to access annual CEA awards stopped. Therefore, there will be no new award rounds. Any doctor who has a pre-2018 CEA will be retained and the value of these awards will be frozen, and the review process has been removed. These changes will impact on future pay gap reports as there are several individuals receiving historic awards from 2017 which are recurrently paid each year. Once an award had been made the consultant continues to receive that level of award going forward.

Exclusions applied

This report is based on NHS Basic Pay, and we have applied exclusions for pay elements relating to the below categories from our calculations:

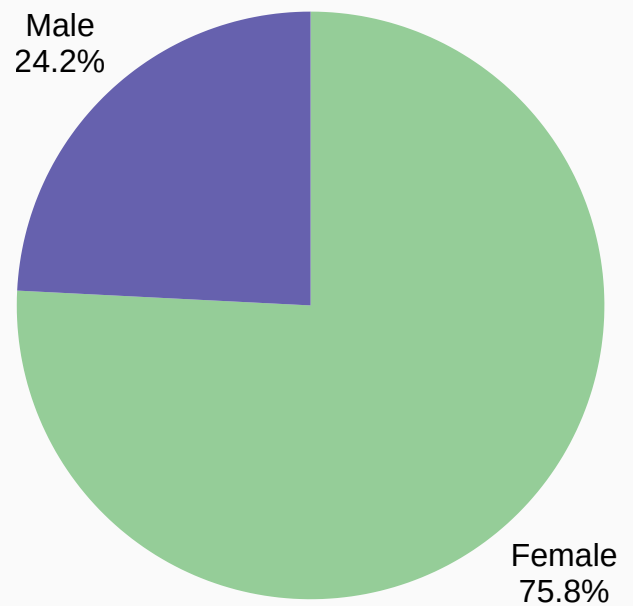
- Salary sacrifice
- Arrears
- Overtime
- Staff on reduced pay due to long term sickness, maternity/paternity, adoption or shared parental leave
- Hours worked and paid whilst 'on call' (on call allowance is included)
- Career Break
- Inactive on ESR

The University Hospitals of Northamptonshire (UHN) Group brings together Kettering General Hospital (KGH) and Northampton General Hospital (NGH). The two hospital Trusts remain as separate organisations and this report gives details of the Gender Pay Gap of the two hospitals.

In line with the Equality Act 2010 (Gender Pay Gap Information Regulations 2017), Northampton General Hospital NHS Trust has undertaken gender pay gap reporting on the snapshot date of 31 March 2025.

We have calculated the following for our employees and workers:

- Snapshot of gender breakdown at UHN
- The mean gender pay gap
- The median gender pay gap
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of genders receiving a bonus payment
- The proportion of genders in each quartile pay band



At the time the snapshot was taken UHN had the following employees:

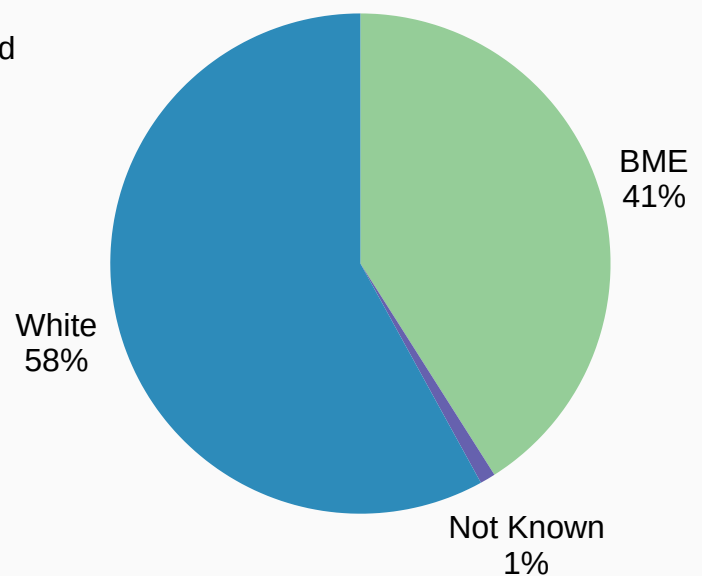
Gender	Northampton General Hospital (NGH)		Kettering General Hospital (KGH)		University Hospitals of Northamptonshire (UHN)	
	Number	%	Number	%	Number	%
Female	5044	76%	3975	76%	9019	76%
Male	1610	24%	1230	24%	2840	24%
Total	6654	100%	5205	100%	11859	100%

The University Hospitals of Northamptonshire (UHN) Group brings together Kettering General Hospital (KGH) and Northampton General Hospital (NGH). The two hospital Trusts remain as separate organisations and this report gives details of the Ethnicity Pay Gap of the two hospitals.

This is the second year that the organisation has undertaken any reporting on the Ethnicity Pay Gap. This report is based on the snapshot date of 31 March 2025

We have calculated the following for our employees and workers:

- Snapshot of our ethnicity breakdown at UHN
- The mean ethnicity pay gap
- The median ethnicity pay gap
- The mean bonus ethnicity pay gap
- The median bonus ethnicity pay gap
- The proportion of ethnicities receiving a bonus payment
- The proportion of ethnicities in each quartile pay band



At the time of this snapshot UHN had:

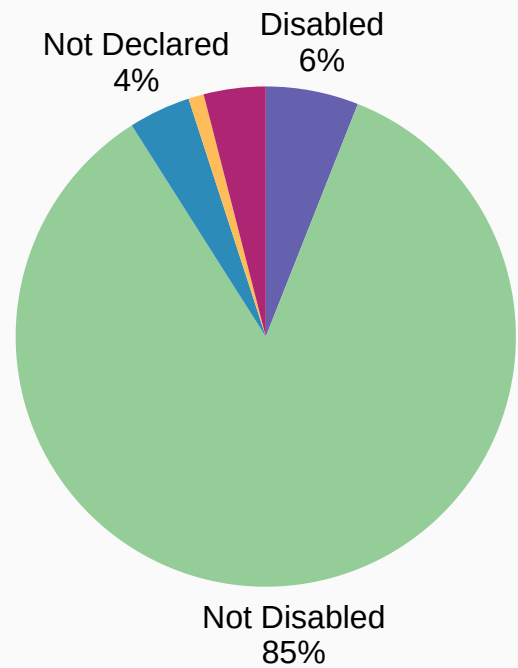
Ethnicity	Northampton General Hospital (NGH)		Kettering General Hospital (KGH)		University Hospitals of Northamptonshire (UHN)	
	Number	%	Number	%	Number	%
BME	2759	41%	2078	40%	4837	41%
Not Known	130	2%	37	1%	167	1%
White	3765	57%	3090	60%	6855	58%
Total	6,654		5,205		11,859	

The University Hospitals of Northamptonshire (UHN) Group brings together Kettering General Hospital (KGH) and Northampton General Hospital (NGH). The two hospital Trusts remain as separate organisations and this report gives details of the Disability Pay Gap of the two hospitals.

This is the first year that the organisation has undertaken any reporting on the Disability Pay Gap. This report is based on the snapshot date of 31 March 2025

We have calculated the following for our employees and workers:

- Snapshot of our disability breakdown at UHN
- The mean disability pay gap
- The median disability pay gap
- The mean bonus disability pay gap
- The median bonus disability pay gap
- The proportion of disabilities receiving a bonus payment
- The proportion of disabilities in each quartile pay band



At the time of this snapshot UHN had:

Ethnicity	Northampton General Hospital (NGH)		Kettering General Hospital (KGH)		University Hospitals of Northamptonshire (UHN)	
	Number	%	Number	%	Number	%
Disabled	391	6%	319	6%	710	6%
Not Disabled	5719	86%	4362	84%	10081	85%
Not Declared	269	4%	208	4%	477	4%
Prefer Not to Answer	42	1%	21	0%	63	1%
Unspecified	233	3%	295	6%	528	4%
Total	6,654		5,205		11,859	

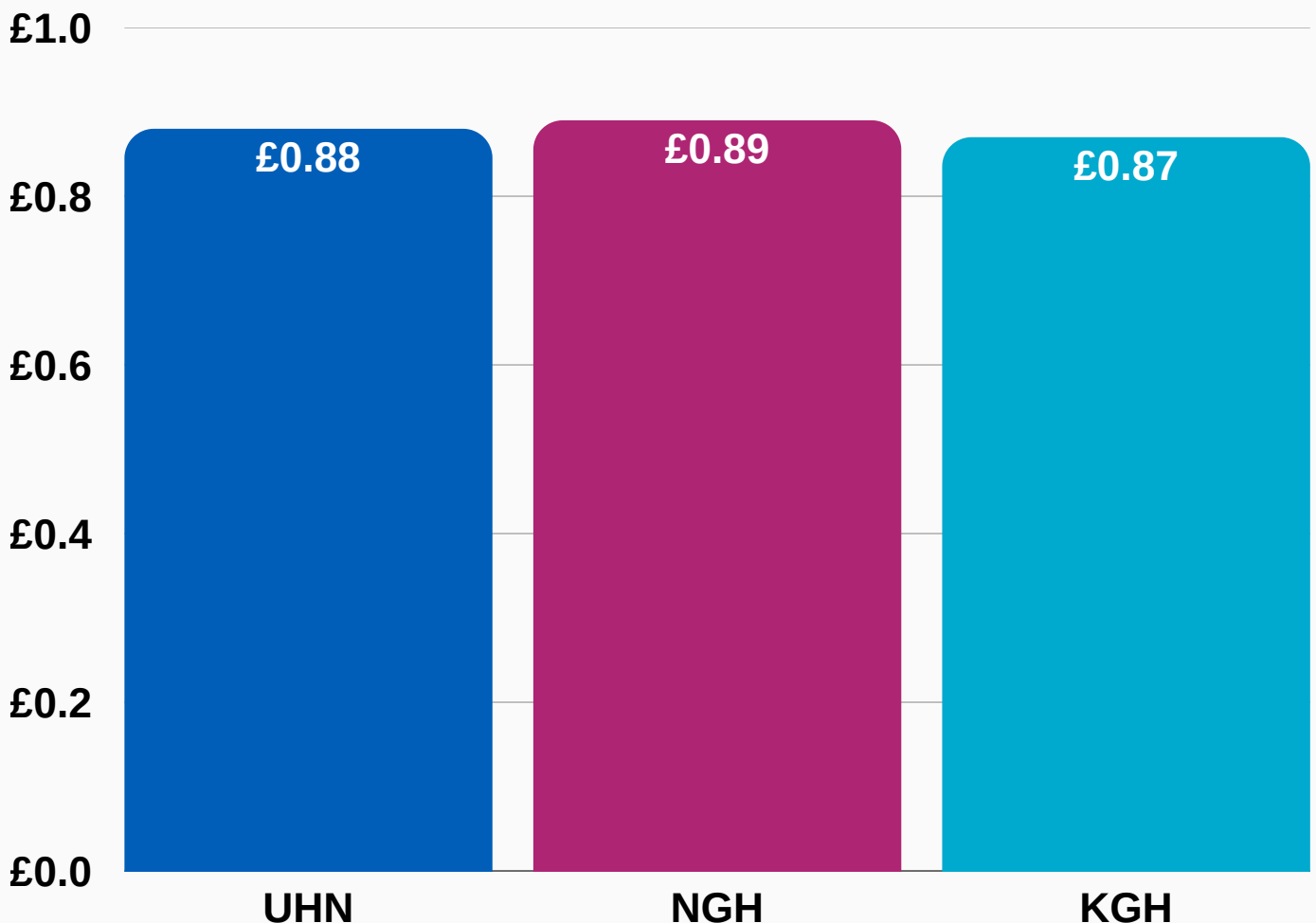
When comparing the median hourly pay:

- At Northampton General Hospital our female colleagues earn 89p for every £1 that male colleagues earn. This has changed from 95p from last year.
- At Kettering General Hospital our female colleagues earn 87p for every £1 that male colleagues learn. This has changed from 90p from last year.

Taking the average of the two, the overall Gender Pay Gap across University Hospitals of Northamptonshire Group is female colleagues earn 88p for every £1 that male colleagues earn.

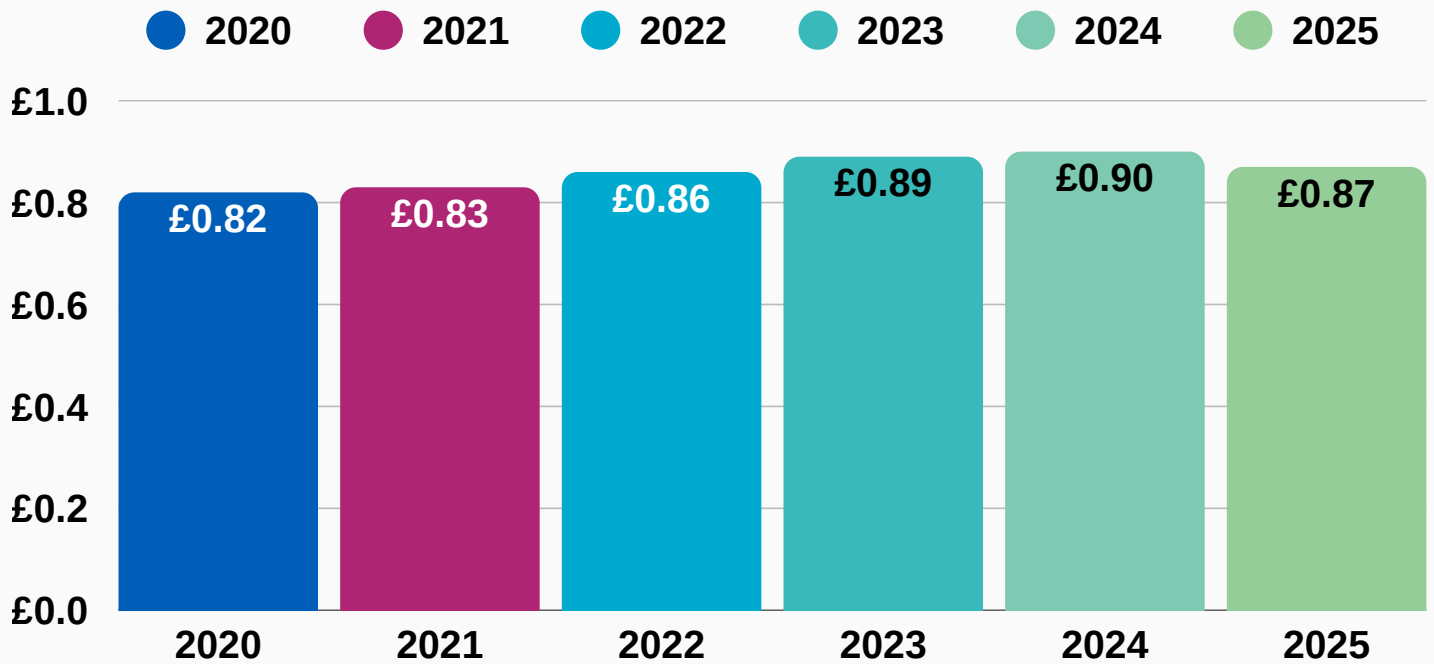
UHN 2025 Pay Gap

● UHN ● NGH ● KGH

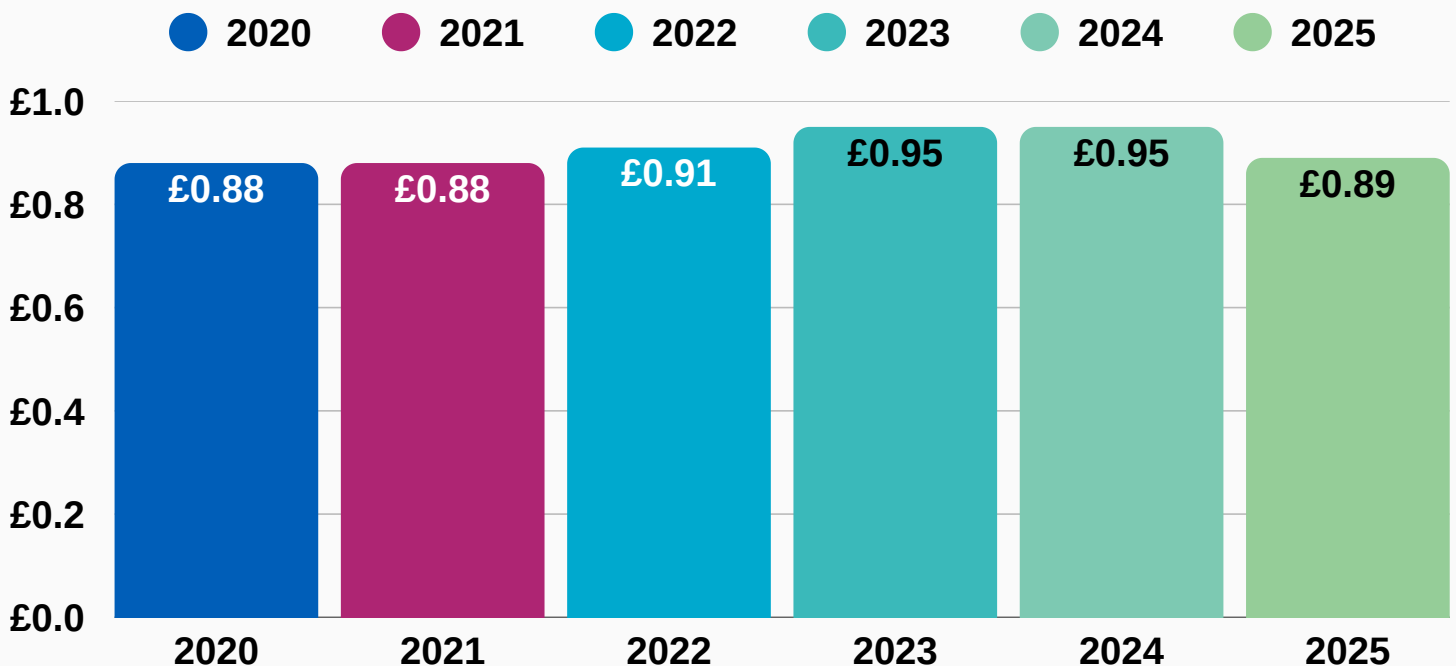


We have worked ceaselessly, to reduce the pay gap across our roles to ensure that equal pay expectations are met. This trend has seen progression year on year with the gap reducing significantly from when our reporting first started. This year marks the first year where our pay gap has increased. This is reflected by the financial pressures the NHS is facing around recruiting in certain roles.

KGH 5 Year Pay Gap

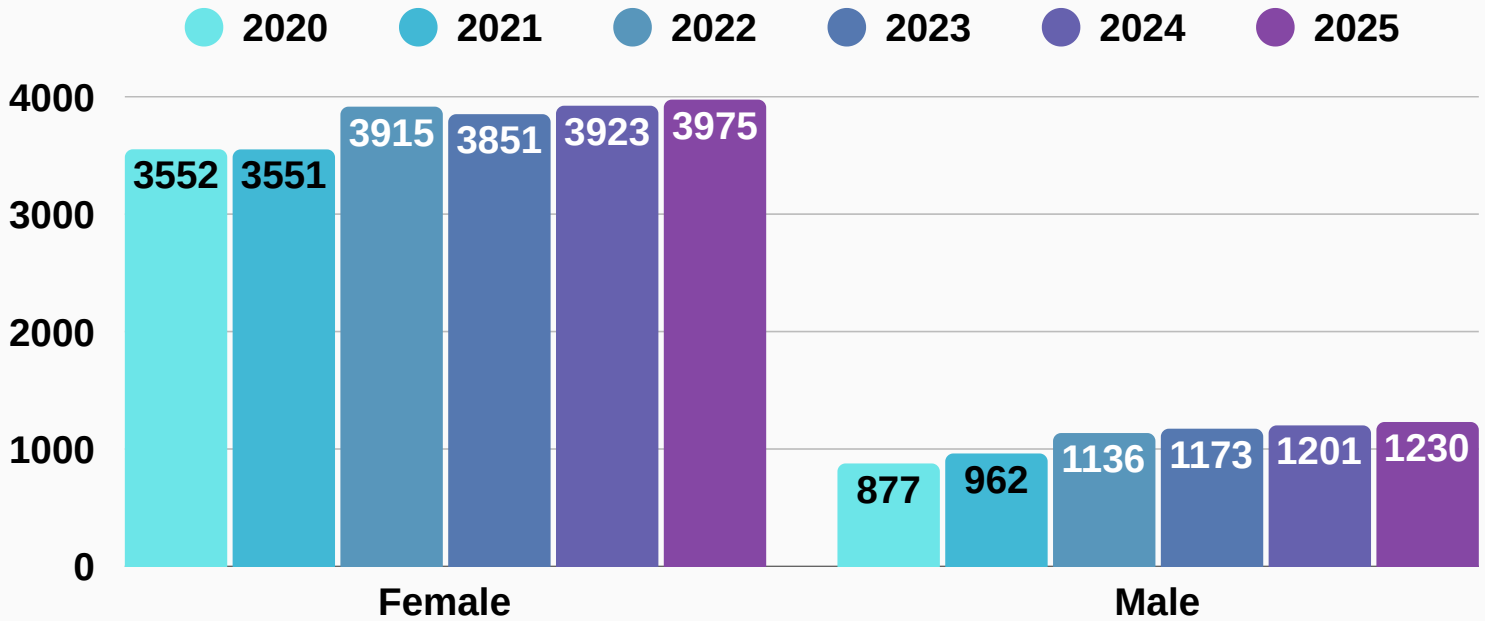


NGH 5 Year Pay Gap

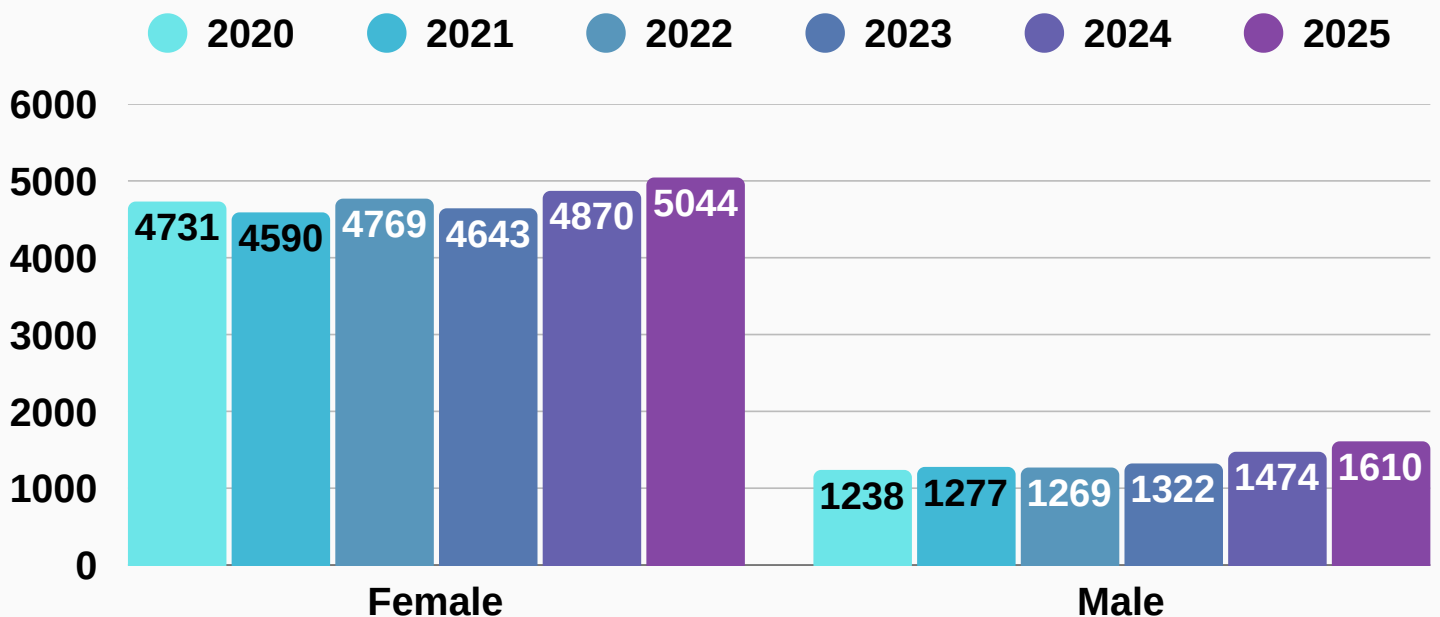


UHN has added 736 more women into our workforce since 2021, and 730 more men into our workforce since 2020.

