

Gender, Ethnicity and Disability Pay Gap Report 2025

Introduction

This report presents Guy's and St Thomas's NHS Foundation Trust (GSTT) 2025 analysis of pay gaps across gender, ethnicity, and disability. It follows the same structure as the 2024 report, enabling comparison and monitoring of progress over time. We continue to publish our disability and ethnicity pay gaps alongside the statutory gender pay gap to maintain transparency and accountability. By reviewing and sharing this information annually, we aim to identify areas for improvement, support equitable career progression, and promote inclusion across all parts of our workforce.

Pay Gap reporting terms

The gender pay gap measures the difference between the average hourly earnings of men and women across GSTT. The ethnicity and disability pay gaps are calculated using the same approach, looking at both the mean (average) and median (midpoint) hourly pay rates. Pay gaps can be influenced by several factors, the most significant being the representation of different groups at senior levels within the organisation.

The mean pay gap represents the overall difference between the average hourly pay for men and women, expressed as a percentage of men's average pay. The median pay gap compares the middle value of hourly pay for men and women, which provides a clearer view of typical pay levels and is less affected by extreme salaries.

The Trust does not operate traditional performance-related bonus schemes. However, Medical and Dental Consultants may receive bonus payments under three specific schemes:

- National and Local Clinical Excellence Awards (NCEA/LCEA1) – applicable until 2018
- National Clinical Impact Awards (NCIA) – introduced from 2018
- Local Clinical Excellence Awards (LCEA2) – equal-value, non-competitive awards introduced from 2018

Gender Pay Gap

Overview

This section summarises GSTT’s gender pay data as at 31 March 2025, including headline pay and bonus figures, gender representation, and pay distribution across quartiles.

| | Female | Male |
|----------------|--------|--------|
| Gender Profile | 71.57% | 28.43% |

Table 1

| | Mean | Median |
|----------------------|--------|--------|
| Gender pay gap | 13.13% | 6.65% |
| Gender bonus pay gap | 26.90% | 0% |

Table 2

| | Female | Male |
|---|--------|--------|
| The Proportion of males and females receiving a bonus payment | 3.38% | 10.89% |

Table 3

| Pay Quarters | Female | Male |
|--------------|--------|--------|
| Upper | 61.26% | 38.74% |
| Upper Middle | 78.49% | 21.51% |
| Lower Middle | 77.56% | 22.44% |
| Lower | 68.96% | 31.04% |

