

GENDER PAY GAP REPORT 2025 NORTHUMBRIA HEALTHCARE FACILITIES MANAGEMENT

1. Introduction

The Gender Pay Gap (GPG) is defined as “the difference between the average pay of men and women in an organisation” (Gov .UK). It differs from Equal Pay in that:

- Equal pay is concerned with male and female employees earning equal pay for work of equal value
- The gender pay gap is about the difference between male and female employees’ average pay within the organisation

Northumbria Healthcare Facilities Management (NHFM) is required to carry out Gender Pay Gap (GPG) reporting under the Equality Act 2010 (Gender Pay Gap Information Regulations 2017). To fulfil this requirement, NHFM must carry out a number of specific calculations; produce a written statement which confirms the accuracy of the calculations; and publish the information on both NHFM’s website and on the UK Government website within one calendar year of the snapshot date at which the gender pay gap is calculated, which this year is 5 April 2025.

The following is a report of the initial findings of the 2024 Gender Pay Gap analysis. It provides the results for NHFM only.

All calculations were obtained from the ESR system; these have been nationally determined and are in line with government regulations.

The results of the report will be used to assess:

- the levels of gender equality in the workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

2. Headcount

As at the snapshot date of 5 April 2025, there were **1077** employees, of which **1034** were ‘Full Pay Relevant Employees’ and therefore included in the calculations. A ‘Full Pay Relevant Employee’ is any employee who is paid their usual full basic pay during the relevant pay period. For comparison, the number of such employees as at 5 April 2025 was **1011**.

Of the **1034** Full Pay Relevant Employees, **591 (57.16%)** were female; **443 (42.84%)** were male.

The percentage split of male to female employees has increased since 2024. Of the **1011** Full Pay Relevant Employees included in the 2024 GPG analysis, **571 (56.48%)** were female; **440 (43.52%)** were male.

3. Calculations

3.1 Mean Hourly Rate

To calculate the mean hourly rates the earnings of male Full Pay Relevant employees are totalled and divided by the number of such male employees. The same calculation is then made for female employees.

3.2 Median Hourly Rate

This is calculated as the mid-point of the salary distribution using the pay each employee received within the snapshot period of the month including 5 April 2025. For this calculation “actual pay” is used which includes basic pay, allowances, pay for leave, and shift premium pay. It is important to note that any employee who is in a period of no pay (.g. maternity leave, sickness, special leave) will not appear in the figures where this pay value is below the average monthly value each individual is paid.

The median calculation is used as a comparator to the mean as it is not skewed by small numbers of very highly paid individuals, which results in lower overall values for each of the metrics calculated.

3.3 Bonus Pay

There was no bonus pay given to NHFM staff this year

3.4 Pay Gap

This is the difference between the rates for Males and Females.

NOTE – The Gender Pay Gap is expressed as a percentage of men’s earnings, e.g. a GPG of 10% would mean that women earn 10% less than men.

Results

4.1 Ordinary Pay

Table 1 (below) shows the median and mean hourly rates, the male/female difference and the GPG for 2025; the figures for 2024; and the differences to the 2024 figures.

	2024 Mean Hourly Rate	2025 Mean Hourly Rate	Difference	Difference (%)	2024 Median Hourly Rate	2025 Median Hourly Rate	Difference	Difference (%)
Male	14.35	15.52	1.17	7.54%	13.77	14.65	0.88	6.00%
Female	13.85	14.73	0.88	5.96%	12.93	13.54	0.61	4.53%
Difference	0.50	0.79	0.29	36.99%	0.85	1.11	0.26	23.82%
Gender Pay Gap %	3.46%	5.08%	1.62%	↑ 31.85%	6.15%	7.59%	1.44%	↑ 18.96%

Table 1

The mean hourly rate for female staff has increased by £0.88 over the 2024 rate (an increase of 5.96%), while the mean hourly rate for male staff has increased by £1.17 (7.54%). The Gender Pay Gap has increased by 31.85 percentage points to 5.08%.