Gender Split at KGH over 5 years



Gender Split at NGH over 5 years



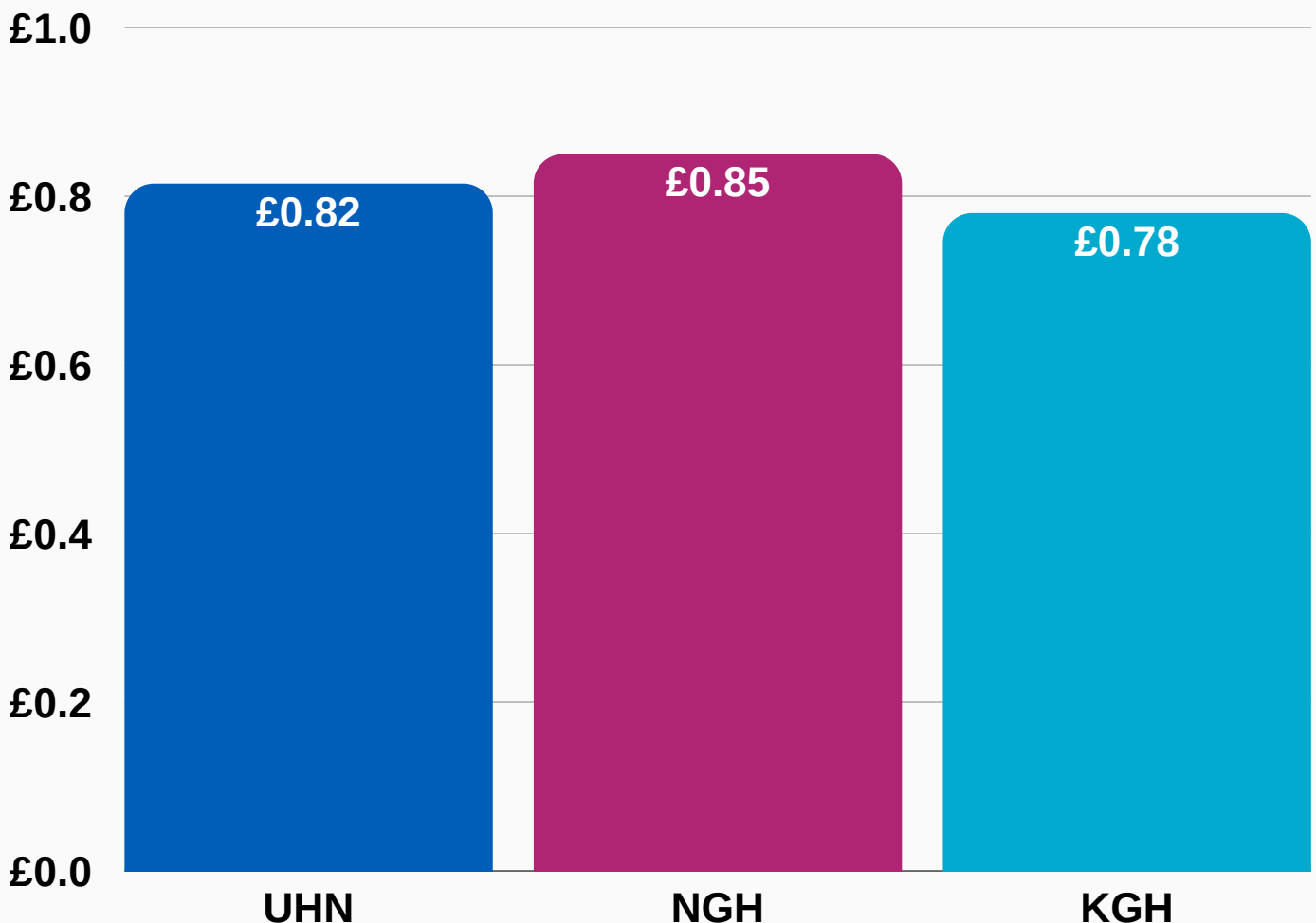
When comparing the median hourly pay:

- At KGH our White colleagues earn 78p for every £1 that BME colleagues earn. This has declined from 89p from last year.
- At NGH our White colleagues earn 85p for every £1 that BME colleagues earn. This is has declined from 92p from last year.

Taking the average of the two, the overall Ethnicity Pay Gap across University Hospitals of Northamptonshire Group is White colleagues earn 81.5p for every £1 that BME colleagues earn.

UHN 2025 Pay Gap

● UHN ● NGH ● KGH



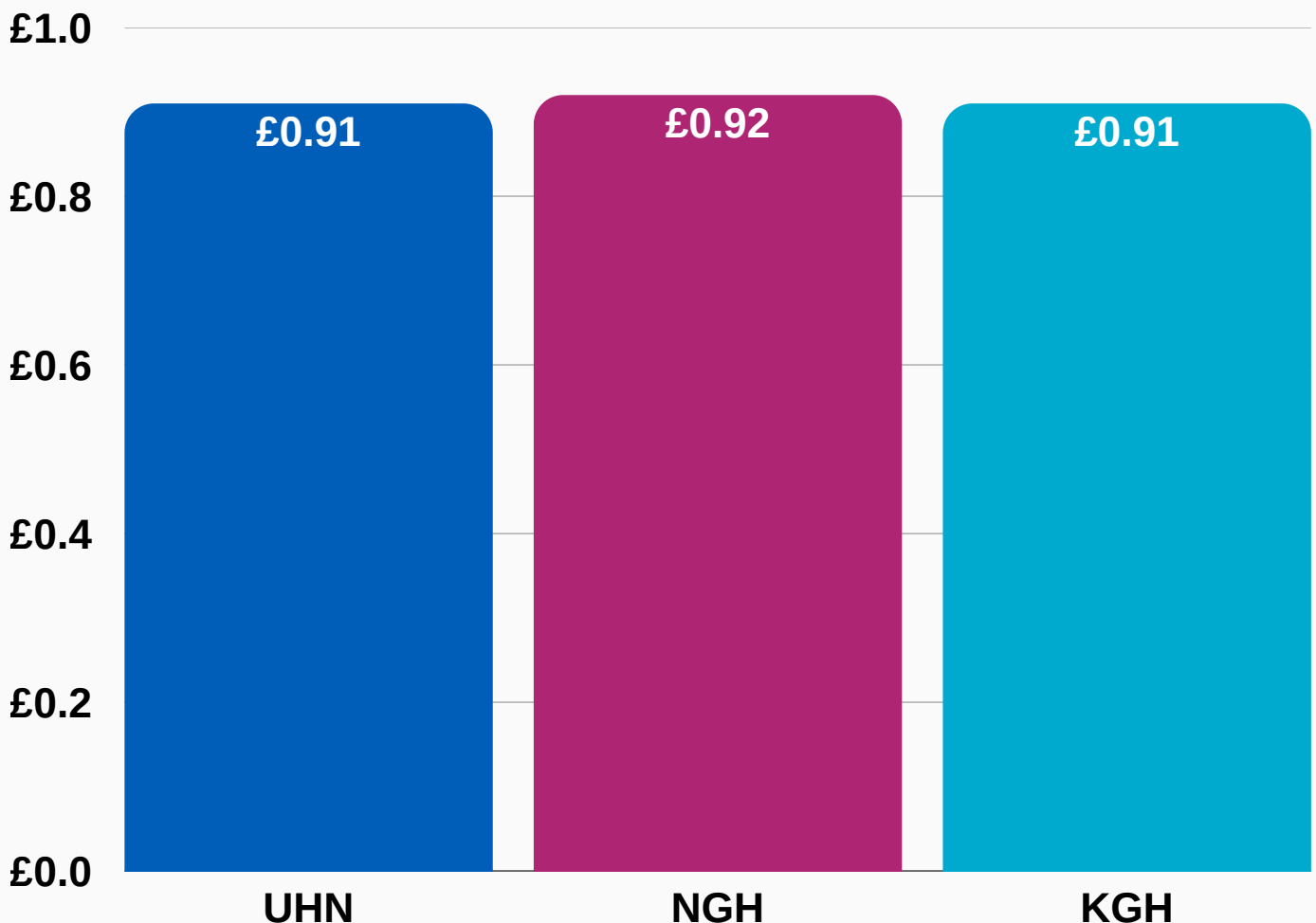
When comparing the median hourly pay:

- At KGH our Disabled colleagues earn 91p for every £1 that Non-Disabled colleagues earn.
- At NGH our Disabled colleagues earn 92p for every £1 that Non-Disabled colleagues earn.

Taking the average of the two, the overall Disability Pay Gap across University Hospitals of Northamptonshire Group is Disabled Colleagues earn 91p (rounded up) for every £1 that Non-Disabled colleagues earn.

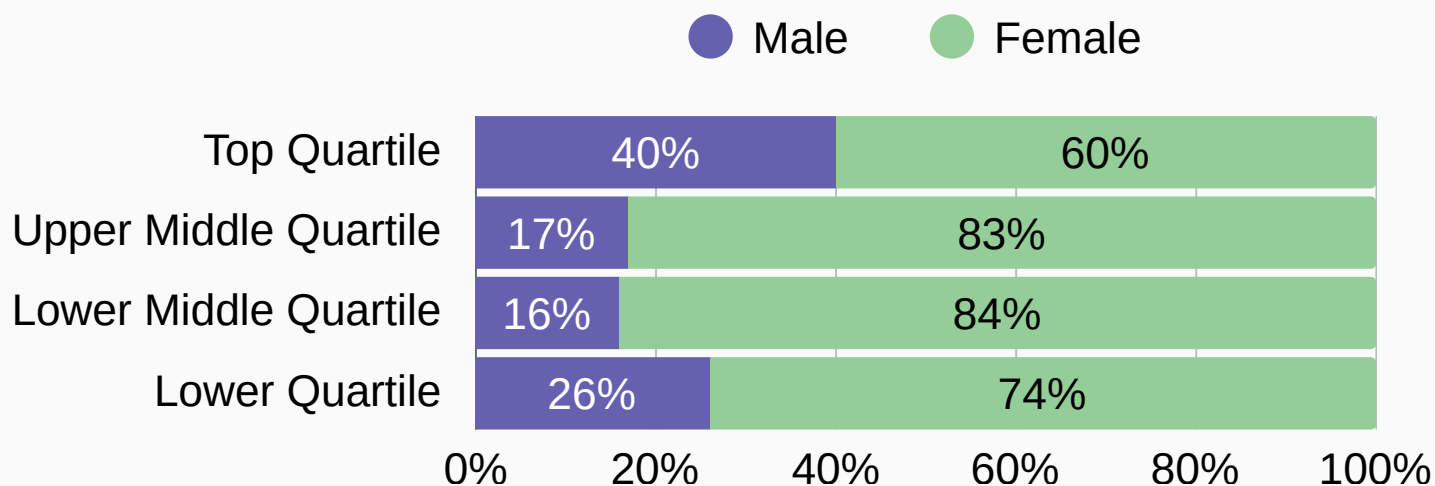
UHN 2025 Pay Gap

● UHN ● NGH ● KGH



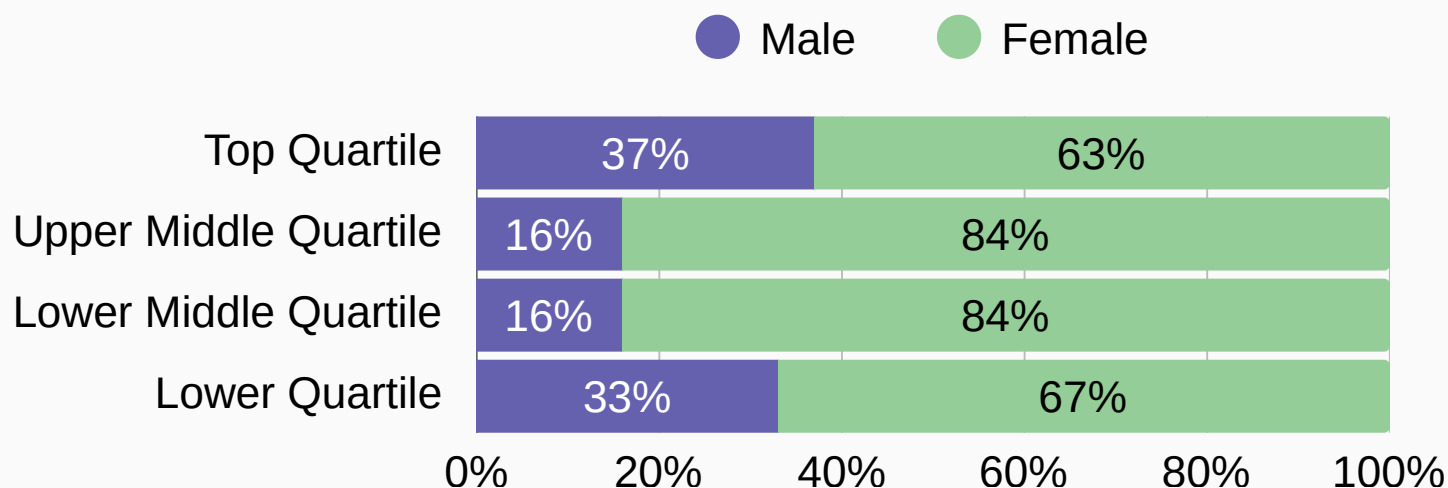
At KGH the percentage of women in the all the quartiles is greater than the percentage of men. In the Lower quartile the split is broadly representative of both Trusts' split. In the Lower Middle and Upper Middle quartiles, there is an increase in the number of women compared to men, however in the Upper quartile there is a significant reduction of women compared to men.

Percentages of Men & Women in Each Quartile Pay Band (KGH)



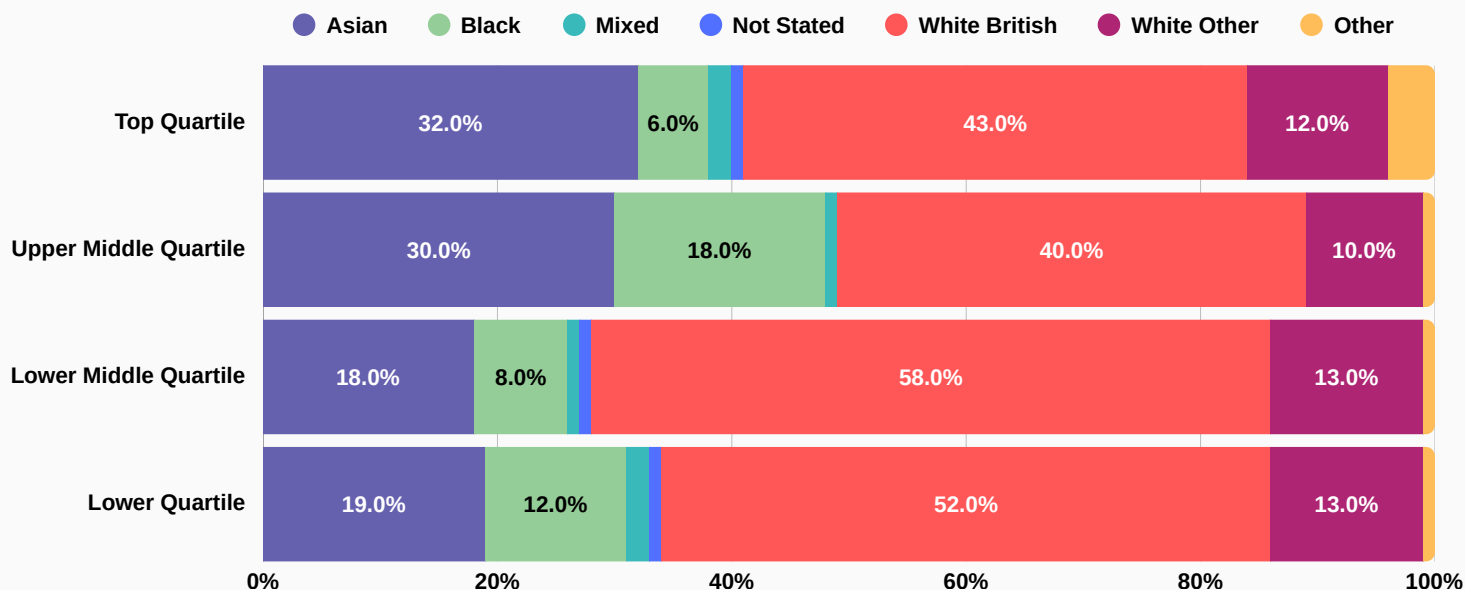
At NGH, the percentage of women in the all the quartiles is greater than the percentage of men. In the lower Quartile and Upper Quartile, the split between the two genders shows there are less women than across the whole Trust. In the Lower and Middle Upper Quartiles, the split is higher than the Trust split for women when compared to our overall workforce.

Percentages of Men & Women in Each Quartile Pay Band (NGH)



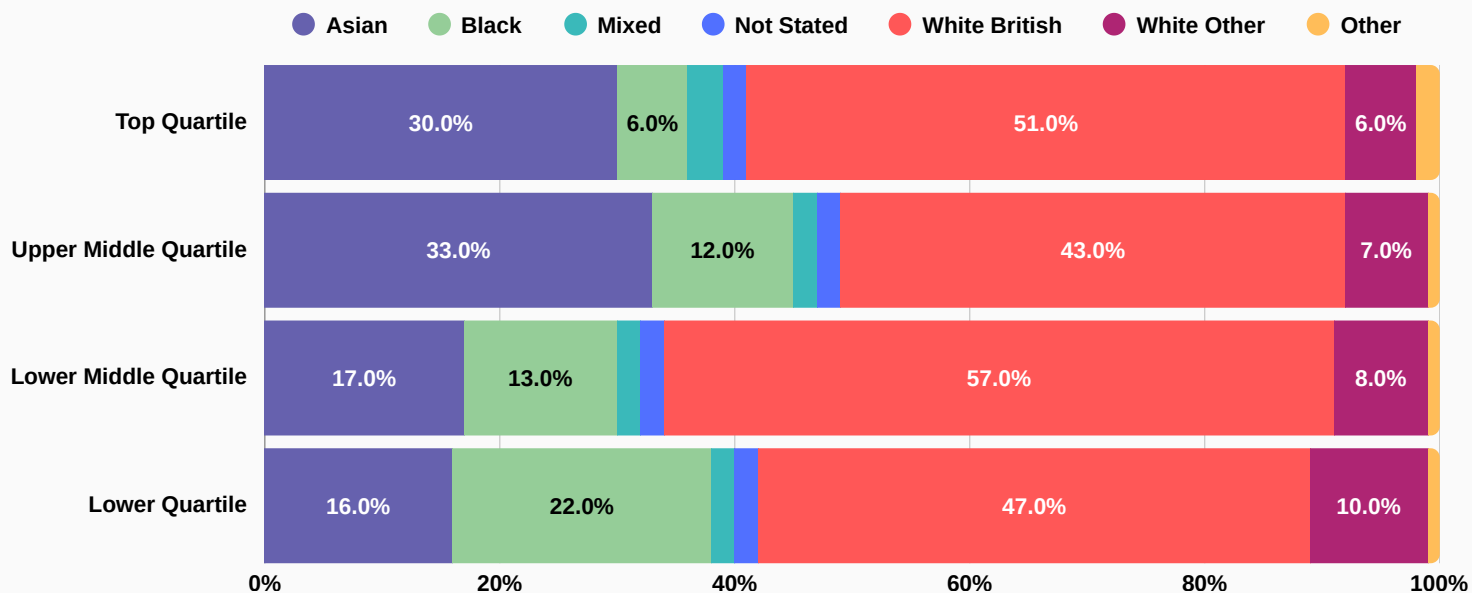
At KGH, the percentage of White colleagues in the all the quartiles is greater than the percentage of BME colleagues. In the lower Quartile and Lower Middle Quartile, the split between the ethnicities shows there are less BME colleagues than across the whole Trust. In the Upper and Middle Upper Quartiles, the split is higher than the Trust split for BME colleagues when compared to our overall workforce.

Percentages of Ethnicities in Each Quartile Pay Band (KGH)

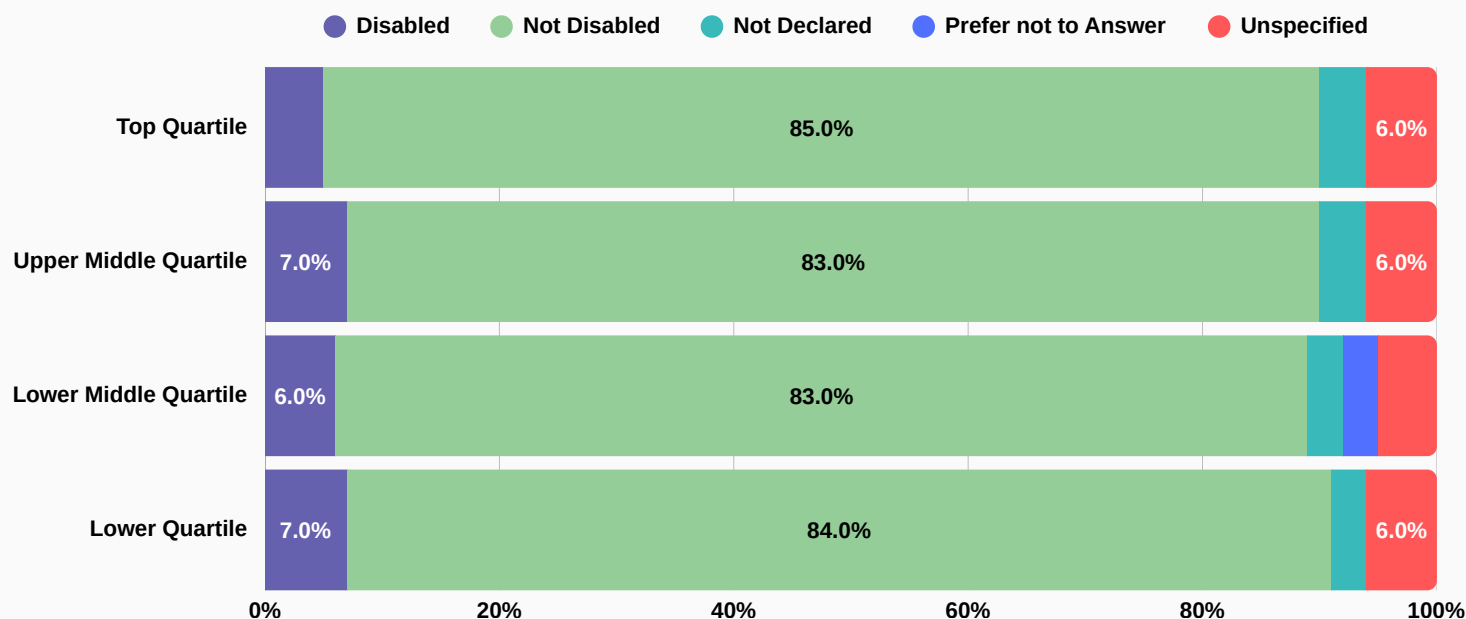


At NGH the percentage of White colleagues in the all the quartiles is greater than the percentage of BME colleagues. In the Lower quartile the split is broadly representative of both Trusts' split. In the Lower Middle and Upper Middle quartiles, there is an increase in the number of BME compared to White colleagues, however in the Upper quartile there is a significant reduction of BME compared to White colleagues.