Table 4

Year on year trends 2018 to 2025

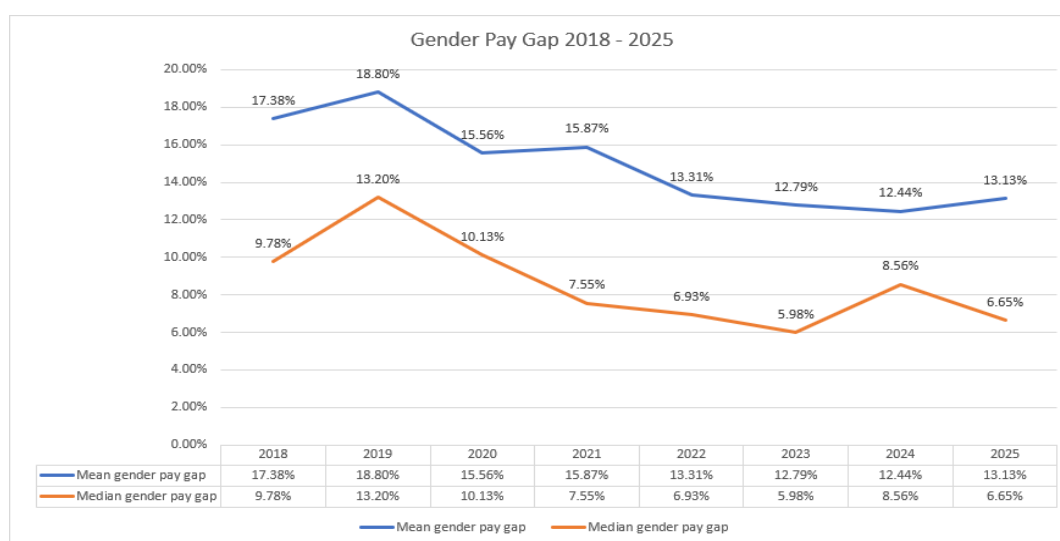


Table 5

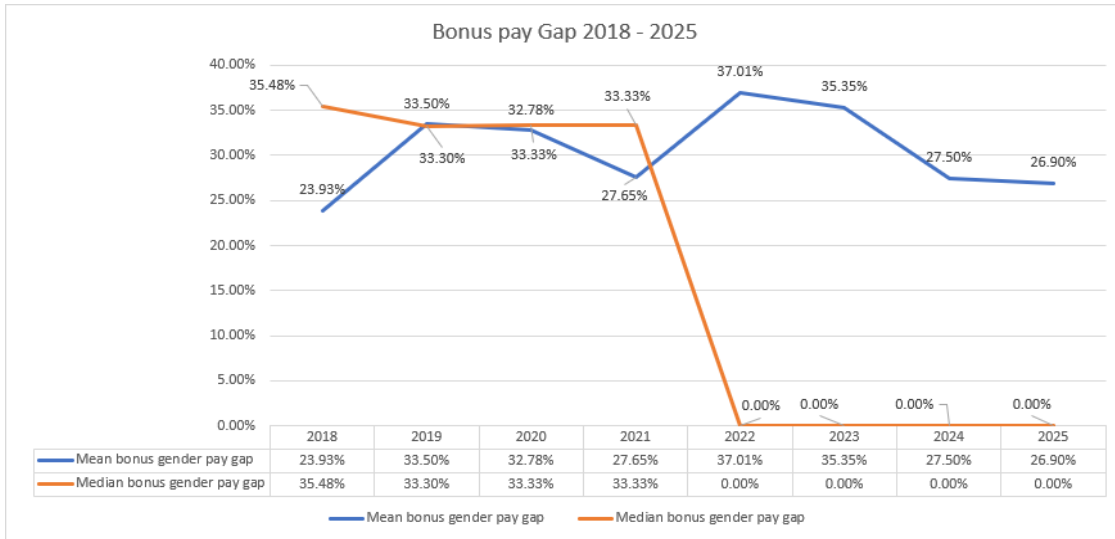


Table 6

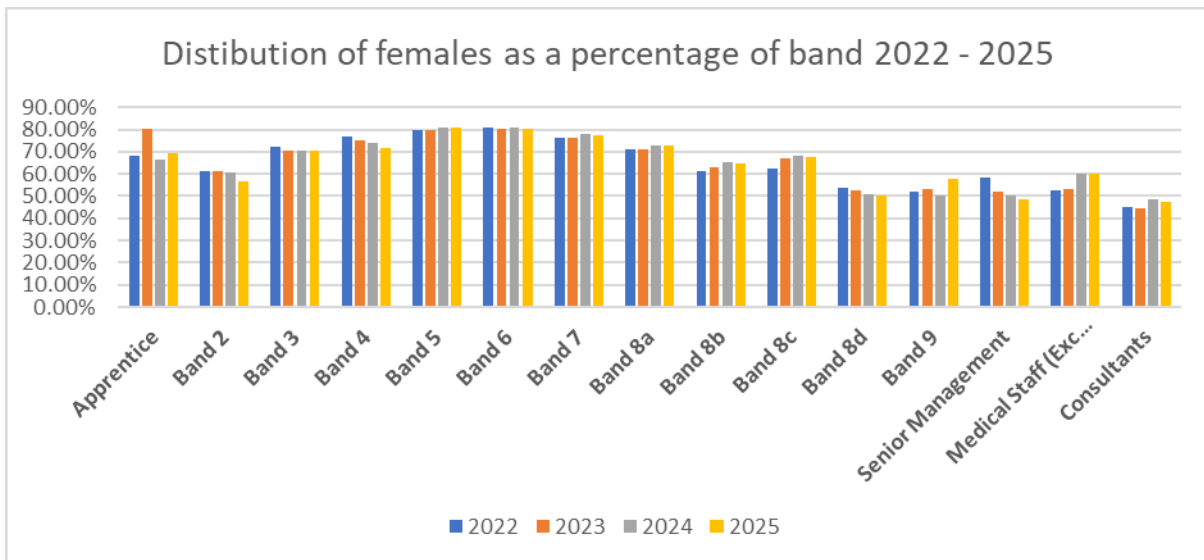


Table 7

Analysis

Between 2024 and 2025, our mean gender pay gap increased by 0.69 percentage points to 13.13%. The median gender pay gap decreased by 1.91 percentage points to 6.65%, indicating a narrowing of pay differences at the mid-point but a slight widening at the average.

However, if we look at the trend from 2018 to 2025 (table 5) the mean gender pay gap has reduced by 4.25 percentage points from 17.38% to 13.13%. The median gender pay gap also reduced by 3.13 percentage points from 9.78% to 6.65%.

The data shows that female representation remains strongest in Bands 4–7 (above 70%) and lowest among consultants (47.54%) and Senior Management (48.65%) in 2025.

Within the Consultant staff group the gender pay gap is 4.85% (mean) and 9.75% (median).

For bonus pay, the median pay gap continues to be 0% and this is reflection of the non-competitive process where more than 50% of consultants received the equal value non-competitive LCEA2 award in 2024. The movement seen in the bonus pay mean variance (table 6) may be attributed to changes in the eligibility criteria as well as movements in the number of consultants in scope of these bonuses.

| | Consultant body | |
|----------------|-----------------|--------|
| | Female | Male |
| Gender Profile | 47.72% | 52.28% |
| | Mean | Median |
| Gender pay gap | 4.85% | 9.75% |
| Pay Quarters | Female | Male |
| Upper | 35.28% | 64.72% |
| Upper Middle | 40.86% | 59.14% |
| Lower Middle | 54.31% | 45.69% |
| Lower | 60.41% | 39.59% |