The median hourly rate for female staff increased from £19.93 in 2024 to £13.54 in 2025 (an increase of 4.53%), with the male staff's median hourly rate increasing by 6.00% to £14.65. There was an 18.96% increase in the Median Gender Pay Gap, to 7.59%.

4.2 Quartile Reporting

This calculation is done by sorting all full pay relevant employees by hourly rate of pay, dividing the list into four equal quarters and then calculating the proportion of male and females in each of the quartile bands.

The below table (Table 2) shows the gender distribution in NHFM across the quartiles in 2025 along with the 2024 figures and the differences.

	2024				2025				Difference	
Quartile	Female	Male	Female %	Male %	Female	Male	Female %	Male %	Female %	Male %
1 (low)	159	93	63.10%	36.90%	160	84	65.57%	34.43%	2.48%	-2.48%
2	154	99	60.87%	39.13%	171	102	62.64%	37.36%	1.77%	-1.77%
3	136	117	53.75%	46.25%	129	129	50.00%	50.00%	-3.75%	3.75%
4 (high)	122	131	48.22%	51.78%	131	128	50.58%	49.42%	2.36%	-2.36%
TOTAL	571	440	56.48%	43.52%	591	443	57.16%	42.84%	0.68%	-0.68%

Table 2

There has been a shift in the percentile groupings between Quartile 3 and 4, with a decrease in the percentage of female staff in Quartile 3 in 2025 (50.00%) compared to 2024 (53.75%) and an increase in the percentage of female staff in Quartile 4 in 2025 (50.58%) compared to 2024 (48.22%).

5 Initial Findings

There has been an increase in the Mean Ordinary Pay Gap from 3.46% in 2024 to 5.08% in 2025. The Median Ordinary Pay Gap also saw an increase from 6.15% to 7.59%.

The percentage of female staff in quartile 1 and 2 has increased.

Male employees make up only 42.84% of the full workforce but 49.42% of Quartile 4 are male.

The distribution of male/female staff across the quartiles is as follows:

	Quartile				
Gender	1	2	3	4	Total
Male	18.96%	23.02%	29.12%	28.89%	100%
Female	27.07%	28.93%	21.83%	22.17%	100%

6. Actions to support rebalance of gender pay

Northumbria is committed to addressing the gender pay gap and action is underway in the following areas:

- The Pay Gap Task Group will continue to oversee and monitor gender pay data and ensure associated actions are progressed within Northumbria's everyday business, as well as ensuring pay gaps based on Ethnicity, Disability and Other Protected Characteristics are understood and acted on.
- The Resourcing and Retention Steering group will oversee recruitment activity to develop campaigns from apprenticeships upwards to encourage a balance of both male and female applicants, specifically within NHFM this would include;
 - a. Promoting and raising awareness of successful male appointments in predominantly female roles (Quartile 1 and 2)
 - b. Promoting and raising awareness of successful female appointments in predominantly male roles (Quartile 3)
- Review and develop talent management and succession pathways to further encourage equality of opportunity across the entire workforce.
- Since the introduction of digitalised flexible working applications, monitor take up to ensure workplace flexibility offer is available to men, also encouraging the uptake of Shared Parental Leave.
- Within NHFM, a review of out of hours work to ensure on call, overtime and paid enhancements are best option for service delivery and equitable for both male and female staff is recommended.

7. Next steps

There isn't a statutory requirement to publish data relating to Pay Gap based on Ethnicity, Disability and Sexual Orientation, initial data has been produced and provided. The data will be further analysed by the Pay Gap Steering Group to determine if there are additional actions over the coming year recommended for wider consultation with stakeholders for agreement and inclusion in overarching Pay Gap action plan.

The GPG has issued an intention for employers to have to create and submit an action plan alongside gender pay gap data by 2028. The Pay Gap Steering Group are developing Pay Gap reports to consider whether we choose to use this service in April 2027 on a voluntary basis.

The Gender Pay Gap for 2026 and associated actions will be further assessed in 6 months (September 2026) prior to annual reports being presented to Board for approval by in March 2027.