Percentages of Ethnicities in Each Quartile Pay Band (NGH)



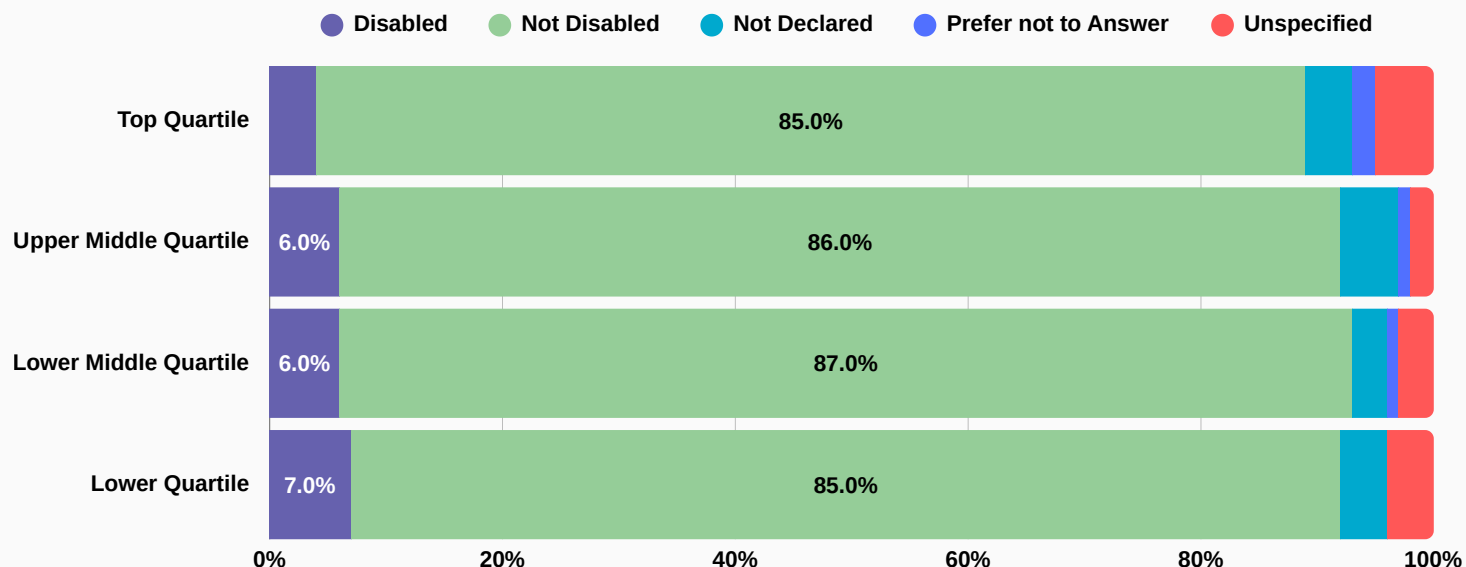
Percentages of by Disability in Each Quartile Pay Band (KGH)



At KGH, the percentage of Non - Disabled colleagues in the all the quartiles is greater than the percentage of Disabled colleagues. Across all quartiles, the number of Disabled colleagues remains close, with the Lower and Upper Middle Quartiles being identical.

At NGH the percentage of Non- Disabled colleagues in the all the quartiles is greater than the percentage of Disabled colleagues. In the Lower quartile the split is broadly representative of both Trusts' split. In the Lower Middle and Upper Middle quartiles, there is an even split in the number of Disabled colleagues compared to Non-Disabled colleagues, however in the Upper quartile there is a significant reduction of Disabled colleagues compared to Non-Disabled colleagues.

Percentages of Disability in Each Quartile Pay Band (NGH)



Kettering General Hospital

2024 - 2025



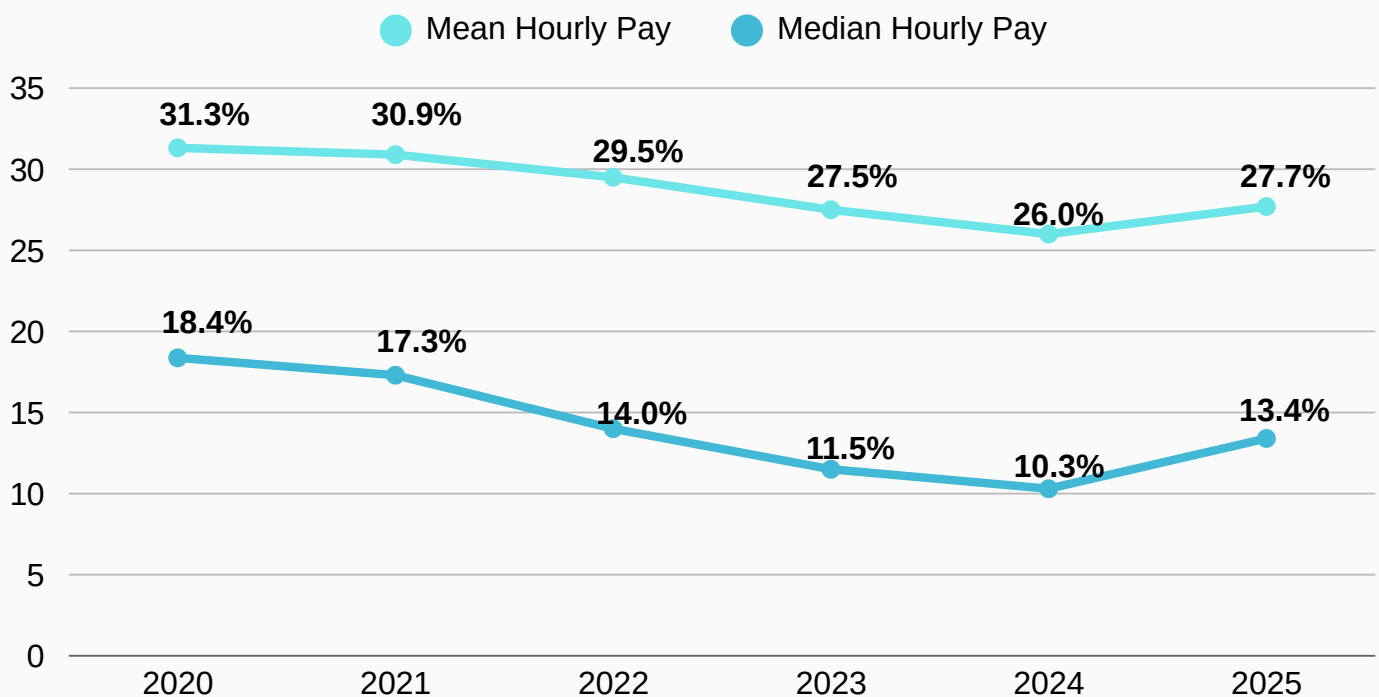
Mean and Median Gender Pay Gap – NGH

The 2025 mean gender pay gap for the Trust demonstrates that female colleagues are paid 27.7% less than male colleagues, a deterioration of 1.7% from 2024. The median gender pay gap for 2025 at KGH, demonstrates that female colleagues are paid 13.4% less than male colleagues. This is a deterioration of 3.1% from the previous year.

	Mean Hourly Rate 2025	Median Hourly Rate 2025	Mean Hourly Rate 2024	Median Hourly Rate 2024
Male	£26.00	£19.09	£25.11	£18.41
Female	£18.78	£16.53	£18.58	£16.52
Difference	£7.22	£2.56	£6.53	£1.89
Pay Gap	27.7%	13.4%	26.0%	10.3%

Over the past 5 year period, the mean hourly pay and the median hourly pay has decreased, following a broadly downward trend in the past consecutive years.

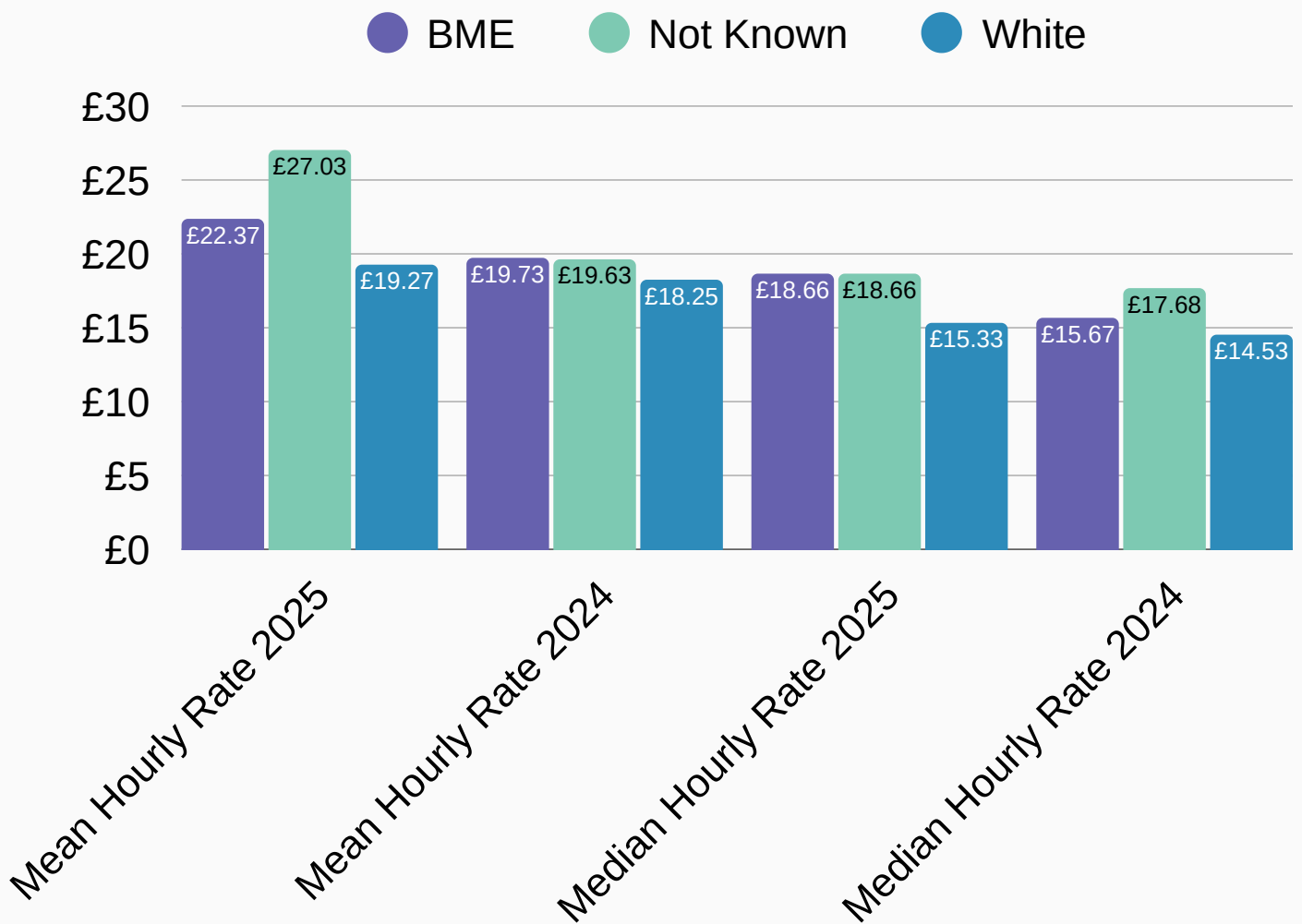
KGH Mean & Median Gender Pay Gap 2020-25 Women's Hourly Rate in Relation to Men's



Mean and Median Ethnicity Pay Gap – KGH

The mean hourly rate is the average hourly wage across the entire organisation, so the mean ethnicity pay gap is a measure of the difference between ethnicities mean hourly wage when compared to White employees. The 2025 median ethnicity pay gap demonstrates that White employees are paid 21.7% less than BME colleagues. This is a deterioration of 13.8% from the previous year. However, when looking at the ethnic groups in more detail, it does demonstrate that White Other colleagues are paid the least when compared against other ethnic groups for the median hourly rate.

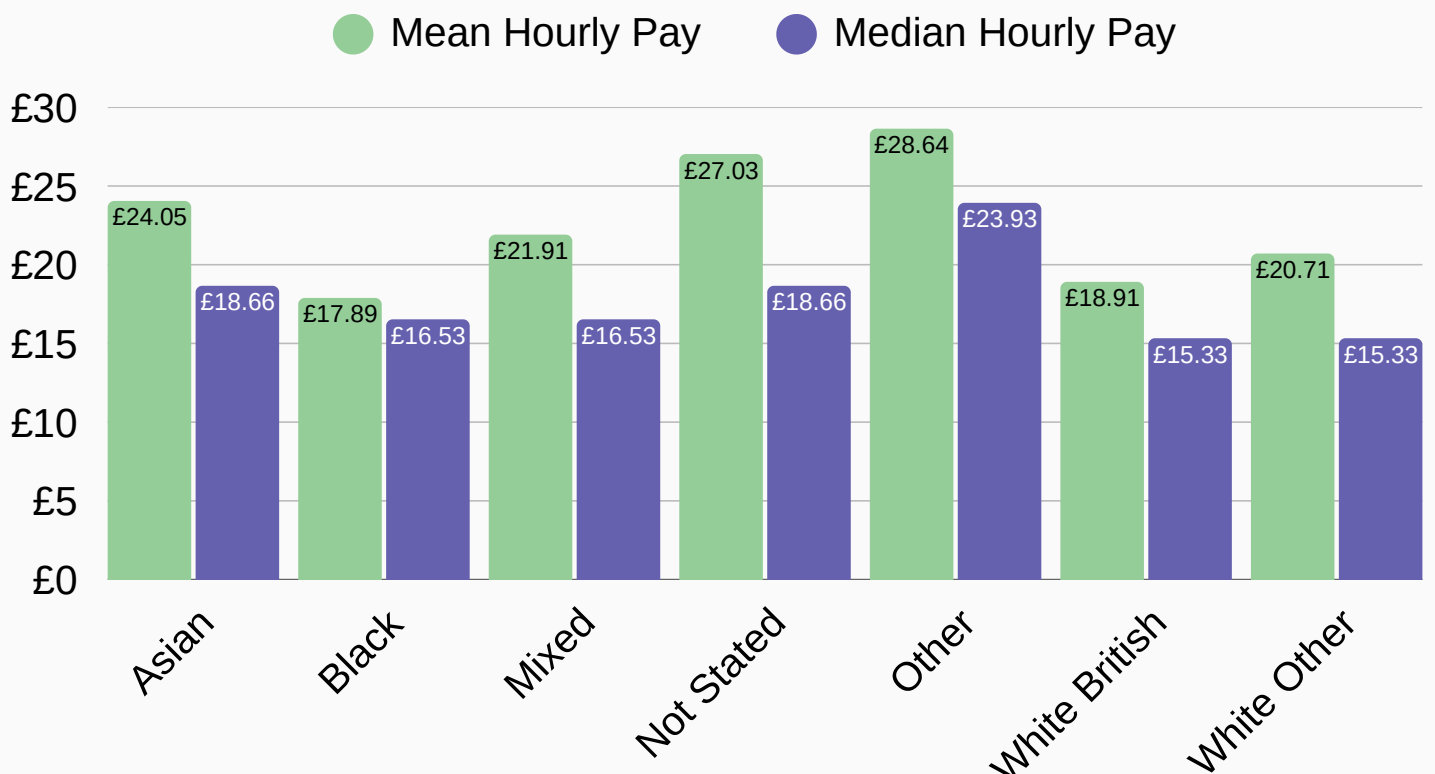
	Mean Hourly Rate 2025	Mean Hourly Rate 2024	Median Hourly Rate 2025	Median Hourly Rate 2024
BME	£22.37	£19.73	£18.66	£15.67
Not Known	£27.03	£19.63	£18.66	£17.68
White	£19.27	£18.25	£15.33	£14.53
Difference (White/BME)	£3.10	£1.48	£3.33	£1.14
Pay Gap	16.1%	-8.1%	21.7%	-7.9%



Mean and Median Ethnicity Pay Gap – KGH

The 2025 mean ethnicity pay gap demonstrates that White employees are paid 16.1% less than BME colleagues. This is a deterioration of 8% from the previous year. The data demonstrates that Black colleagues are paid the least when compared against other ethnic groups for the mean hourly rate. The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle, so the median ethnicity pay gap is the difference between middle paid employee per ethnic group.

	Mean Hourly Rate 2025	Median Hourly Rate 2025
Asian	£24.05	£18.66
Black	£17.89	£16.53
Mixed	£21.91	£16.53
Not Stated	£27.03	£18.66
Other	£28.64	£23.99
White British	£18.91	£15.33
White Other	£20.71	£15.33



Mean and Median Disability Pay Gap – KGH

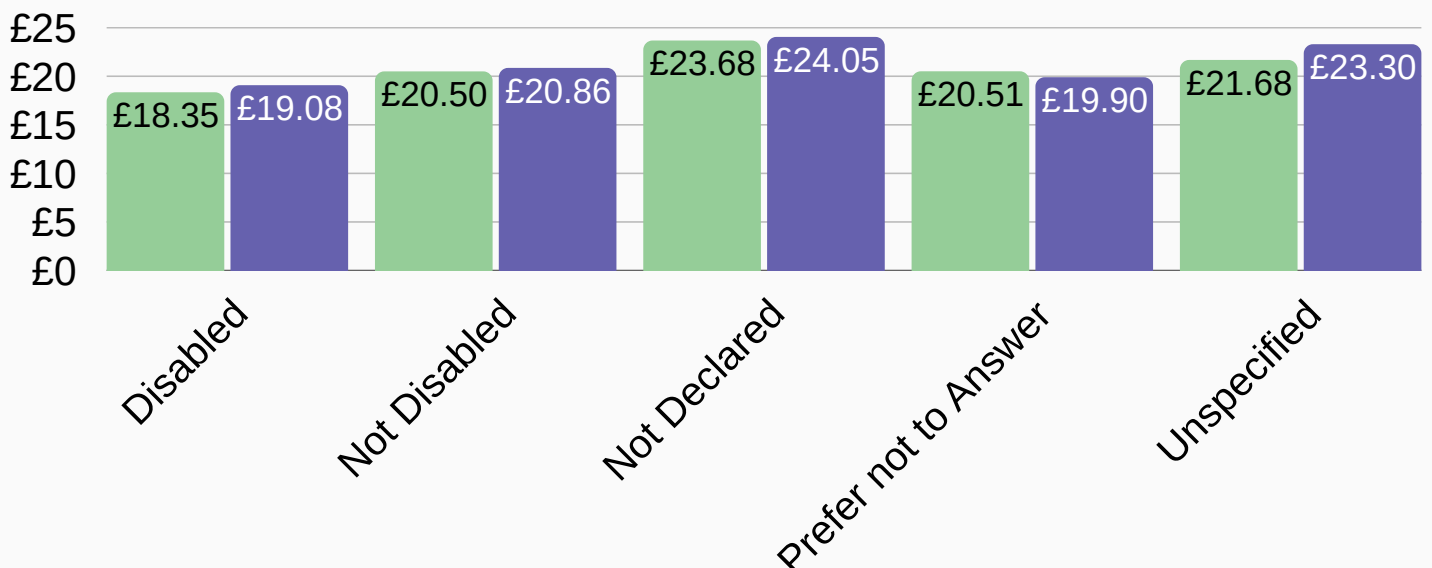
The mean hourly rate is the average hourly wage across the entire organisation, so the mean Disability pay gap is a measure of the difference between Non-Disabled employees mean hourly wage when compared to Disabled colleagues.

The 2025 mean Disability pay gap demonstrates that Disabled employees are paid 10.5% less than Non Disabled colleagues. The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle, so the median Disability pay gap is the difference between middle paid employee per group.

The 2025 median Disability pay gap demonstrates that Disabled employees are paid 8.6% less than Non Disabled colleagues

	Mean Hourly Rate 2025	Median Hourly Rate 2025
Disabled	£18.35	£19.08
Not Disabled	£20.50	£20.86
Not Declared	£23.68	£24.05
Prefer Not to Answer	£20.51	£19.90
Unspecified	£21.68	£23.30
Difference (Disabled/Not Disabled)	£2.15	£1.78
Pay Gap	-10.5%	-8.6%

● Mean Hourly Pay ● Median Hourly Pay



Mean and Median Bonus Gender Pay Gap (Medical Staff Only) – KGH

The 2025 mean bonus gender pay gap for the Trust demonstrates that female colleagues are paid 16.6% less than male colleagues in bonuses. This is an improvement of 4.1% from the previous year.

The 2025 median bonus gender pay gap for the Trust demonstrates that female colleagues are paid 29.0% less than male colleagues in bonuses. This is an improvement of 2.9% from the previous year as shown in the table below

	Mean Bonus Rate 2025	Median Bonus Rate 2025	Mean Bonus Rate 2024	Median Bonus Rate 2024
Male	£9,474.97	£6,635.22	£7,308.69	£4,589.28
Female	£5,414.25	£3,015.97	£6,232.07	£4,589.28
Difference	£4,060.72	£3,619.25	£1,076.62	£0.00
Pay Gap	42.9%	54.6%	14.7%	0%

Proportion of Males and Females Receiving a Bonus Payment

Of the total workforce of 6654 colleagues, less than 1% of male colleagues received bonuses compared to less than 0.5% of female colleagues, as shown in the table below

	Headcount of Gender	%
Male	40	0.77%
Female	12	0.23%

Mean and Median Bonus Ethnicity Pay Gap (Medical Staff Only) – KGH

The 2025 mean bonus ethnicity pay gap for the Trust demonstrates that BME colleagues are paid 4.3% less than White colleagues in bonuses. This is an improvement of 36.7% from the previous year.

The 2025 mean bonus ethnicity pay gap for the Trust demonstrates that BME colleagues are paid 4.3% less than White colleagues in bonuses. This is an improvement of 36.7% from the previous year, whilst the median bonus ethnicity pay gap for the same period, demonstrates that BME colleagues are paid 33.3% less than White colleagues in bonuses. This is an improvement of 27.4% from the previous year.