Key headlines

- The mean gender pay gap: 24/25 13.13%, median: 6.65%
- The mean gap from 2018 to 2025 reduced by 4.25 percentage points.
- No median bonus pay gap due to equal-value awards
- Mean bonus gap (26.9%) reflects more male consultants receiving national awards
- When consultants are excluded, the mean gap falls to 2.57% and the median becomes 1.43%, showing a small gap in favour of women.
- Consultants remain the only male-dominated staff group, influencing overall averages.

Ethnicity Pay Gap

Overview

This section outlines GSTT’s 2025 ethnicity pay gap data, showing representation by ethnic group, mean and median pay gaps, bonus pay gaps, and pay distribution across quartiles.

Distribution by Ethnicity

| Profile of Organisation | Asian | Black | Mixed | Not Stated/ Undefined | Other | White |
|-------------------------|--------|--------|-------|--------------------------|-------|--------|
| | 19.80% | 22.20% | 3.97% | 4.66% | 6.75% | 42.61% |

Table 8

| Ethnicity pay gap | Asian | Black | Mixed | Not Stated/ Undefined | Other | White |
|-------------------|-------|--------|--------|--------------------------|--------|-------|
| Mean pay gap | 8.25% | 30.91% | 12.76% | 4.66% | 14.67% | |
| Median pay gap | 9.78% | 32.23% | 14.12% | 10.58% | 11.39% | |

Table 9

| Ethnicity pay gap | Asian | Black | Mixed | Not Stated/ Undefined | Other | White |
|---|-------|--------|--------|--------------------------|--------|-------|
| The Proportion of employees receiving a bonus payment | 7.24% | 0.48% | 5.20% | 9.81% | 3.39% | 8.00% |
| Mean Bonus Pay gap | 9.53% | -9.86% | 17.56% | 14.09% | 22.21% | |
| Median Bonus Pay gap | 0% | 0% | 0% | 0% | 0% | |