	Mean Bonus Rate 2025	Median Bonus Rate 2025	Mean Bonus Rate 2024	Median Bonus Rate 2024
BME	£8,415.74	£6,032.04	£5,716.26	£3,015.96
Not Known	£0	£0	£11,058.64	£12,063.96
White	£8,789.35	£9,048.00	£9,687.48	£7,670.13
Difference (White/BME)	£373.61	£3,015.96	£3,971.22	£4,654.17
Pay Gap	4.3%	33.3%	41%	60.7%

Proportion of Ethnicities Receiving a Bonus Payment

Of the total workforce of 5,205 colleagues, less than 0.5% of White colleagues received bonuses compared to less than 1% of BME colleagues.

	Headcount of Ethnicity	%
BME	35	0.67%
Not Known	0	0.00%
White	17	0.33%

Mean and Median Bonus Disability Pay Gap (Medical Staff Only)

The 2025 mean bonus Disability pay gap for the Trust demonstrates that Non-Disabled employees are paid 47.5% less than Disabled colleagues in bonuses, as demonstrated below.

The 2025 median bonus Disability pay gap for the Trust demonstrates that Non-Disabled employees are paid 50% less than Disabled colleagues in bonuses

	Mean Bonus Rate 2025	Median Bonus Rate 2025
Disabled	£14,797.26	£8,482.50
Not Disabled	£7,771.27	£6,032.04
Not Declared	£4,963.05	£3,015.97
Prefer Not to Answer	£0.00	£0.00
Unspecified	£10,627.40	£8,576.75
Difference (Disabled/Not Disabled)	£7,025.99	£2,450.46
Pay Gap	47.5%	28.9%

Proportion of Disabilities Receiving a Bonus Payment

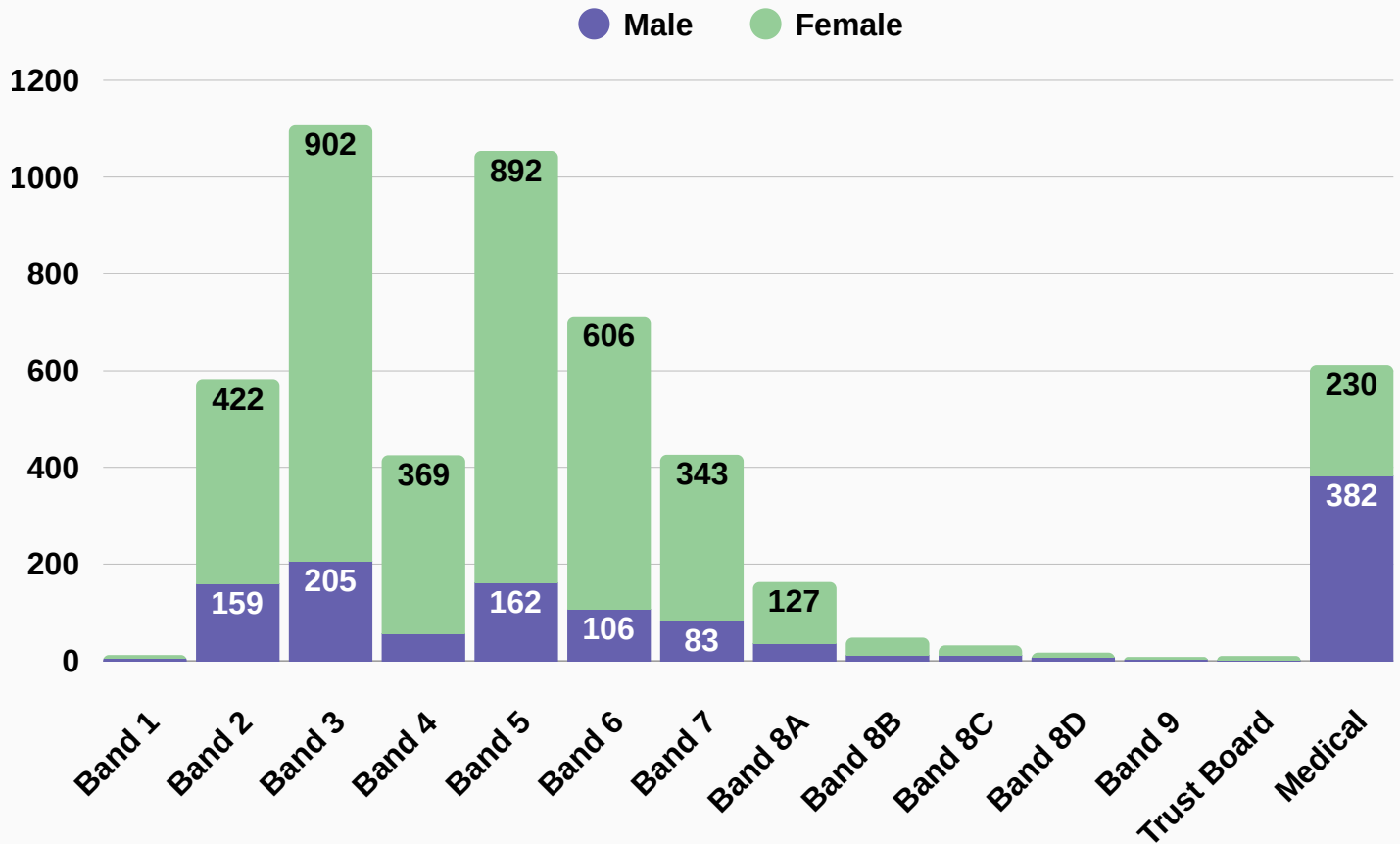
Of the total workforce of 6,654 colleagues, less than 0.1% of Disabled colleagues received bonuses compared to less than 1% of Non-Disabled colleagues,

	Headcount of Disability	%
Disabled	4	0.08%
Not Disabled	30	0.58%
Not Known	18	0.34%

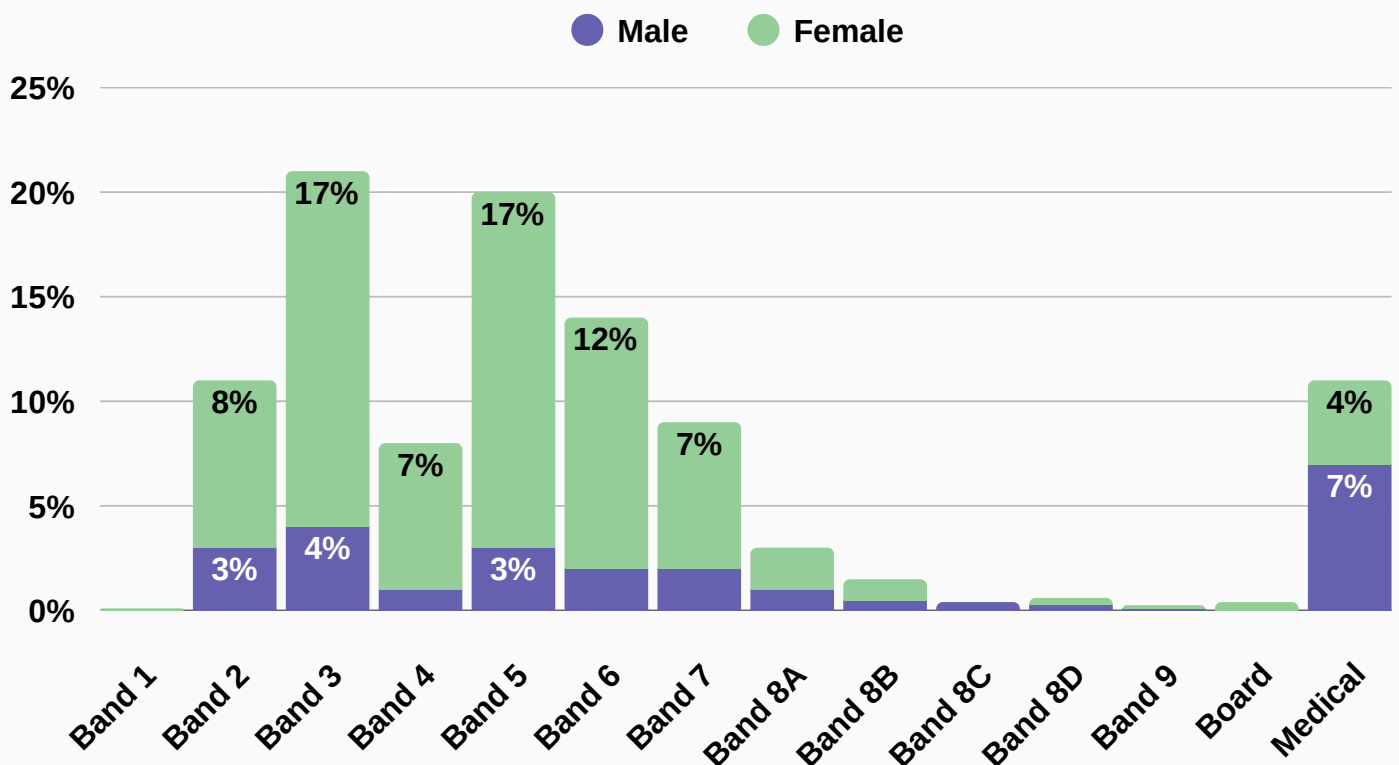
Proportion of Genders by Pay Band - KGH

At the time the snapshot was taken the percentage of Male colleagues was 24% and the percentage of Female colleagues was 76%. Graphs below demonstrates the split across the different pay bands.

Gender Split - KGH



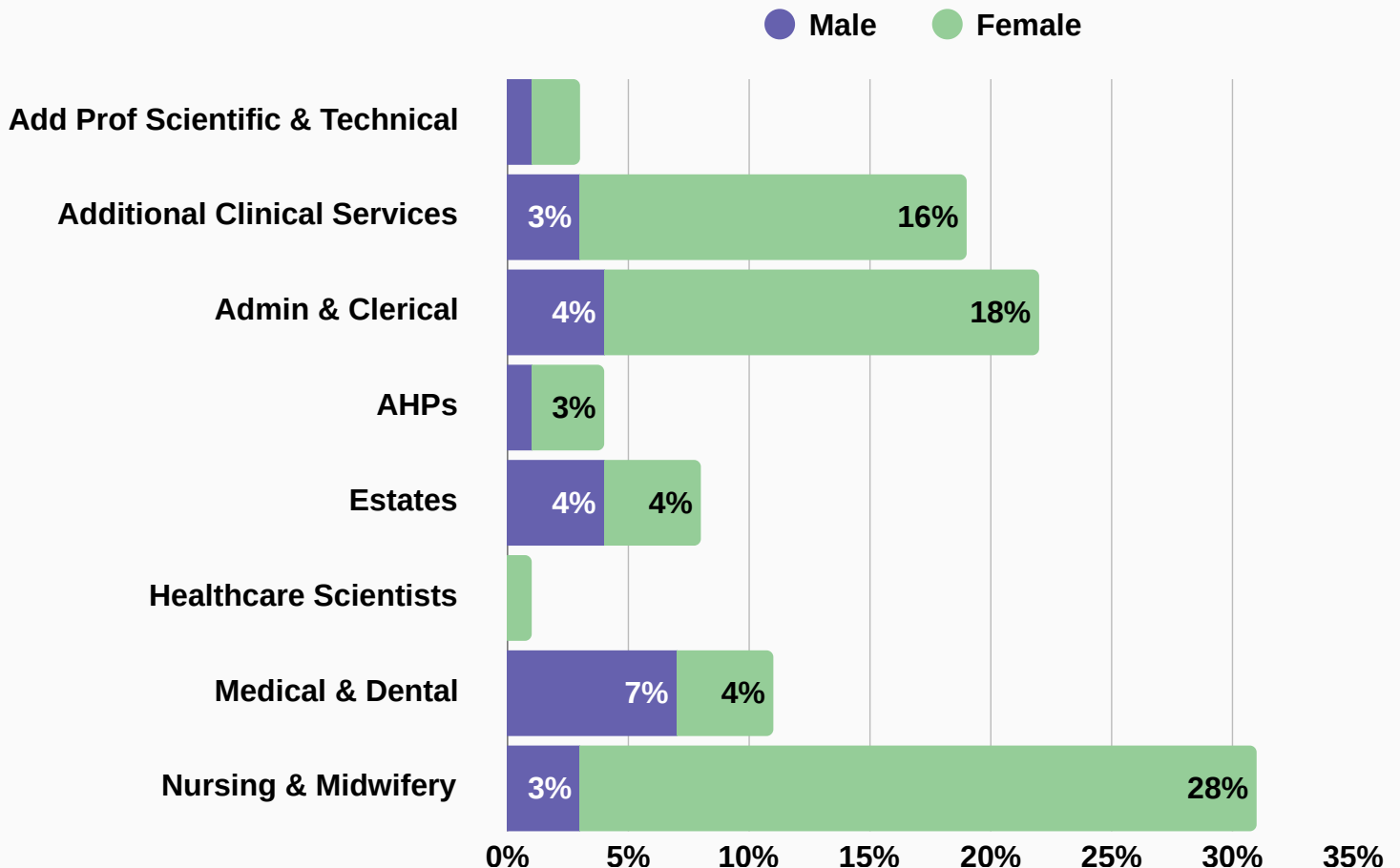
Gender Split by Percentages - KGH



Proportion of Genders by Staff Group – KGH

Gender Breakdown by Staff Group

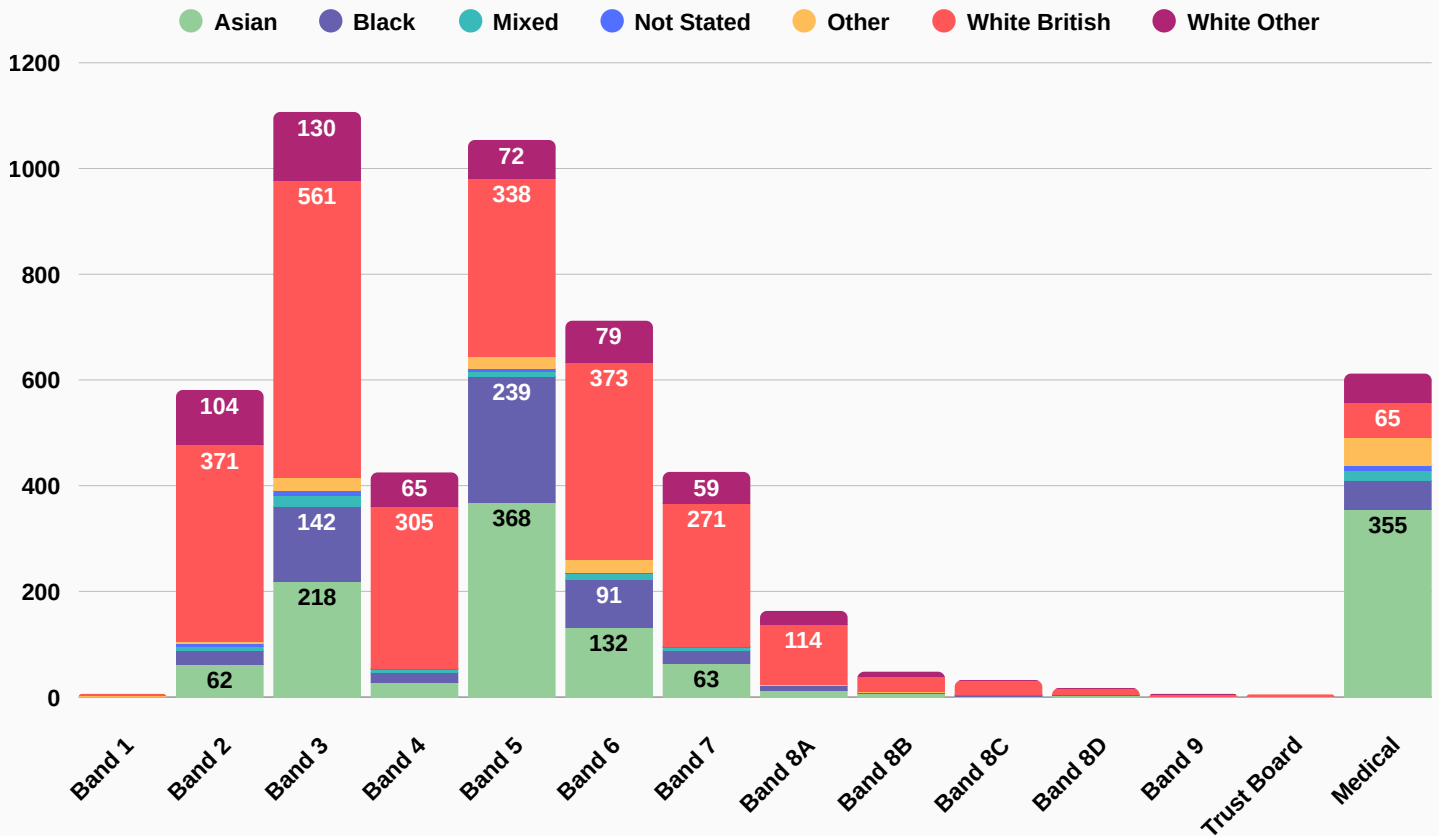
	Male	Female
Add Prof Scientific & Technical	1%	2%
Additional Clinical Services	3%	16%
Administrative & Clerical	4%	18%
Allied Health Professionals	1%	3%
Estates & Ancillary	4%	4%
Healthcare Scientists	0%	1%
Medical & Dental	7%	4%
Nursing & Midwifery Registered	3%	28%



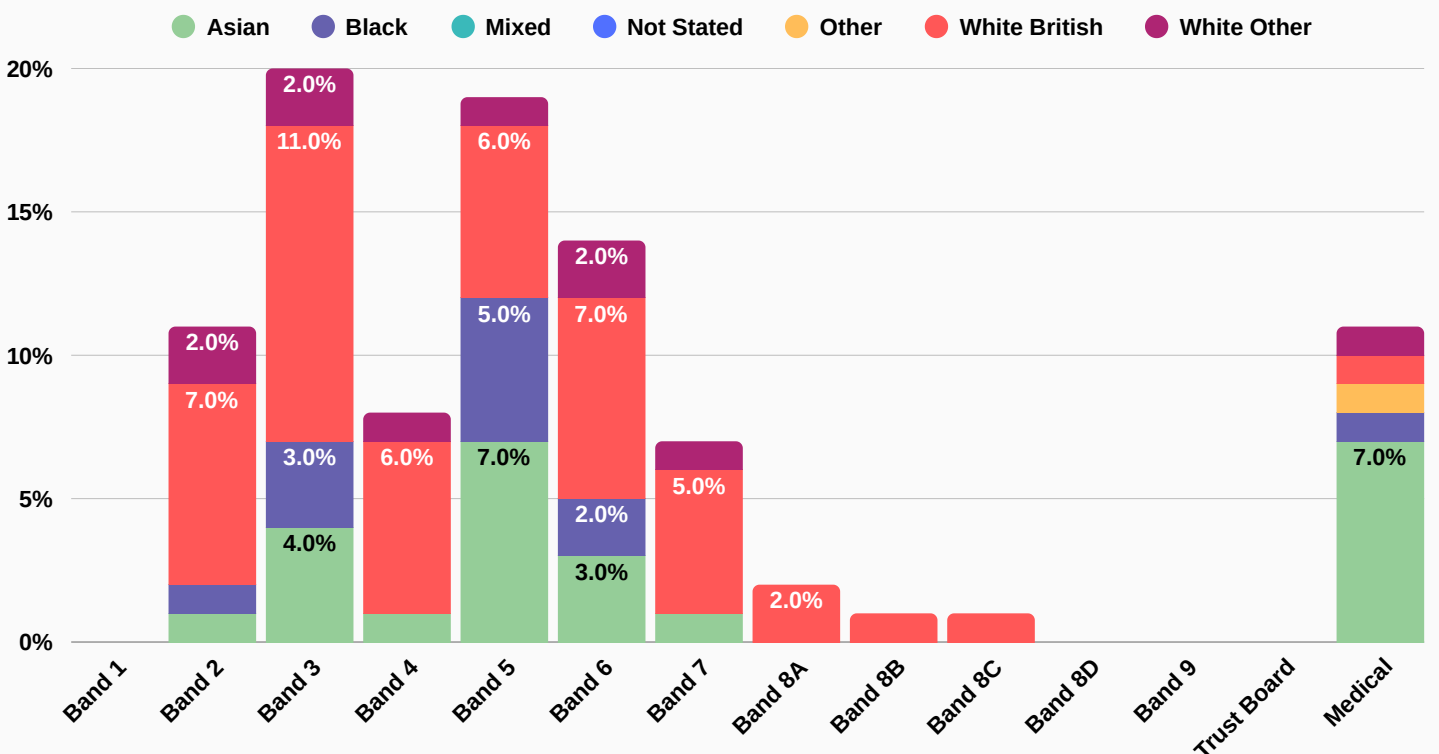
Proportion of Ethnicities by Pay Band

At the time the snapshot was taken the percentage of White colleagues was 60% and the percentage of BME colleagues was 40%. The current Ethnicity split within the overall workforce is Asian 24%, Black 12%, Mixed 1%, Not Stated 1%, Other 3%, White British 48% and White Other 12%. Below demonstrates the split across the different pay bands, by total workforce population as well as by proportion of our workforce population

Ethnicity Split by Number - KGH



Ethnicity Split by Percentage - KGH



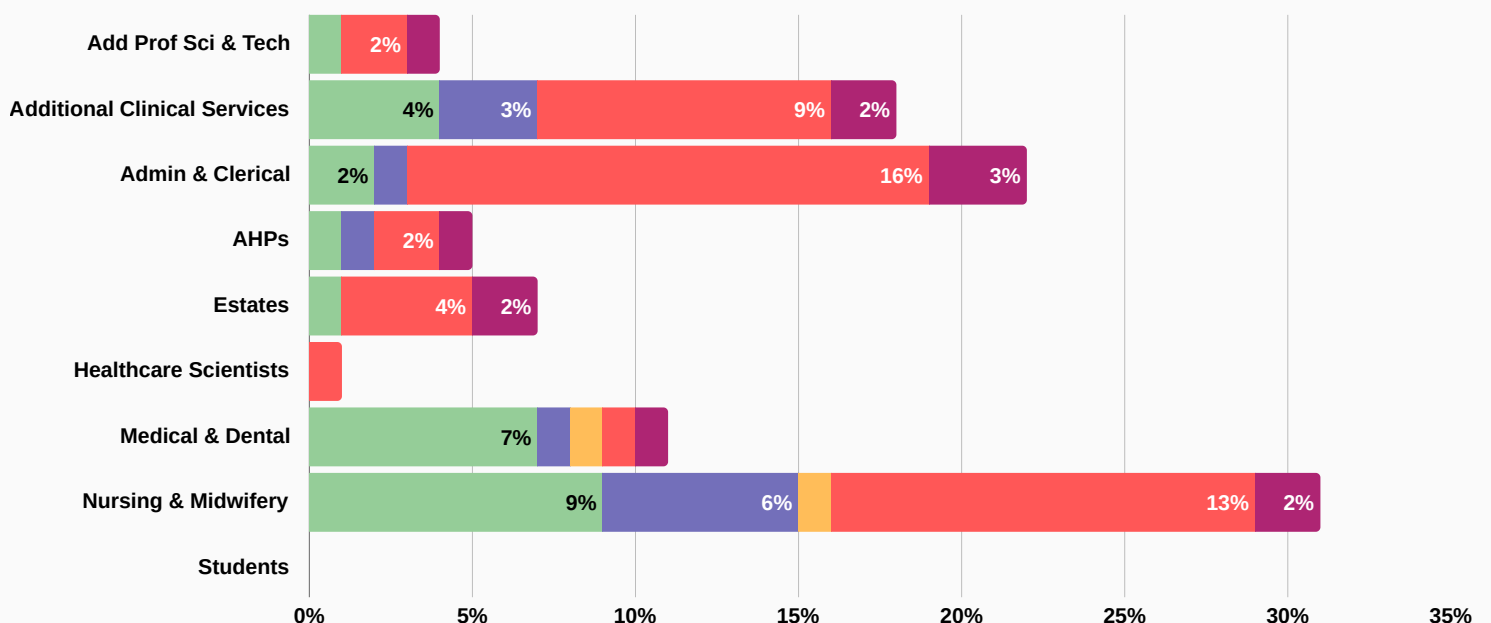
Proportion of Ethnicities by Staff Group – KGH

At the time the snapshot was taken the percentage of White colleagues was 60% and the percentage of BME colleagues was 40%. The current Ethnicity split within the overall workforce is Asian 24%, Black 12%, Mixed 1%, Not Stated 1%, Other 3%, White British 48% and White Other 12%. Below demonstrates the split across the different Staff Groups, by total workforce population as well as by proportion of our workforce population.

Ethnicity Breakdown by Staff Group

	Asian	Black	Mixed	Not Stated	Other	White British	White Other
Add Prof Sci & Tech	1%	0%	0%	0%	0%	2%	1%
Additional Clinical Services	4%	3%	0%	0%	0%	9%	2%
Admin & Clerical	2%	1%	0%	0%	0%	16%	3%
AHPs	1%	1%	0%	0%	0%	2%	1%
Estates	1%	0%	0%	0%	0%	4%	2%
Healthcare Scientists	0%	0%	0%	0%	0%	1%	0%
Medical & Dental	7%	1%	0%	0%	1%	1%	1%
Nursing & Midwifery	9%	6%	0%	0%	1%	13%	2%
Students	0%	0%	0%	0%	0%	0%	0%

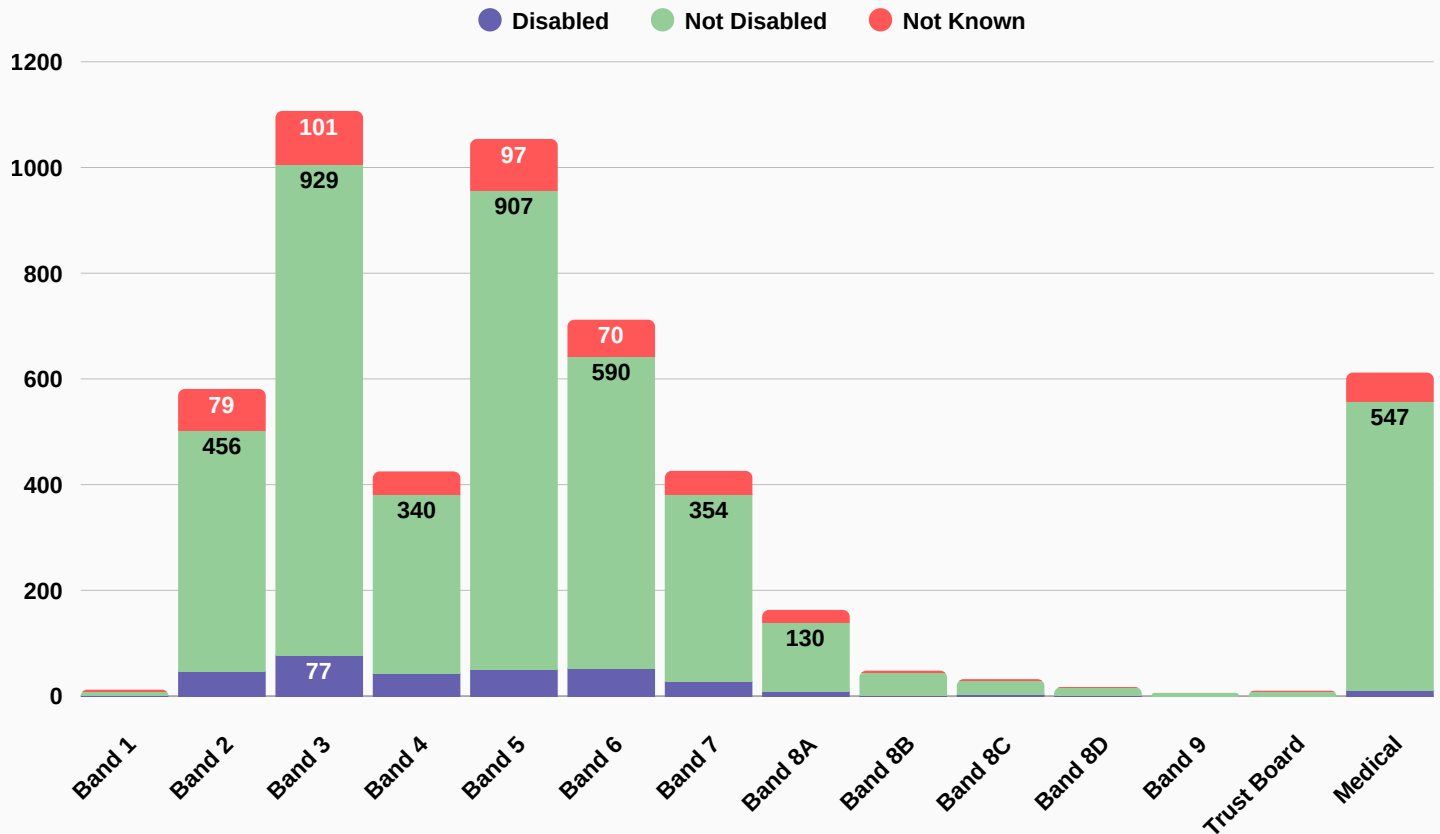
● Asian ● Black ● Mixed ● Not Stated ● Other ● White British ● White Other



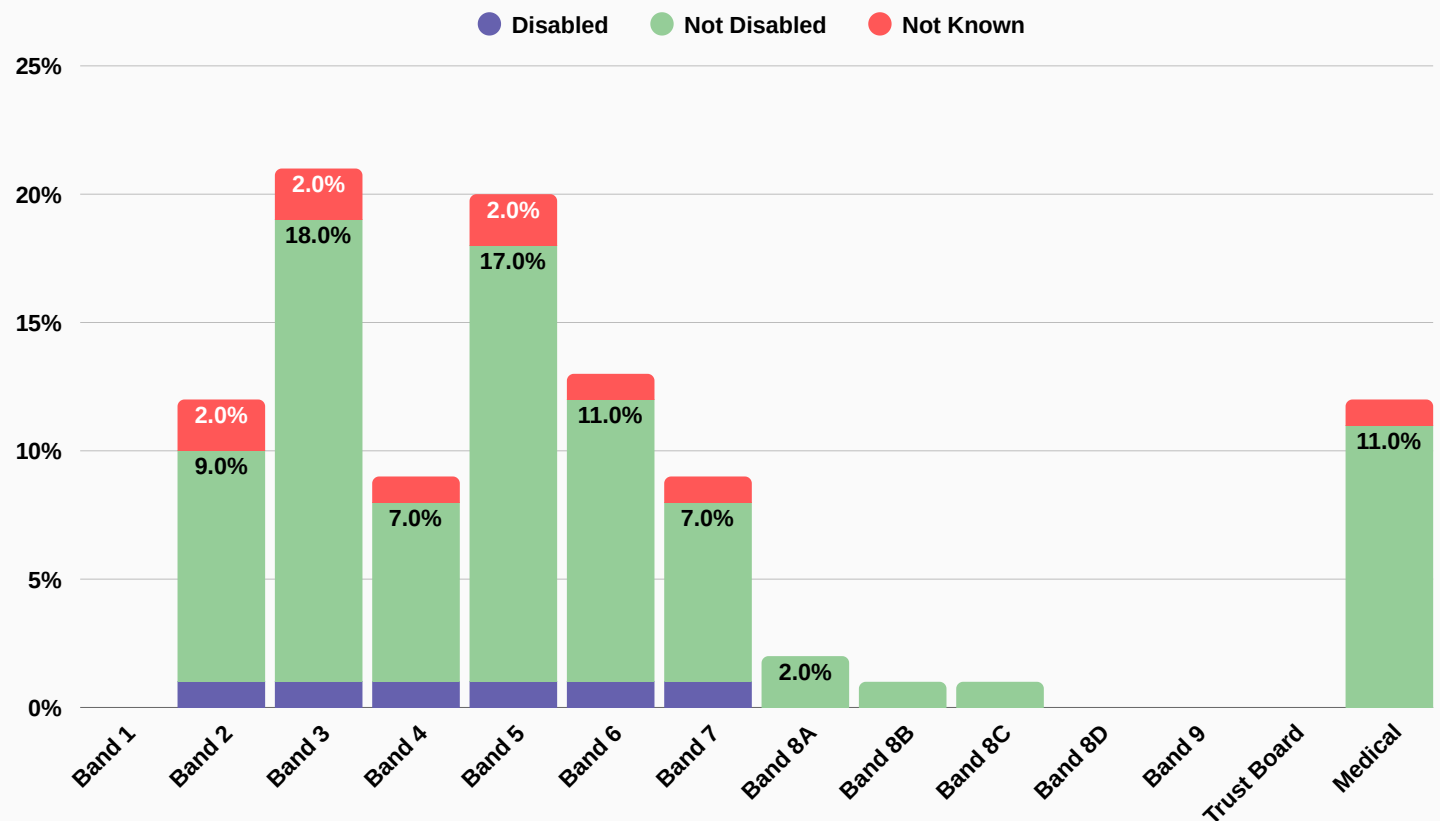
Proportion of Disabilities by Pay Band – KGH

At the time the snapshot was taken the percentage of Disabled colleagues was 6% and the percentage of Non Disabled colleagues was 86%, with those not known at 8%. Below demonstrates the split across the different pay bands, by total workforce population as well as by proportion of our workforce population

Disability Spilt by Number - KGH



Disability Spilt by Percentage - KGH

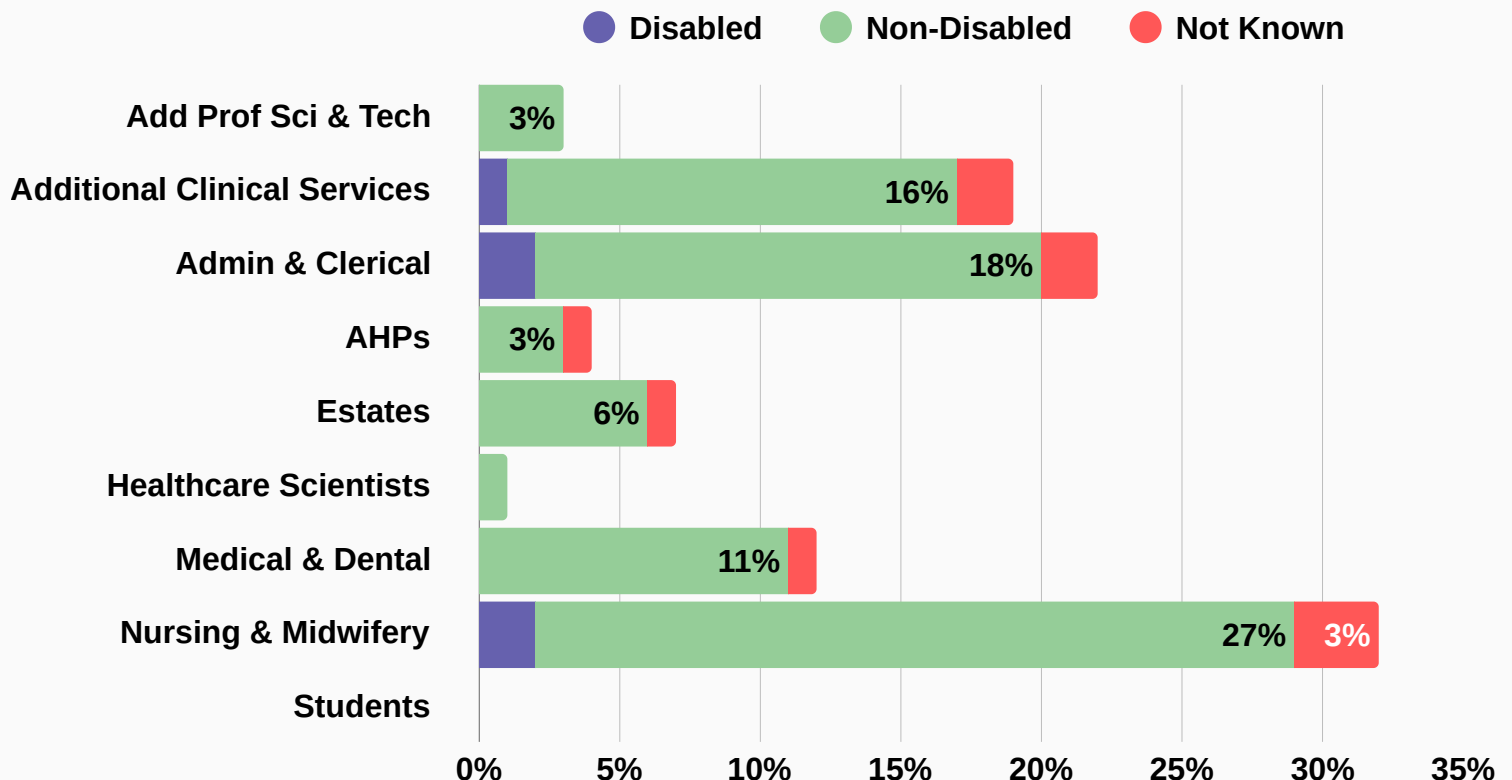


Disability by Pay Band Split by Quartiles – KGH

At the time the snapshot was taken the percentage of Disabled colleagues was 6% and the percentage of Non-Disabled colleagues was 86%, with those not known at 8%. Below demonstrates the split across Staff Groups.

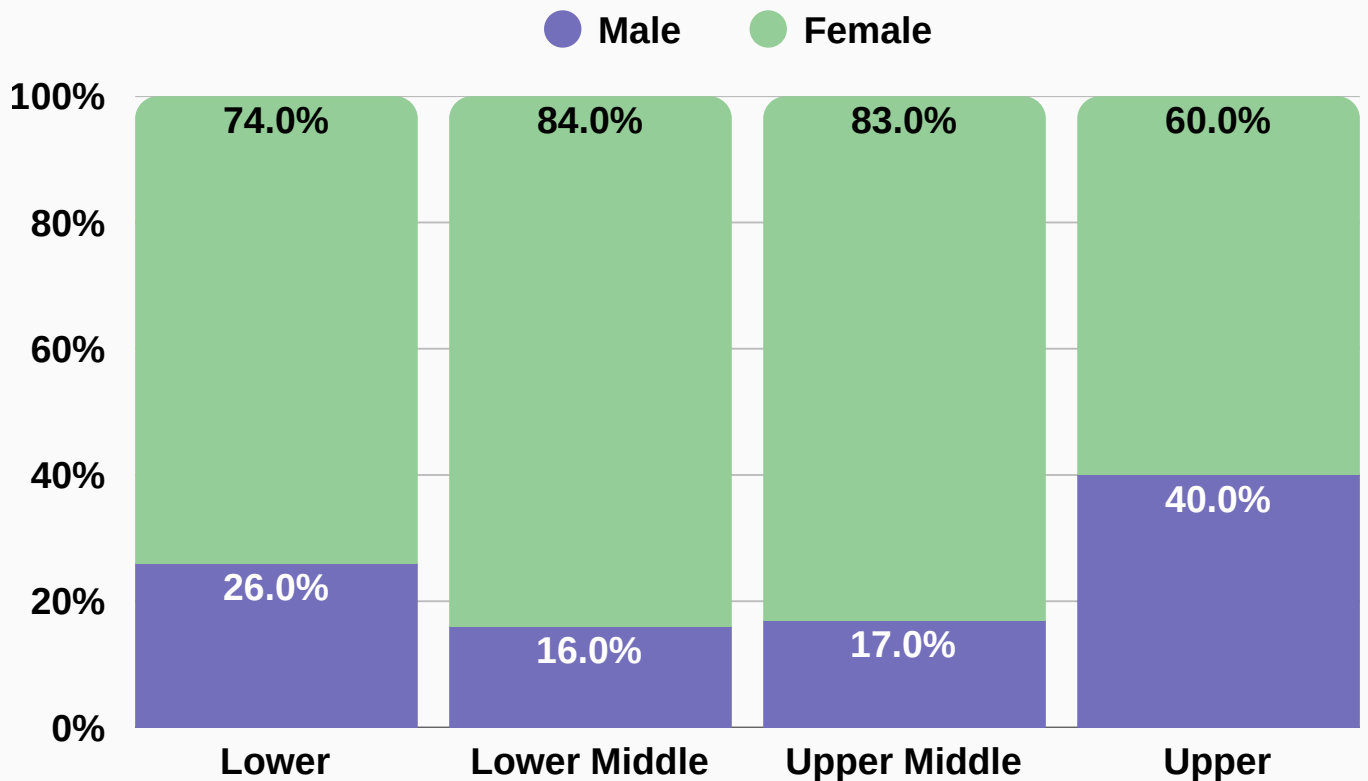
Disability Breakdown by Staff Group

	Disabled	Non- Disabled	Not Known
Add Prof Sci & Tech	0%	3%	0%
Additional Clinical Services	1%	16%	2%
Admin & Clerical	2%	18%	2%
AHPs	0%	3%	1%
Estates	0%	6%	1%
Healthcare Scientists	0%	1%	0%
Medical & Dental	0%	11%	1%
Nursing & Midwifery	2%	27%	3%
Students	0%	0%	0%



As shown below, the percentage of women in the all the quartiles is greater than the percentage of men. In the lower Quartile and Upper Quartile, the split between the two genders shows there are less women than across the whole Trust. In the Lower and Middle Upper Quartiles, the split is higher than the Trust split for women when compared to our overall workforce.

	Lower	Lower Middle	Upper Middle	Upper
Male	26%	16%	17%	40%
Female	74%	84%	83%	60%

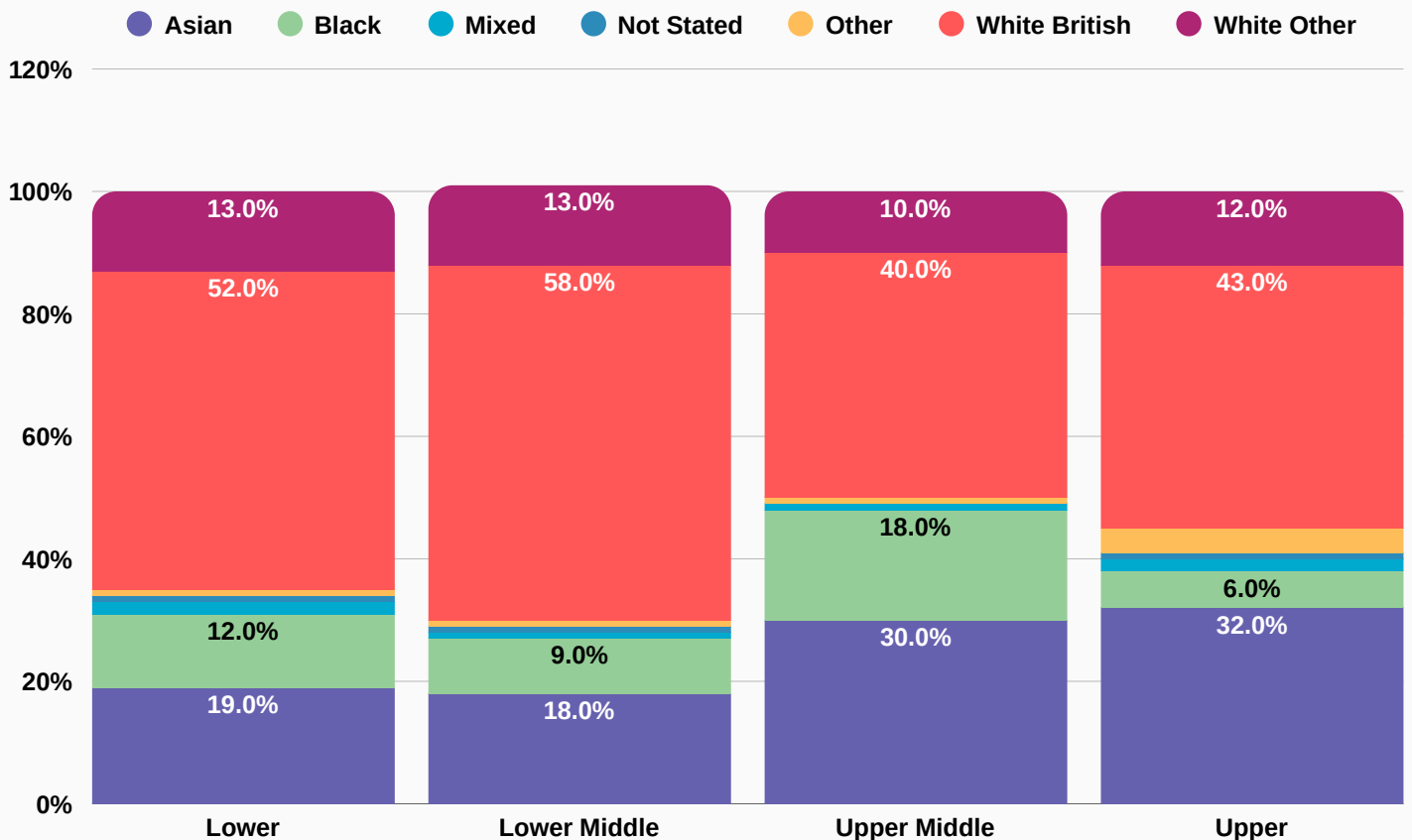


Ethnicity Split by Pay Quartile – KGH

As shown below, the proportion of White colleagues is higher than the proportion of BME colleagues in the Lower Quartile, when compared to the overall workforce, with White colleagues at 65% and BME colleagues at 35%. The Lower Middle Quartile also shows White colleagues at a higher proportion (69%) when compared to the overall workforce.

The Upper Middle and Upper Quartiles have a higher proportion of BME colleagues when compared to the overall workforce at 50%.