Table 10

| Pay Quarters | Asian | Black | Mixed | Not Stated/ Undefined | Other | White |
|--------------|--------|--------|-------|--------------------------|-------|--------|
| Upper | 20.86% | 6.44% | 3.82% | 5.12% | 4.98% | 58.79% |
| Upper Middle | 19.66% | 14.95% | 3.87% | 4.41% | 8.37% | 48.73% |
| Lower Middle | 21.14% | 28.79% | 3.64% | 4.05% | 8.62% | 33.77% |
| Lower | 17.55% | 38.64% | 4.56% | 5.07% | 5.03% | 29.16% |

Table 11

Analysis

Black colleagues continue to have the largest mean and median pay gaps (30.91% and 32.23%) compared with White colleagues. Representation data shows Black staff are most concentrated in the lower pay quarter (38.64%) and least represented in the upper quarter (6.44%), while White colleagues are most represented in the upper quarter (58.79%).

The ethnic group distribution table 12 shows the largest structural issue is the concentration of global majority staff in lower grades, influencing the overall pay distribution.

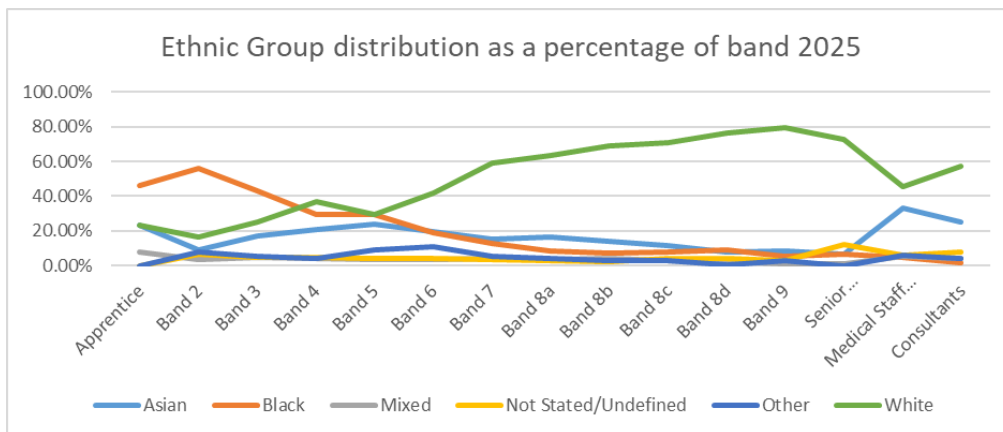


Table 12

| | March 2018 | March 2025 | Variance BME / W - Percentage points |
|----------------|---|---|--------------------------------------|
| Band 5 | Total 2,773 <ul style="list-style-type: none"> White 51% BME 42% | Total 4,067 <ul style="list-style-type: none"> White 30% BME 66% | plus 24 |
| Band 6 | Total 2,650 <ul style="list-style-type: none"> White 53% BME 39% | Total 4,220 <ul style="list-style-type: none"> White 42.5% BME 53% | plus 14 |
| Band 7 | Total 2,152 <ul style="list-style-type: none"> White 66% BME 27% | Total 3,669 <ul style="list-style-type: none"> White 60% BME 36% | plus 9 |
| Band 8a | Total 825 <ul style="list-style-type: none"> White 69% BME 23% | Total 1,555 <ul style="list-style-type: none"> White 64% BME 33% | plus 10 |

| | March 2018 | March 2025 | Variance BME / W - Percentage points |
|--------------------------------------|--|---|--------------------------------------|
| Band 8b | Total 276 <ul style="list-style-type: none"> • White 74% • BME 16% | Total 553 <ul style="list-style-type: none"> • White 69% • BME 28.5% | plus 12.5 |
| Band 8c | Total 169 <ul style="list-style-type: none"> • White 81% • BME 12 % | Total 326 <ul style="list-style-type: none"> • White 72% • BME 26% | plus 14 |
| Band 8d | Total 79 <ul style="list-style-type: none"> • White 71% • BME 10% | Total 160 <ul style="list-style-type: none"> • White 77% • BME 25% | plus 15 |
| Band 9 | Total 28 <ul style="list-style-type: none"> • White 75% • BME 11% | Total 280 <ul style="list-style-type: none"> • White 78% • BME 19 % | plus 8 |
| VSM March 23 and 25 | Total 97 <ul style="list-style-type: none"> • White 74% • BME 14% | Total 82 <ul style="list-style-type: none"> • White 76% • BME 13% | minus 1 |

Table 13

As with the gender bonus pay gap the median pay gap continues to be 0% and this is reflection of the non-competitive process where more than 50% of consultants received the equal value non-competitive LCEA2 award in 2024.