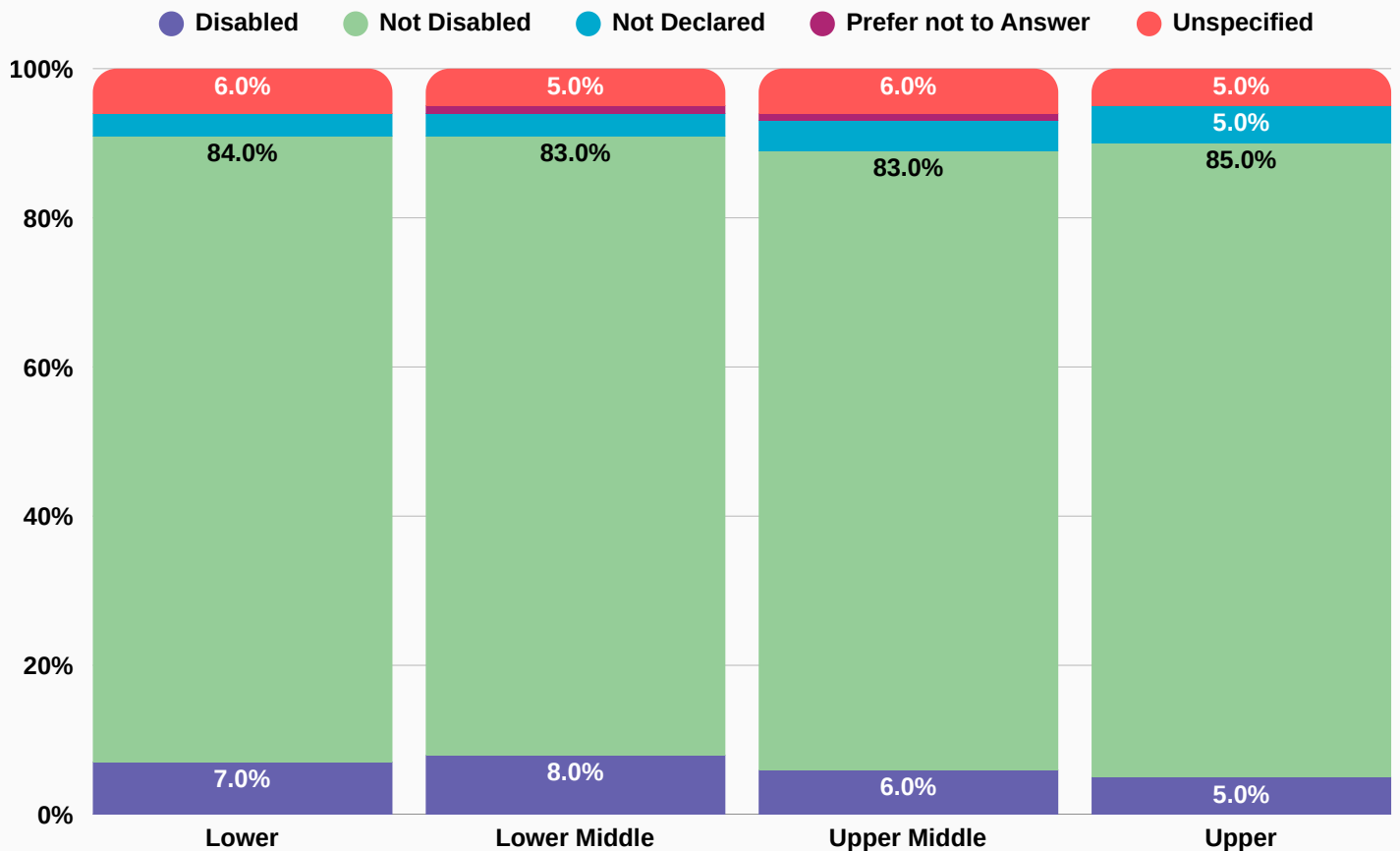
	Lower	Lower Middle	Upper Middle	Upper
Asian	19%	18%	30%	32%
Black	12%	9%	18%	6%
Mixed	2%	1%	1%	2%
Not Stated	1%	1%	0%	1%
Other	1%	1%	1%	4%
White British	52%	58%	40%	43%
White Other	13%	13%	10%	12%



Disability Split by Pay Quartile – KGH

As shown below, the proportion of Non-Disabled colleagues to Disabled colleagues are broadly comparable to the overall workforce, across all quartiles, with the Upper Quartile showing slightly less Disabled colleagues.

	Lower	Lower Middle	Upper Middle	Upper
Disabled	7%	8%	6%	5%
Not Disabled	84%	83%	83%	85%
Not Declared	3%	3%	4%	5%
Prefer Not to Answer	0%	1%	0%	0%
Unspecified	6%	5%	6%	6%



Northampton General Hospital

2024 - 2025



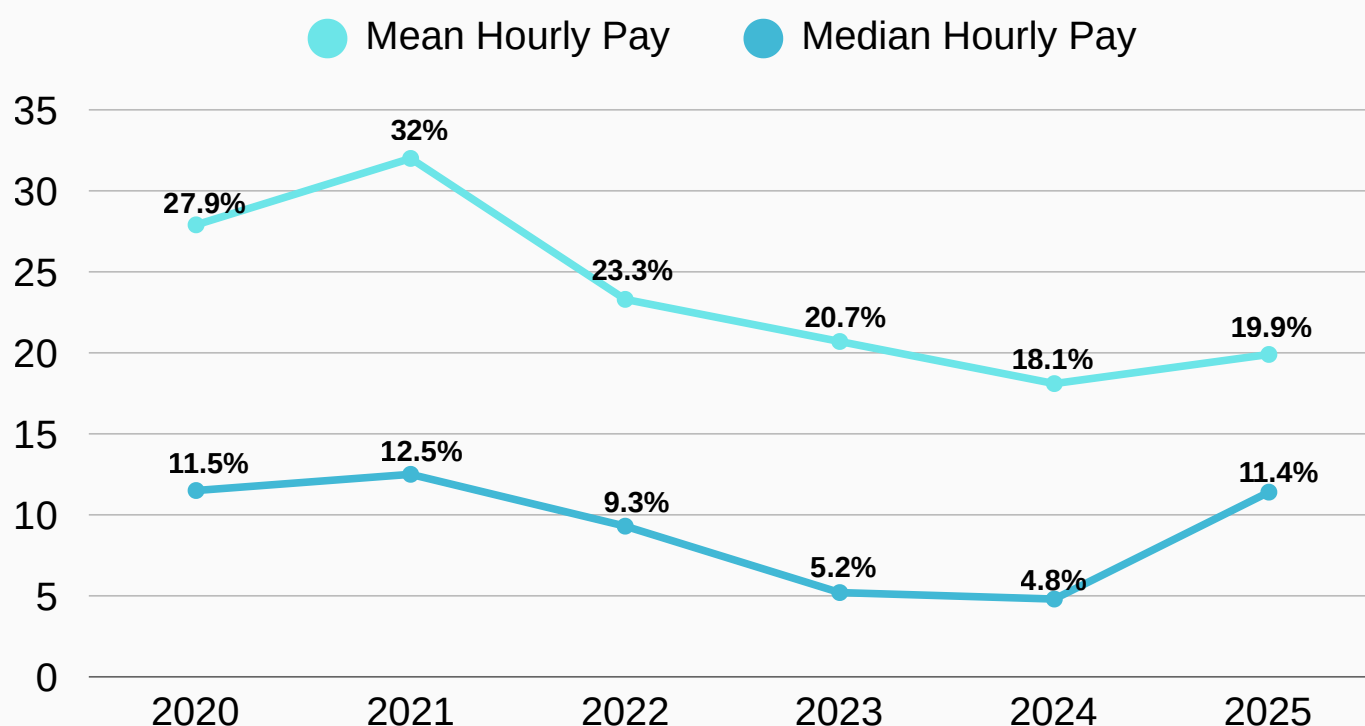
Mean and Median Gender Pay Gap – NGH

The 2025 mean gender pay gap for the Trust demonstrates that female colleagues are paid 19.9% less than male colleagues, a deterioration of 1.8% from 2024. The median gender pay gap for 2025 at NGH, demonstrates that female colleagues are paid 11.4% less than male colleagues. This is a deterioration of 6.6% from the previous year.

	Mean Hourly Rate 2025	Mean Hourly Rate 2024	Median Hourly Rate 2025	Median Hourly Rate 2024
Male	£23.75	£23.05	£18.66	£17.83
Female	£19.03	£18.88	£16.53	£16.97
Difference	£4.72	£2.13	£4.17	£0.86
Pay Gap	19.9%	11.4%	18.1%	4.8%

Over the past 5 year period, the mean hourly pay and the median hourly pay has decreased, following a broadly downward trend in the past consecutive years.

NGH Mean & Median Gender Pay Gap 2020-25 Women's Hourly Rate in Relation to Men's



Mean and Median Ethnicity Pay Gap – NGH

The mean hourly rate is the average hourly wage across the entire organisation, so the mean ethnicity pay gap is a measure of the difference between ethnicities mean hourly wage when compared to White employees.

The 2025 mean ethnicity pay gap demonstrates that White employees are paid 5.3% less than BME colleagues. This is an improvement of 2.8% from the previous year, as demonstrated in the table below.

However, when looking at the ethnic groups in more detail, it does demonstrate that Black colleagues are paid the least when compared against other ethnic groups for the mean hourly rate.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle, so the median ethnicity pay gap is the difference between middle paid employee per ethnic group.

The 2025 median ethnicity pay gap demonstrates that White employees are paid 14.5% less than BME colleagues. This is a deterioration of 6.6% from the previous year.

However, when looking at the ethnic groups in more detail, it does demonstrate that White Other colleagues are paid the least when compared against other ethnic groups for the median hourly rate.

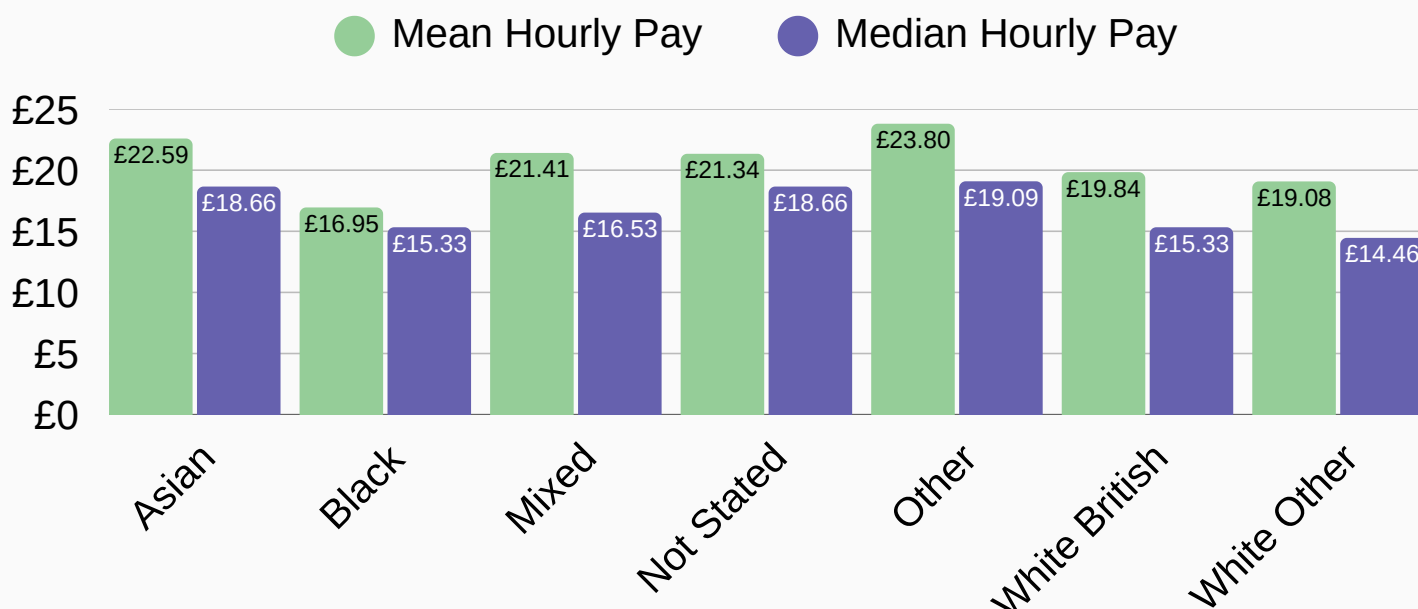
	Mean Hourly Rate 2025	Mean Hourly Rate 2024	Median Hourly Rate 2025	Median Hourly Rate 2024
BME	£20.78	£19.73	£17.56	£15.67
Not Known	£21.32	£19.63	£18.66	£17.68
White	£19.74	£18.25	£15.33	£14.53
Difference (White/BME)	£1.04	£1.48	£2.23	£1.14
Pay Gap	-5.3%	-8.1%	-14.5%	-7.9%

Mean and Median Ethnicity Pay Gap – NGH

The 2025 **median** ethnicity pay gap demonstrates that White employees are paid 14.5% less than BME colleagues. This is a deterioration of 6.6% from the previous year, as demonstrated below:

However, when looking at the ethnic groups in more detail, it does demonstrate that White Other colleagues are paid the least when compared against other ethnic groups for the median hourly rate, as detailed below.

	Mean Hourly Rate 2025	Median Hourly Rate 2025
Asian	£22.59	£18.66
Black	£16.95	£15.33
Mixed	£21.41	£16.53
Not Stated	£21.34	£18.66
Other	£23.80	£19.09
White British	£19.84	£15.33
White Other	£19.08	£14.46



Mean and Median Disability Pay Gap – NGH

The mean hourly rate is the average hourly wage across the entire organisation, so the mean Disability pay gap is a measure of the difference between Non-Disabled employees mean hourly wage when compared to Disabled colleagues.

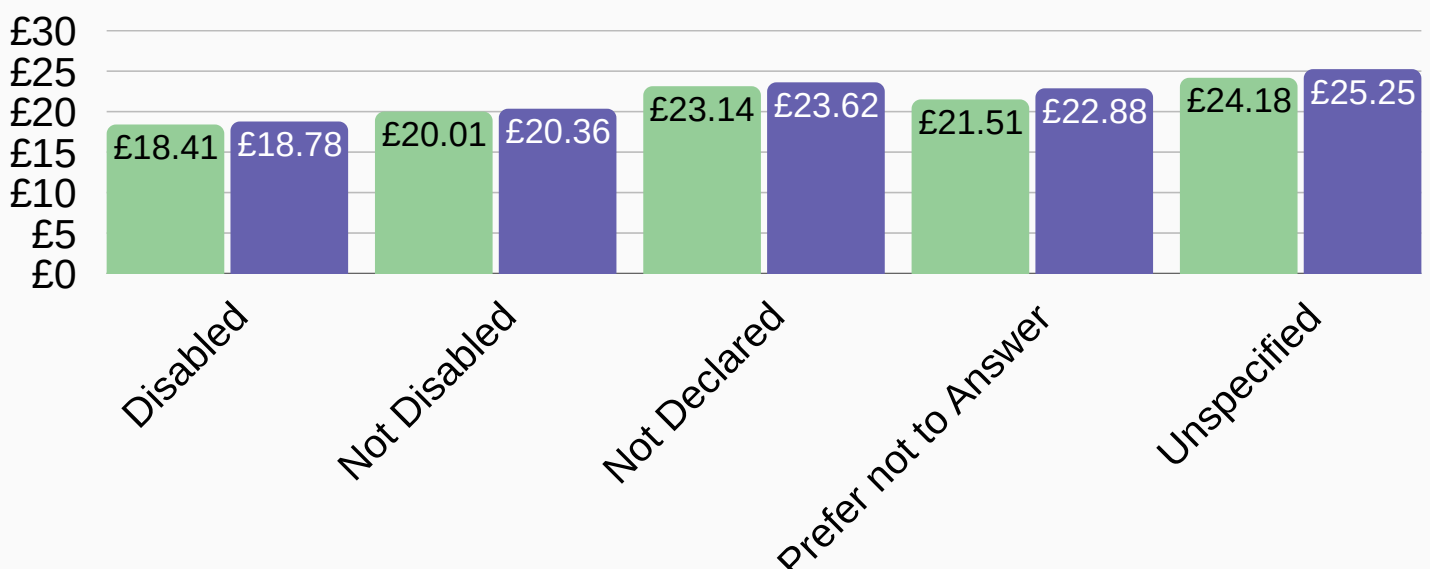
The 2025 mean Disability pay gap demonstrates that Disabled employees are paid 8% less than Non-Disabled colleagues.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle, so the median Disability pay gap is the difference between middle paid employee per group.

The 2025 median Disability pay gap demonstrates that Disabled employees are paid 7.8% less than Non-Disabled colleagues.

	Mean Hourly Rate 2025	Median Hourly Rate 2025
Disabled	£18.41	£18.78
Not Disabled	£20.01	£20.36
Not Declared	£23.14	£23.62
Prefer Not to Answer	£21.51	£22.88
Unspecified	£24.18	£25.25
Difference (Disabled/Not Disabled)	£1.60	£1.58
Pay Gap	-8%	-7.8%

● Mean Hourly Pay ● Median Hourly Pay



Mean and Median Bonus Gender Pay Gap (Medical Staff Only) – NGH

The 2025 mean bonus gender pay gap for the Trust demonstrates that female colleagues are paid 42.9% less than male colleagues in bonuses. This is a deterioration of 28.2% from the previous year.

The 2025 median bonus gender pay gap for the Trust demonstrates that female colleagues are paid 54.6% less than male colleagues in bonuses. This is a deterioration of 54.6% from the previous year, as demonstrated in the table below.

	Mean Bonus Rate 2025	Median Bonus Rate 2025	Mean Bonus Rate 2024	Median Bonus Rate 2024
Male	£8,377.30	£8,100.64	£9,065.00	£8,359.07
Female	£6,985.73	£5,751.78	£7,188.78	£5,688.53
Difference	£1,391.57	£2,348.86	£1,876.22	£2,670.54
Pay Gap	16.6%	29.0%	20.7%	31.9%

Proportion of Males and Females Receiving a Bonus Payment

Of the total workforce of 5205 colleagues, less than 1% of male colleagues received bonuses compared to less than 0.5% of female colleagues, as demonstrated in the table below.

	Headcount of Gender	%
Male	42	0.63%
Female	14	0.21%

Mean and Median Bonus Ethnicity Pay Gap (Medical Staff Only) – NGH

The 2025 mean bonus ethnicity pay gap for the Trust demonstrates that BME colleagues are paid 34% less than White colleagues in bonuses. This is an improvement of 6% in the from the previous year.

The 2025 median bonus ethnicity pay gap for the Trust demonstrates that BME colleagues are paid 59.2% less than White colleagues in bonuses. This is an improvement of 1.5% in the from the previous year.

	Mean Bonus Rate 2025	Median Bonus Rate 2025	Mean Bonus Rate 2024	Median Bonus Rate 2024
BME	£5,866.47	£3,015.97	£5,716.26	£3,015.96
Not Known	£10,555.98	£10,555.98	£11,058.64	£12,063.96
White	£8,886.62	£7,389.20	£9,687.48	£7,670.13
Difference (White/BME)	£3,020.15	£4,373.23	£3,971.22	£4,654.17
Pay Gap	34%	59.2%	40%	60.7%

Proportion of Ethnicities Receiving a Bonus Payment

Of the total workforce of 6,654 colleagues, less than 1% of White colleagues received bonuses compared to less than 0.05% of BME colleagues

	Headcount of Ethnicity	%
BME	17	0.26%
Not Known	2	0.03%
White	37	0.56%

Mean and Median Bonus Disability Pay Gap (Medical Staff Only) – NGH

The 2025 mean bonus Disability pay gap for the Trust demonstrates that Non-Disabled employees are paid 2.4% less than Disabled colleagues in bonuses, as demonstrated in Table 2 below.

The 2025 median bonus Disability pay gap for the Trust demonstrates that Non-Disabled employees are paid 50% less than Disabled colleagues in bonuses

	Mean Bonus Rate 2025	Median Bonus Rate 2025
Disabled	£8,218.61	£9,048.00
Not Disabled	£8,028.60	£6,032.04
Not Declared	£7,882.06	£9,048.00
Prefer Not to Answer	£0.00	£0.00
Unspecified	£8,030.11	£6,710.62
Difference (Disabled/Not Disabled)	£190.01	£3,015.96
Pay Gap	2.4%	50%

Proportion of Disabilities Receiving a Bonus Payment

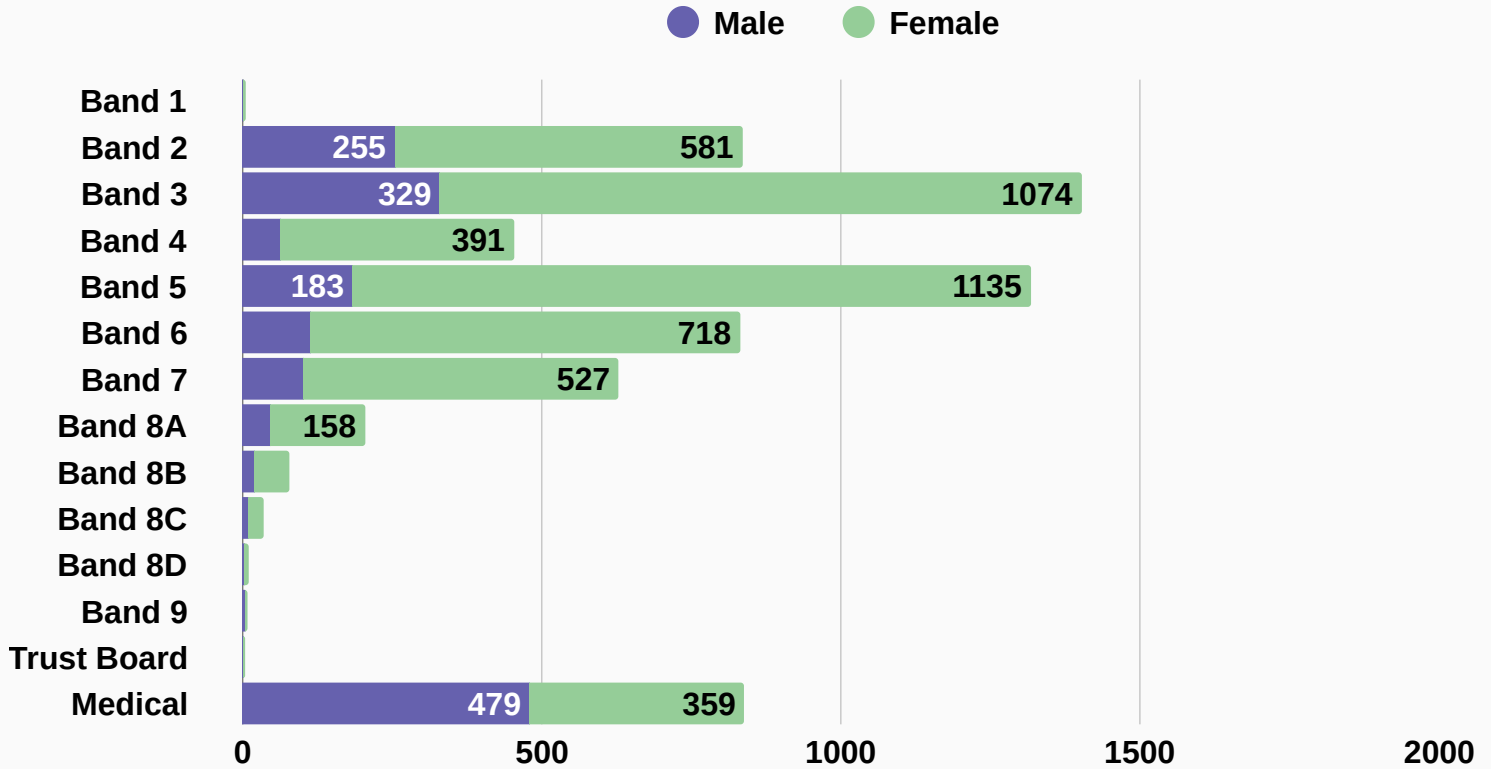
Of the total workforce of 6,654 colleagues, less than 0.1% of Disabled colleagues received bonuses compared to less than 1% of Non-Disabled colleagues,

	Headcount of Ethnicity	%
Disabled	4	0.06%
Not Disabled	35	0.52%
Not Known	17	0.25%

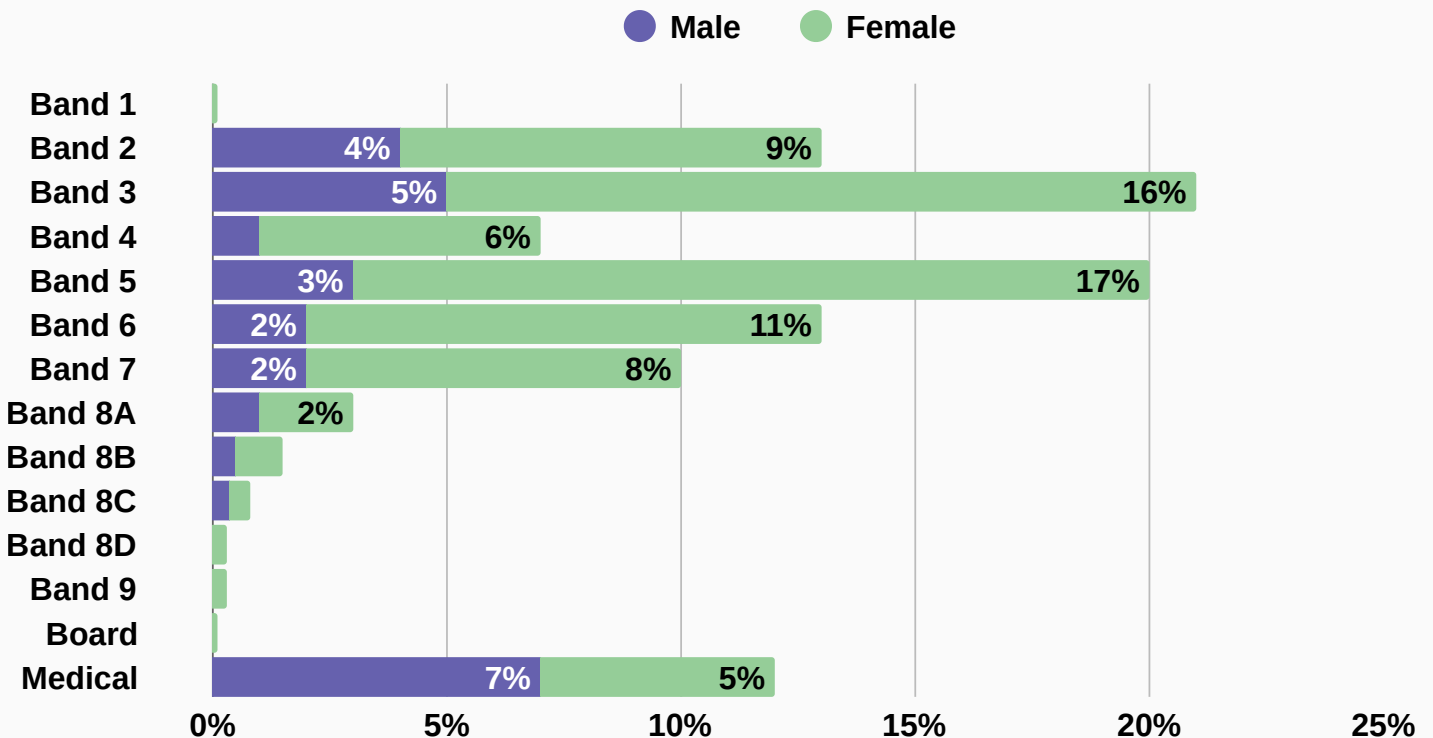
Proportion of Genders by Pay Band - NGH

At the time the snapshot was taken the percentage of Male colleagues was 24% and the percentage of Female colleagues was 76%. Charts below demonstrates the split across the different pay bands.

Gender Split - NGH



Gender Split by Percentage - NGH

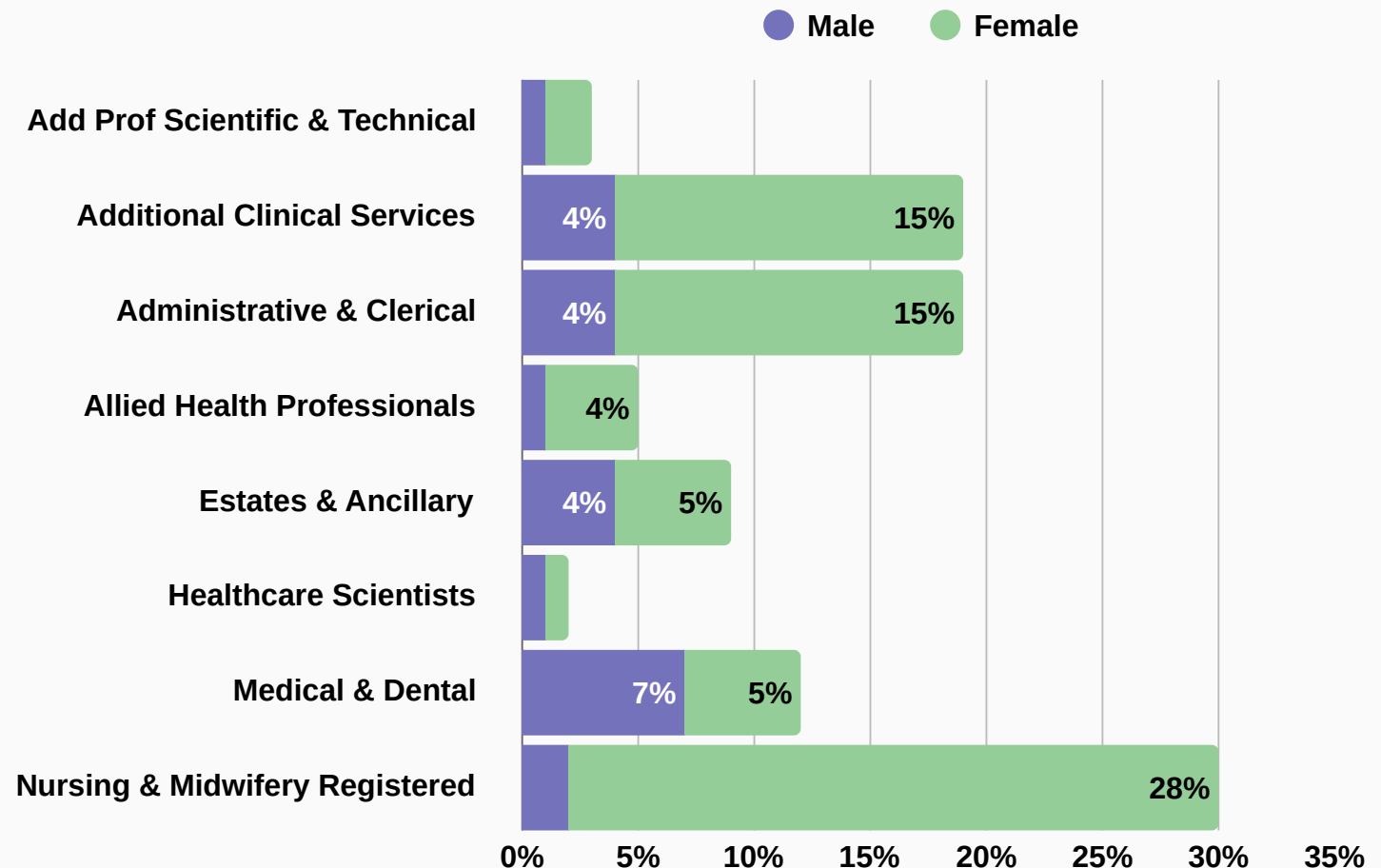


Proportion of Genders by Staff Group – NGH

The following chart provides a summary of the previous graphical data across our Staff Groups

Gender Breakdown by Staff Group

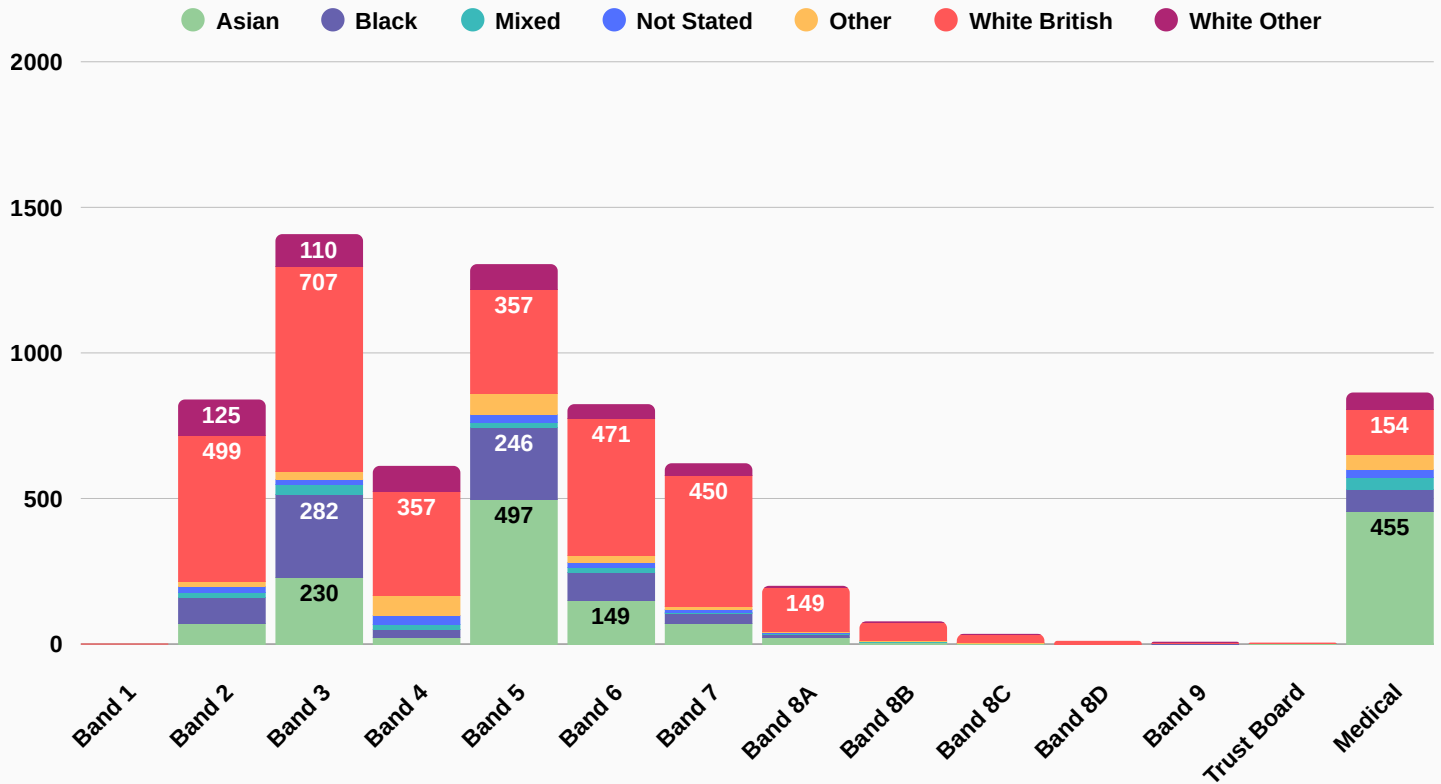
	Male	Female
Add Prof Scientific & Technical	1%	2%
Additional Clinical Services	4%	15%
Administrative & Clerical	4%	15%
Allied Health Professionals	1%	4%
Estates & Ancillary	4%	5%
Healthcare Scientists	1%	1%
Medical & Dental	7%	5%
Nursing & Midwifery Registered	2%	28%



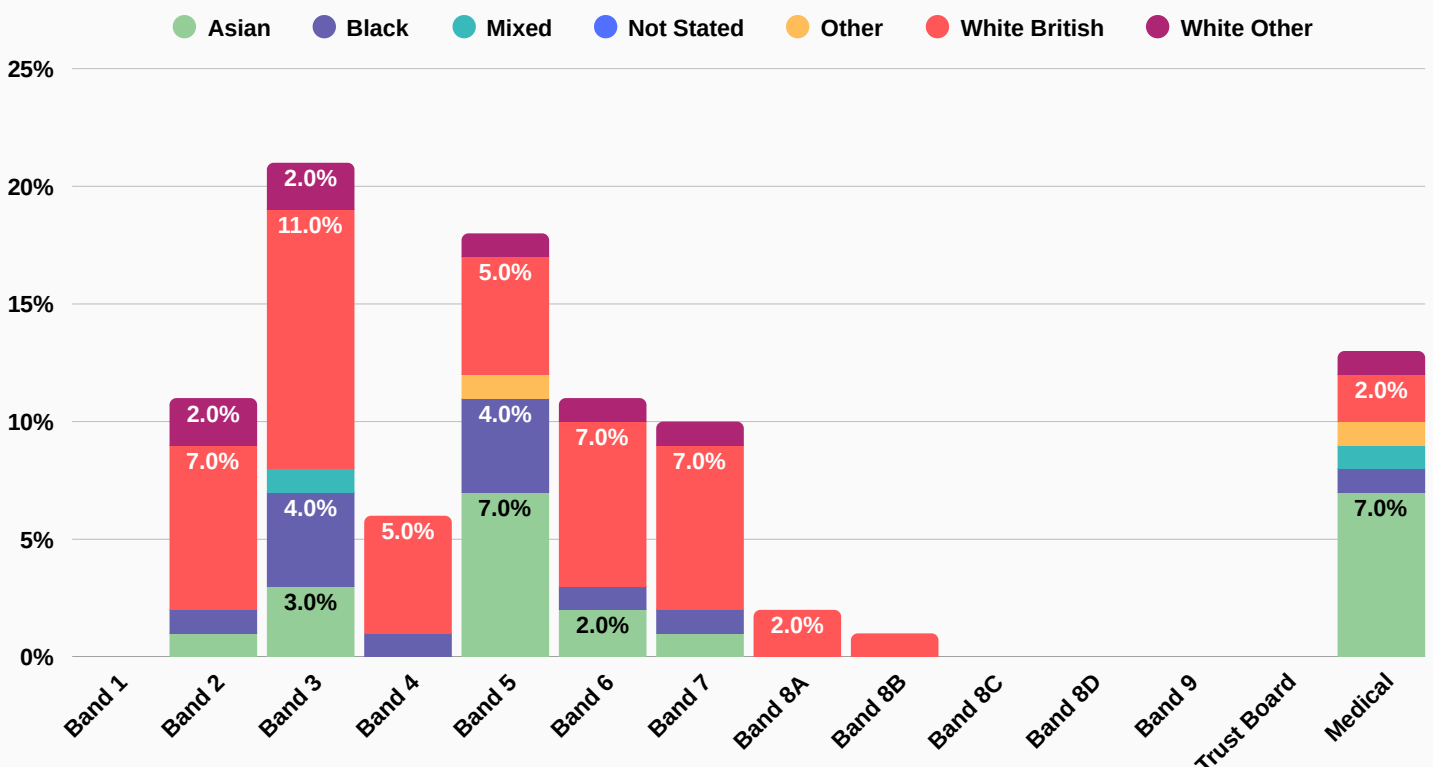
Proportion of Genders by Pay Band -KGH

At the time the snapshot was taken the percentage of White colleagues was 60% and the percentage of BME colleagues was 40%. The current Ethnicity split within the overall workforce is Asian 24%, Black 12%, Mixed 1%, Not Stated 1%, Other 3%, White British 48% and White Other 12%. Below demonstrates the split across the different pay bands, by total workforce population as well as by proportion of our workforce population.

Ethnicity Split by Number - NGH



Ethnicity Split by Percentage - NGH

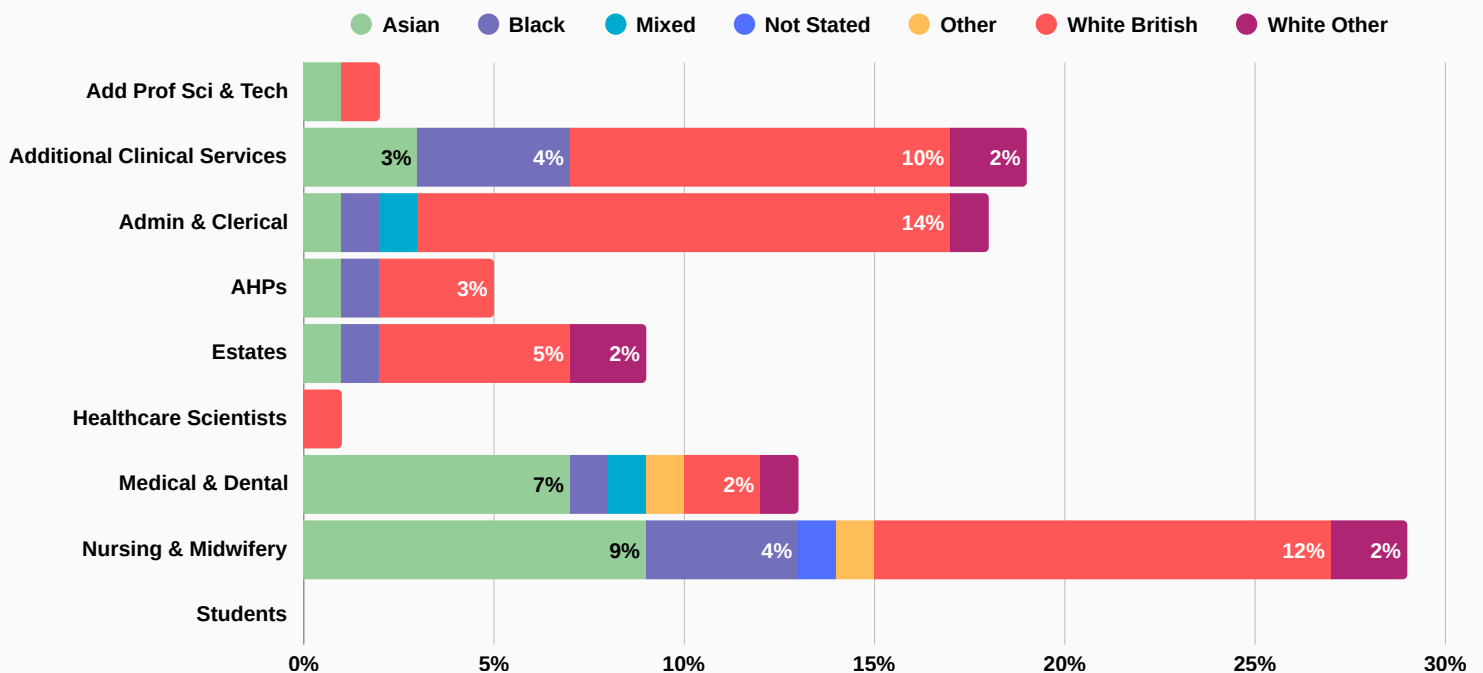


Proportion of Ethnicities by Staff Group – NGH

At the time the snapshot was taken the percentage of White colleagues was 57% and the percentage of BME colleagues was 41%. The current Ethnicity split within the overall workforce is Asian 23%, Black 13%, Mixed 2%, Not Stated 2%, Other 3%, White British 49% and White Other 8%. Below demonstrates the split across the different pay bands, by total workforce population as well as by proportion of our workforce population

Ethnicity Breakdown by Staff Group

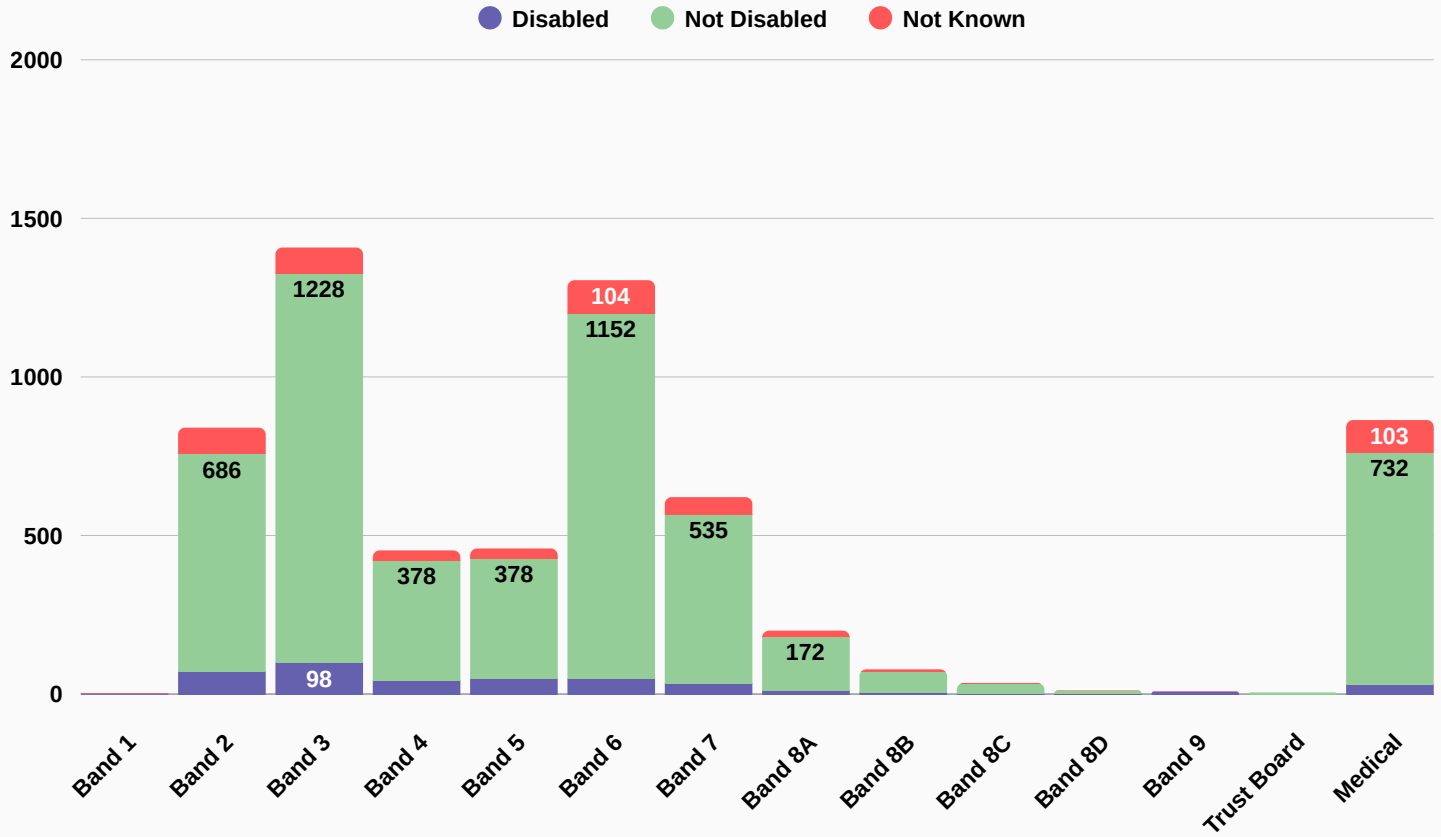
	Asian	Black	Mixed	Not Stated	Other	White British	White Other
Add Prof Sci & Tech	1%	0%	0%	0%	0%	1%	0%
Additional Clinical Services	3%	4%	0%	0%	0%	10%	2%
Admin & Clerical	1%	1%	1%	0%	0%	14%	1%
AHPs	1%	1%	0%	0%	0%	3%	0%
Estates	1%	1%	0%	0%	0%	5%	2%
Healthcare Scientists	0%	0%	0%	0%	0%	1%	0%
Medical & Dental	7%	1%	1%	0%	1%	2%	1%
Nursing & Midwifery	9%	4%	0%	1%	1%	12%	2%
Students	0%	0%	0%	0%	0%	0%	0%