Although local CEAs are distributed evenly, the national awards are competitive. All groups except black consultants show a pay gap in favour of white consultants. The mean bonus pay gap for Black staff is negative (in favour of black consultants) reflecting a small number of recipients. As can be seen in table 10 the percentage of black staff in receipt of a bonus is proportionately the smallest and underrepresented.

Key headlines

- Table 13 demonstrates improvement in global majority representation from 2018 except for colleagues in the VSM population.
- Black colleagues have the highest mean (30.91%) and median (32.23%) pay gaps
- White colleagues are most represented in upper pay quartiles
- Median ethnicity bonus pay gap remains 0%
- Ethnicity pay gaps are driven by overrepresentation at lower grades and underrepresentation at senior levels.

Disability Pay Gap

Overview

This section outlines GSTT’s disability pay gap, showing declaration rates, mean and median pay gaps, bonus pay gaps, and representation by grade. Disability status indicates whether the employee considers themselves to be disabled, and it is classified through a categorical variable into “Yes”, “No”, and “Unknown/Not stated”. For the purposes of this report the pay gap has been calculated by comparing ‘yes’ against ‘no/not declared’ as one group.

| Distribution by disability status | No | Not Declared | Yes |
|-----------------------------------|--------|--------------|-------|
| Disability Status | 82.43% | 12.77% | 4.81% |

Table 14

| | Mean | Median |
|--------------------------|--------|--------|
| Disability pay gap | 11.48% | 11.24% |
| Disability bonus pay gap | -42% | 0% |

Table 15

| Distribution by disability status | No/ Not Declared | Yes |
|---|------------------|-------|
| The Proportion of employees receiving a bonus payment | 6.08% | 1.01% |

Table 16

| Pay Quarters | No/Not Declared | Yes |
|--------------|-----------------|-------|
| Upper | 96.85% | 3.15% |
| Upper Middle | 95.43% | 4.57% |
| Lower Middle | 93.62% | 6.38% |
| Lower | 94.88% | 5.12% |

Table 17

Analysis

The mean disability pay gap is 11.48%, and the median gap is 11.24%. The disability declaration rate has improved from 4.36% in 2024 to 4.81% in 2025. Low declaration rates, however, continue to limit the accuracy of analysis.

Table 17 shows the distribution of employees by disability declaration and grade for 2025. Across all grades, the majority of employees have not declared a disability, remaining consistently high at around 80–90%. This suggests that the workforce is

predominantly composed of individuals who do not identify as having a disability or have chosen not to disclose one.

Employees who have declared a disability make up a small proportion across all grades, generally below 10%, with minimal variation between levels. This indicates limited representation of employees with disabilities in both lower and higher pay bands, including senior management and consultant levels.

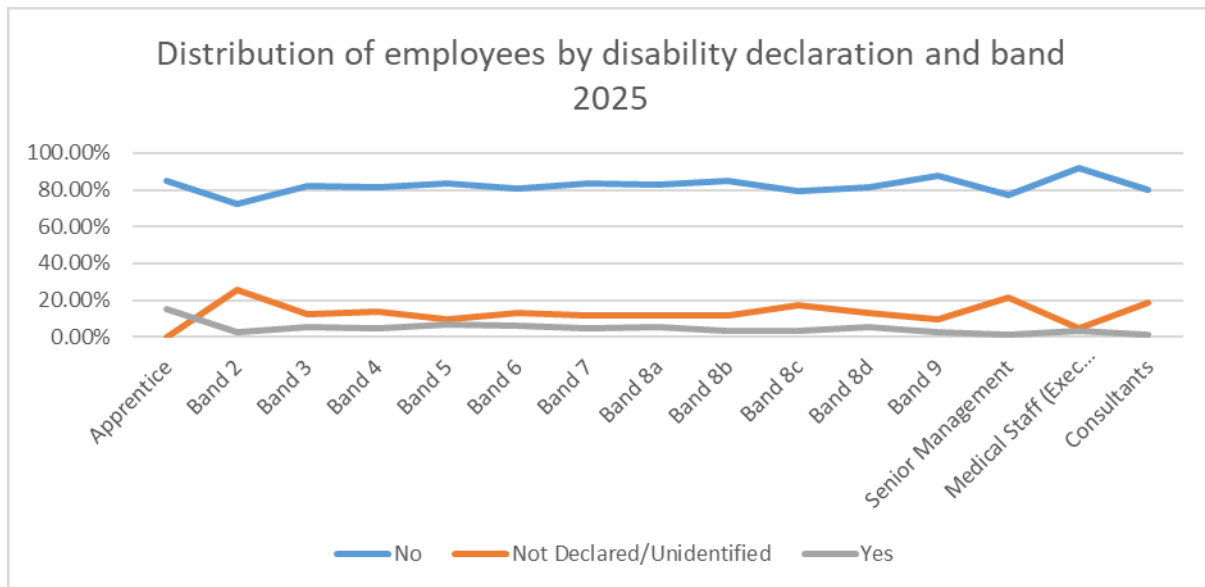


Table 18

As with the gender bonus pay gap the median bonus pay gap continues to be 0% and this is a reflection of the non-competitive process where more than 50% of consultants received the equal value non-competitive LCEA2 award in 2024.

Although local CEA's are distributed evenly, the national awards are competitive which is the driver for the mean bonus pay gap. The mean bonus payments for disabled staff show a pay gap in favour of disabled consultants of 42% reflecting a small number of recipients rather than a broad pattern.

Key headlines

- Declaration rate increased to 4.81%
- Mean pay gap 11.48%, median 11.24%
- 80–90% of employees have not declared a disability
- Representation of disabled staff remains low at senior levels
- Median bonus gap 0%, mean bonus gap favourable (42%)

Intersectional Analysis

Overview

Intersectionality explores how different protected characteristics combine to influence people’s experiences. GSTT’s analysis focuses on ethnicity and gender, as disability declaration rates remain too low for meaningful comparison.

Headline pay figures for 2025

| Distribution by Ethnicity and Gender | Asian | Black | Mixed | Not Stated/ Undefined | Other | White |
|--------------------------------------|--------|--------|-------|-----------------------|-------|--------|
| Female | 18.59% | 23.81% | 3.93% | 4.24% | 6.42% | 43.01% |
| Male | 22.85% | 18.15% | 4.07% | 5.72% | 7.58% | 41.63% |

Table 19

| Intersectionality hourly rate of pay by Ethnicity and Gender | Asian | Black | Mixed | Not Stated/ Undefined | Other | White |
|--|--------|--------|--------|-----------------------|--------|--------|
| Female mean hourly rate | £25.51 | £21.84 | £24.79 | £24.79 | £25.39 | £27.64 |
| Male mean hourly pay rate | £25.86 | £20.66 | £25.25 | £26.54 | £25.20 | £29.29 |

Table 20

| Intersectionality mean pay gap by Ethnicity and Gender | Asian | Black | Mixed | Not Stated/ Undefined | Other | White |
|--|--------|--------|--------|-----------------------|--------|-------|
| Female Mean pay gap | 12.92% | 25.42% | 15.37% | 15.36% | 13.31% | 5.63% |
| Male Mean pay gap | 11.71% | 29.46% | 13.80% | 9.37% | 13.97% | |

Table 21

Analysis

The data shows clear intersectional patterns between ethnicity, gender, and pay. White employees have the highest average hourly pay, while Black employees have the lowest. Across most ethnic groups, men earn slightly more than women of the same ethnicity.