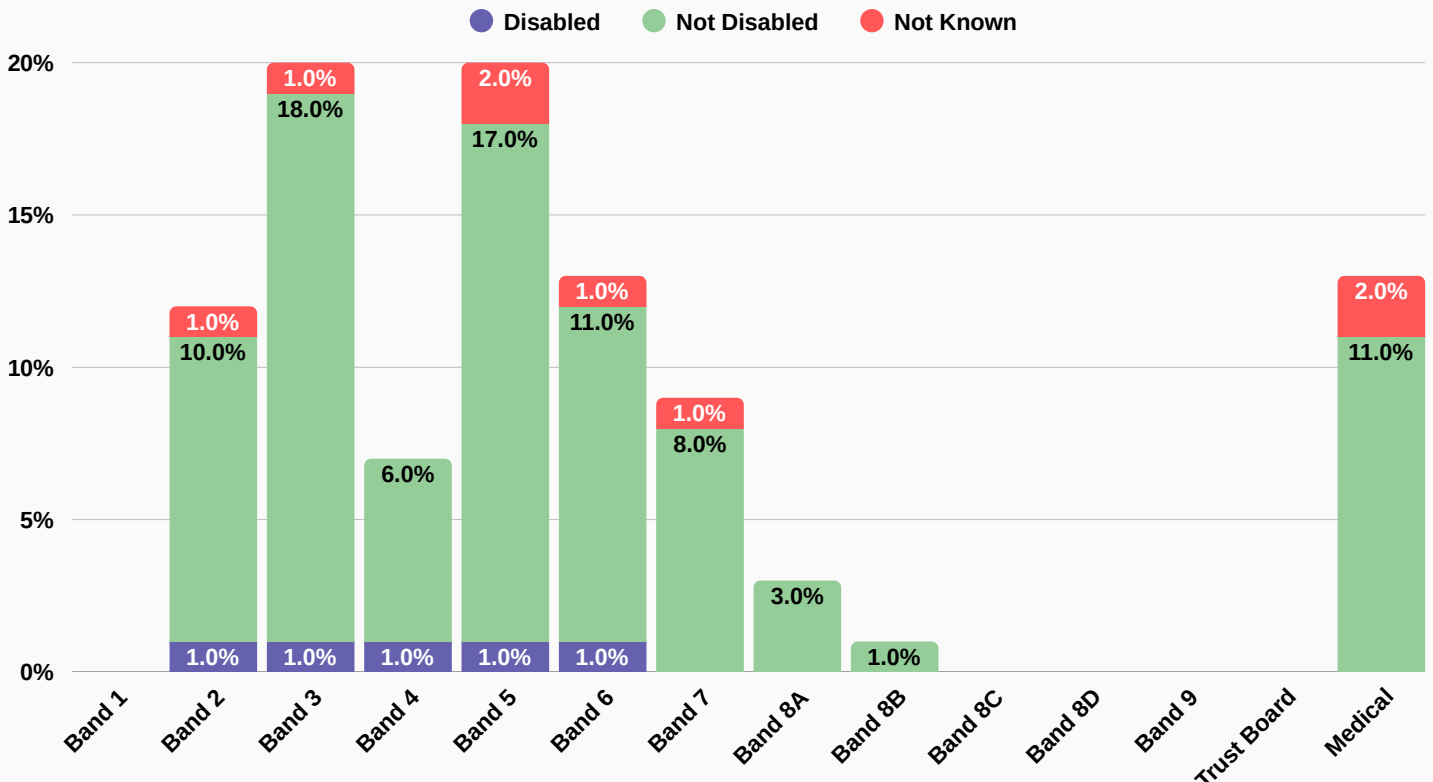
Proportion of Disabilities by Pay Band – NGH

At the time the snapshot was taken the percentage of Disabled colleagues was 6% and the percentage of Non-Disabled colleagues was 86%, with those not known at 8%. Below demonstrates the split across the different pay bands, by total workforce population as well as by proportion of our workforce population

Disability Split by Number - NGH



Disability Split by Percentage - NGH

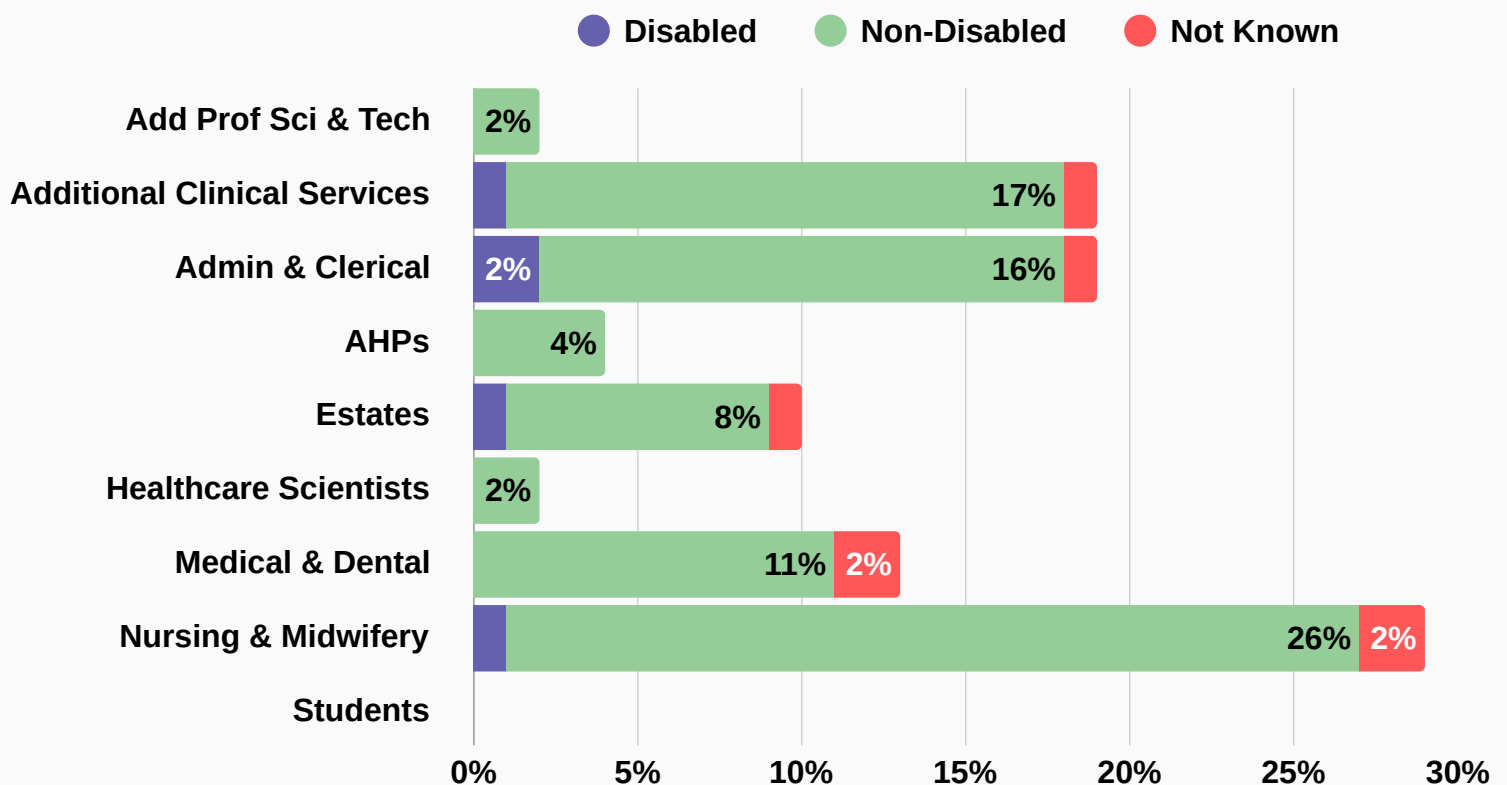


Proportion of Disability by Staff Group – NGH

At the time the snapshot was taken the percentage of Disabled colleagues was 6% and the percentage of Non-Disabled colleagues was 86%, with those not known at 8%. Below demonstrates the split across Staff Groups.

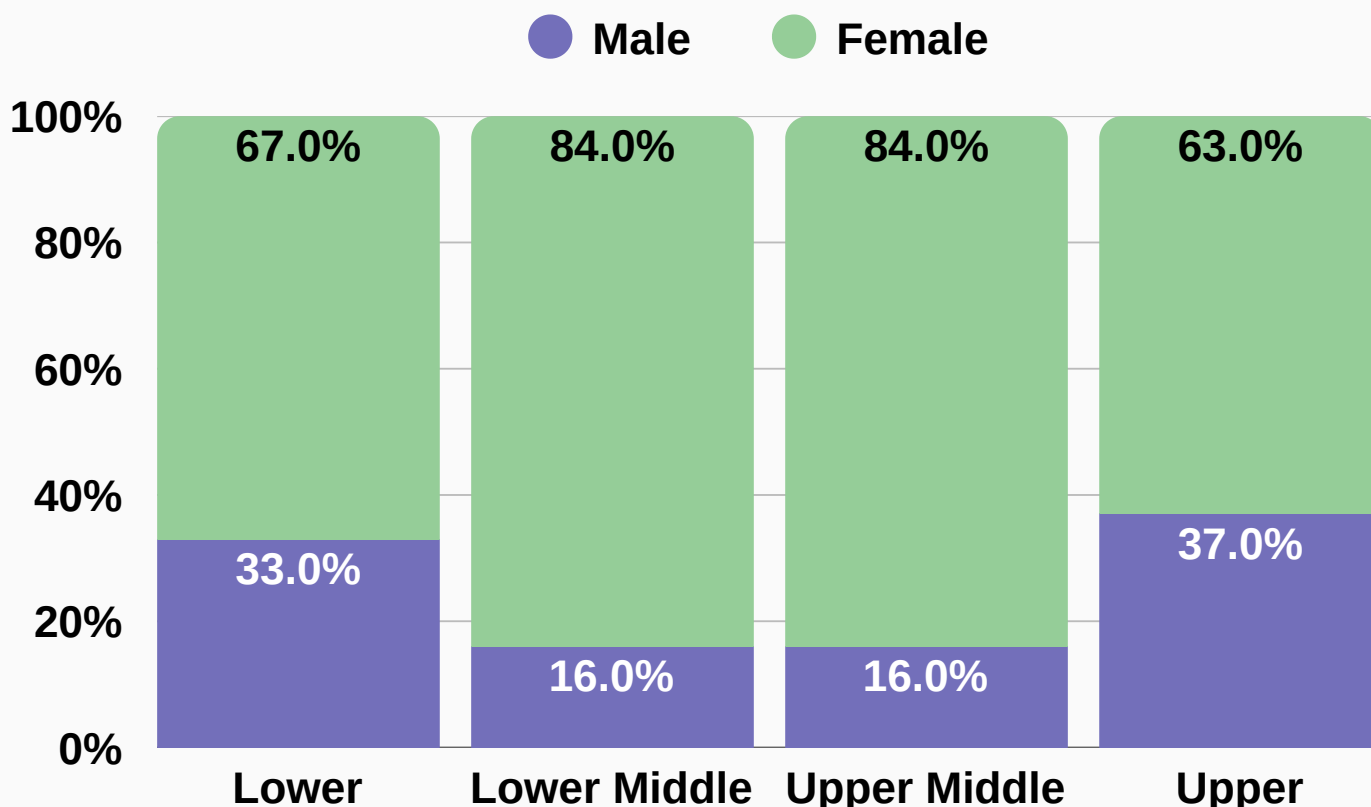
Disability Breakdown by Staff Group

	Disabled	Non- Disabled	Not Known
Add Prof Sci & Tech	0%	2%	0%
Additional Clinical Services	1%	17%	1%
Admin & Clerical	2%	16%	1%
AHPs	0%	4%	0%
Estates	1%	8%	1%
Healthcare Scientists	0%	2%	0%
Medical & Dental	0%	11%	2%
Nursing & Midwifery	1%	26%	2%
Students	0%	0%	0%



As shown below, the percentage of women in the all the quartiles is greater than the percentage of men. In the Lower quartile the split is broadly representative of the Trust split. In the Lower Middle and Upper Middle quartiles, there is an increase in the number of women compared to men, however in the Upper quartile there is a significant reduction of in women compared to men

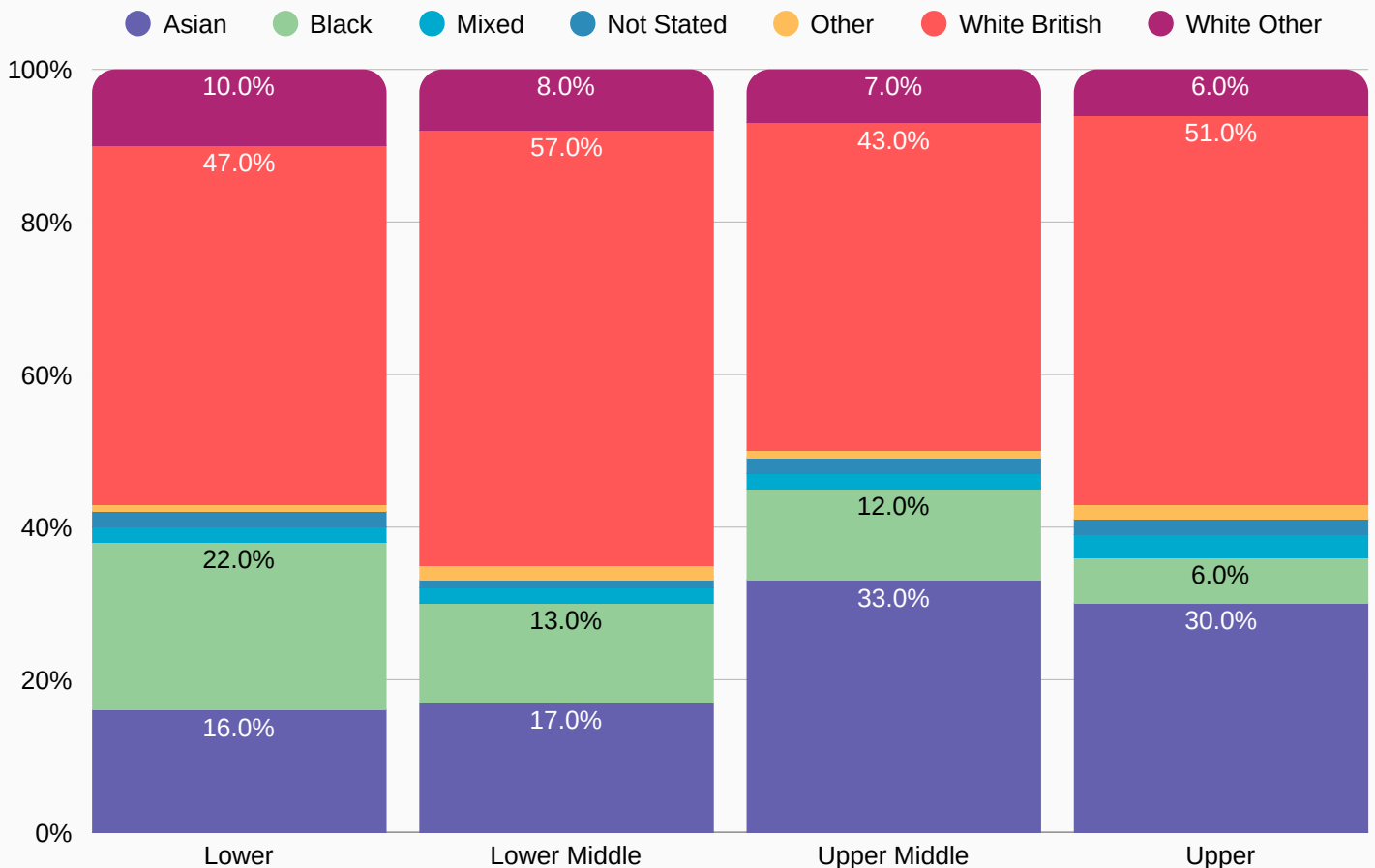
	Lower	Lower Middle	Upper Middle	Upper
Male	33%	16%	16%	37%
Female	67%	84%	84%	63%



Ethnicity Split by Pay Quartile – NGH

As shown below, the proportion of White colleagues is higher than the proportion of BME colleagues in the Lower Middle Quartile, when compared to the overall workforce, with White colleagues at 64%. The Upper Middle Quartile shows BME colleagues at 48%, which is higher when compared to the overall workforce. The Lower and Upper Quartiles are comparable to the overall workforce

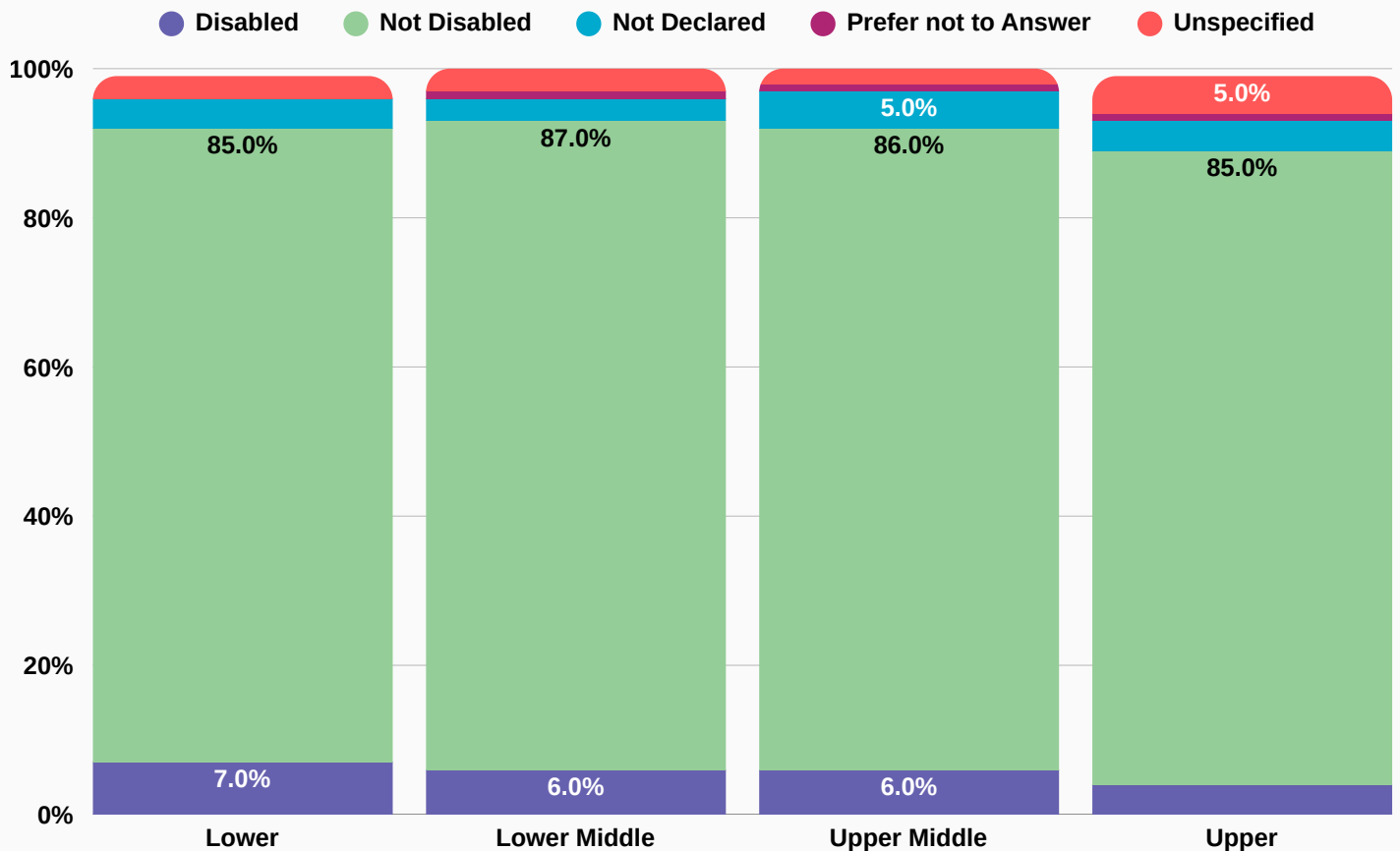
	Lower	Lower Middle	Upper Middle	Upper
Asian	16%	17%	33%	30%
Black	22%	13%	12%	6%
Mixed	2%	2%	2%	3%
Not Stated	2%	1%	2%	2%
Other	1%	1%	1%	2%
White British	47%	57%	43%	51%
White Other	10%	8%	7%	6%



Disability Split by Pay Quartile – NGH

As shown below, the proportion of Non-Disabled colleagues to Disabled colleagues are broadly comparable to the overall workforce, across all quartiles, with the Upper Quartile showing slightly less Disabled colleagues.

	Lower	Lower Middle	Upper Middle	Upper
Disabled	7%	6%	6%	4%
Not Disabled	85%	87%	86%	85%
Not Declared	4%	3%	5%	4%
Prefer Not to Answer	0%	1%	1%	1%
Unspecified	3%	3%	3%	5%



The Trust continues to be committed to taking action in order to close the gender pay issues identified in this report.

What we have achieved

Over the last 12 months we have:

- Strengthened our staff inclusion groups to provide them with a meaningful voice across the organisation that enables colleagues to be heard on the issues that affect them.

Action Plan 2025/26

Further actions in the coming year, which we hope will help to close the gender pay gap include reviewing the national EDI plan published in 2023 and undertake the recommended actions for Gender Pay Gap, which are:

- Implementing the Mend the Gap review recommendations for medical staff and develop a plan to apply those recommendations to senior non-medical workforce : [Mend the Gap: The Independent Review into Gender Pay Gaps in Medicine in England - December 2020](#)
- Continue to analyse data and work under the actions aligned to our We Belong strategy to reduce pay disparities by protected characteristics.
- Ethnicity data shows progression gaps, especially for Black colleagues, requiring targeted support. The We Belong strategy proposes focused coaching, mentoring, interview preparation and feedback channels.
- Continue promoting our flexible working support including advertising flexible working options as part of our recruitment campaigns.
- Improve our inclusive approaches to recruitment, by reviewing our policies and processes and expanding our talent management offering.
- Continue to work with our staff inclusion groups to provide them with a meaningful voice across the organisation that enables colleague to be heard on the issues that affect them.