Representation also varies by grade. Black staff—particularly Black women—are well represented in lower pay bands (Apprentice to Band 4) but become progressively under-represented at higher levels. From Band 7 upwards, the proportion of White

employees increases sharply, and by senior management and consultant grades, Black representation is very low.

These patterns are reflected in pay outcomes. Among women, pay gaps range from 5.6% (White) to 25.4% (Black), and among men, from 9.4% (Not stated) to 29.5% (Black). The largest disparities occur among Black employees, while gaps are smallest among White staff.

Overall, the data indicates that ethnicity and gender combine to create compounding disadvantage: Black women are concentrated in lower pay bands, while White men are more likely to occupy senior and higher-paid roles. This structural imbalance continues to drive both the ethnicity and gender pay gaps.

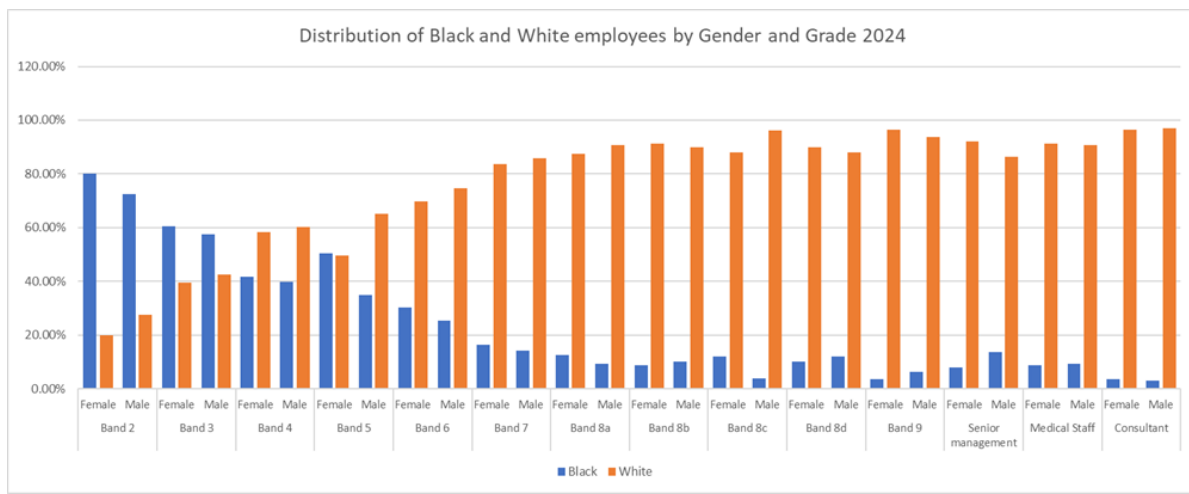


Table 22

Intersectionality – Key headlines

- Black female employees are concentrated in lower pay bands, with representation declining sharply at higher grades.
- White male employees dominate senior and consultant roles, contributing to both ethnicity and gender pay gaps.
- Representation of Black employees significantly decreases from Band 7 upwards.
- Intersectional disparities show that the combined effects of ethnicity and gender amplify barriers to progression and pay equity.

Our Plan

Since 2023, our EDI Programme has focused on simplifying and streamlining delivery, strengthening accountability, and increasing visibility of EDI at Board level. We have prioritised high-impact interventions in line with the NHS England EDI Improvement Plan, particularly High Impact Action 3: developing and implementing an improvement plan to address pay gaps. EDI is recognised as a core organisational priority, championed at the highest level of the Trust and aligned to our values, with a clear focus on delivering measurable impact.

Over the past year, we have further refined our approach to focus on outcomes, with initiatives such as Anti-Racism in Action (ARIA) engagement sessions and Positive Action talent schemes. These initiatives support awareness of systemic barriers, provide development opportunities, and aim to translate activity into improvements in representation, career progression and pay equity.

The EDI programme is structured around four core themes: anti-racism, disability inclusion, LGBT+ inclusion and intersectional priorities. These are delivered through integrated workstreams designed to support sustainable systemic change, strengthen inclusive leadership, and foster a culture of continuous learning. This aligns with our Trust 2030 strategy to create a fairer and more supportive workplace and improve the health and wellbeing of all colleagues.

Our Workforce Race (WRES) and Workforce Disability (WDES) action plans underpin these initiatives, guiding targeted interventions to address structural barriers that contribute to inequalities in representation, progression and pay.

Key Initiatives to Support Inclusion, Representation, and Pay Equity

Our analysis highlights persistent inequalities in representation at senior levels, particularly at Band 7+ and within consultant roles, with limited progress over time. In response, our approach focuses on strengthening inclusion, improving representation, and addressing structural barriers that contribute to pay gaps. The following sections outline the key areas of focus and the actions being taken to address these challenges.

Inclusive Recruitment and Workforce Representation

We continue to strengthen inclusive recruitment practices across the Trust, including improvements to attraction, shortlisting and selection processes, inclusive recruitment training for managers, and increased focus on diverse panels. We will place particular focus on senior and consultant recruitment, working with relevant stakeholders to review and implement changes to current approaches, better understand barriers, and consider opportunities to improve representation. We will monitor the impact of these changes to assess improvements in representation at senior levels.

Progression, Talent Development and Leadership Pathways

We are strengthening progression pathways with a particular focus on improving representation at Band 7 and above and within consultant roles. This includes targeted development initiatives such as our Positive Action Programme, leadership development opportunities, and partnership working, including the South-East London Women's Leadership Network. We are also embedding improved Performance and Development Review (PDR) processes to support earlier and more meaningful career development conversations. We will explore internally the impact of setting quantitative targets to focus effort and intervention, this will be supported by further interventions, to be developed, including sponsorship, designing increased flexibility into roles, attraction initiatives, and stretch assignments.

Leadership Capability and Inclusive Culture

We are building leadership capability to create inclusive team cultures through programmes such as our Anti-Racism in Action (ARIA) engagement sessions for all staff, the People Manager Programme specifically for managers, and Reciprocal Mentoring. These initiatives support leaders to better understand systemic barriers, build confidence in inclusive practice, and take ownership of local actions to address inequalities.

We will prioritise engagement with senior leaders and managers through a bespoke Managers Anti-Racism in Action programme, building on our wider ARIA offer. This will emphasise actionable steps and manager accountability, with a target of increasing leadership participation to support local ownership of actions.

We will also work towards achieving 90% completion of core leadership and inclusion development offers, including the People Manager Programme and Anti-Racism in Action, across prioritised learner cohorts. This will support strengthened leadership capability and more consistent inclusive practice across the organisation.

Workplace Experience and Retention

We continue to improve the experience of colleagues through targeted support and policy development, including menopause support, workplace adjustments, and delivery of our Neurodiversity Strategy. This supports retention, wellbeing and enables colleagues to thrive and progress in their careers.

We are strengthening our Workplace Adjustments (WPA) process through a structured improvement plan, including a revised policy to provide clearer guidance for staff and managers. This is supported by manager drop-in sessions across the Trust, which continue to receive positive feedback and are improving awareness of available support.

A dedicated WPA working group is overseeing delivery through formal governance arrangements. The focus is on delivering a consistent, accessible end-to-end process for workplace adjustments, alongside strengthening guidance, tools and

communications for managers and staff. We are also developing a centralised case management approach to improve data quality and strengthen oversight and continuous improvement.

Data, Insight and Continuous Improvement

We are strengthening our use of workforce data to better understand inequalities in recruitment, progression and pay. This includes improving data quality, such as disability declaration rates, undertaking more granular analysis to better understand why pay gaps persist, and strengthening evaluation of interventions to inform more targeted and effective action.

Impact and Next Steps

While the Trust has implemented a range of EDI initiatives and structural interventions, changes in pay gap metrics and senior representation remain limited.

This highlights the need for a more targeted and evidence-based approach, with greater focus on evaluating impact, understanding the drivers of inequality, and strengthening action in areas such as senior recruitment, progression and workforce data. This will remain a continued area of focus for the Trust.