

Gender Pay Gap Report

Reference period: 31st March 2024

Data published: September 2025

1. Introduction

At King's College Hospital Foundation Trust (KCH or Kings), prioritising diversity, equity, and inclusion (DEI) in everything we do is a key part of our organisational vision. Our commitment to intentionally and transparently identifying and addressing all forms of inequality goes beyond our legal duty (see section below for our legal expectations). Morally, we see annual reporting as a crucial step forward in becoming a truly inclusive employer, one that enable fair and equitable access and opportunity to all staff.

Legal expectations:

According to the Equality Act 2010, Specific Duties and Public Authorities Regulations 2017, KCH, as an organisation with more than 250 employees, is legally required to publish our gender pay gap data annually. This report, submits an snapshot of KCH's gender workforce demographic at a specific moment in time (31st March 2024).

The Trust is expected to report the mean (the average calculated by summing all values and dividing by the collective number of values) and the median (the middle number in a sorted list of values) for the following two areas:

- **Gender Pay Gap (hourly pay):** This is calculated using employees' hourly pay (*ordinary pay*), which includes basic salary, allowances, pay for leave, and shift premiums. Overtime payments, including on-call and additional programmed activities, are excluded from this calculation.
- **Bonus Pay Gap:** This sum calculates all bonuses eligible in the Trust. In KCH the only bonus which meets the gender pay gap reporting criteria this year is the Clinical Excellence Award.

See figure 1 for the full eligibility criterion for both areas.

KCH's Commitment to gender diversity:

The gender pay gap regulations require organisations to report gender pay gaps using binary biological sex categories (male and female), rather than gender identity. We recognise that gender identity is more diverse and inclusive than these categories imply. We respect and acknowledge that some colleagues may not identify strictly within this binary framework. At KCH, we are committed to fostering an inclusive workplace where all colleagues, regardless of their gender identity, feel seen, valued, and empowered to be their authentic selves. Our dedication to building a culture that celebrates diversity and ensures equity for everyone is reflected in our internal policies and procedures.

Differences between gender pay gap vs equal pay:

It is important to differentiate between the gender pay gap and equal pay. The gender pay gap refers to the difference in mean (average) and median earnings between all men and women in the workforce, calculated using specific methods. In contrast, equal pay is a legal requirement which ensures men and women performing at the same or equivalent roles have no pay discrepancies. A gender pay gap does not necessarily indicate a problem with equal pay; however, it often highlights areas of concern regarding gender inequalities based on biological sex.

2. Reporting Methodology

Data collection: The gender pay gap data provided in this report was obtained through the national Gender Pay Gap dashboards via the Electronic Staff Record (ESR) and includes employees, apprentices, workers and agency workers (those with a contract to do work or provide services) and some self-employed people (where they have to personally perform the work; as per the national NHS Employers guidance). The figures in this report have been calculated using a 'snapshot date' from March 31st 2024.

Quantile analysis: Our gender pay gap data is analysed by quartiles (see Figure 5 for more information). Employees are ranked by hourly pay from lowest to highest and divided into four equal groups. Each quartile reflects the proportion of males and females in that segment. The upper quartile (quantile 4) represents the highest earners in the Trust, which includes consultants and Very senior managers (VSM), whilst the lower quartile represents the lowest earners, which includes Agenda for Change (AfC) junior banding positions, for example, band 2 and 3.

Our methodology (how we report):

The following are used in the analysis methodology to determine the gender pay gap and its drivers / influences:

- Gender composition or male vs female ratio/proportion
- Quartile analysis
- Contract Group - Agenda for Change (AfC), Medical & Dental & Very Senior Manager (VSM)
- Staff Group
- Grade Pay Group

Figure 1: gender pay gap reporting expectations

What is included in the methodology	What is not included in the methodology
<ul style="list-style-type: none"> • Basic Pay • High Cost Area Allowances • Annual leave pay • Sickness absence Pay • Maternity Pay • Paternity Pay • Adoptive or parental Pay • Bonus Pay for Medics 	<ul style="list-style-type: none"> • Overtime and Bank • Expenses • Use of vehicle • Benefit in kind • Salary sacrifice schemes • Tax credits • Redundancy pay • Numeration in lieu of leaving

3. King's Gender Profile:

Figure 2 and 3 illustrates the gender representation at KCH, showing that 74% (10,920 employees) of our workforce identifies as female and 26% (3,838) as male. This distribution is broadly similar to the overall NHS workforce (77% female vs 23% male).

Figure 2: KCH gender demographics profile in percentages

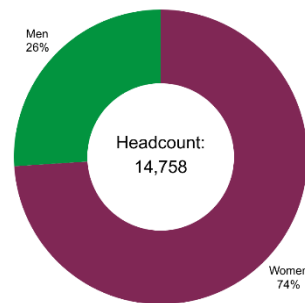


Figure 3: KCH gender demographics profile in numbers (headcount)



Headcount: 14,758 staff, 10,920 women and 3,838 men

Data shown as of 31st March 2024.

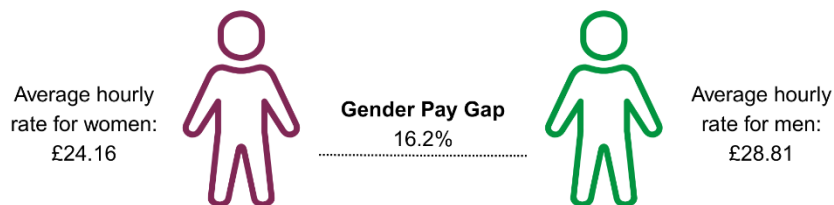
4. Kings' Ordinary Gender Pay Gap:

King's College Hospital Average (Mean) Gender Pay Gap

Figure 4 highlights on average, females in KCH earn £24.16 per hour, while males earn £28.81 per hour. This results in a gender pay gap of 16.2%, which has decreased by 1.7% compared to last year (2023). The difference in average hourly rates of pay between the genders is £4.65.

Both average hourly rates have increased since 2023, by £2.30 for females and by £2.19 for males. This is largely a result of the AfC April 2023 pay rises, which were implemented in June 2023 and involved a back payment from June to April 2023.

Figure 4: average (mean) hourly pay by gender



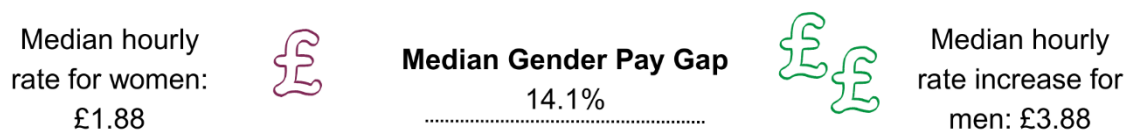
King's College Hospital Median Gender Pay Gap

The median Gender Pay Gap is 14.1%, which is an increase of 6.7% from last year. The median hourly rate pay difference has increased by £2.00 from 2023.

There has been an uneven increase in the median hourly rates between women and men:

- For men the median hourly rate increased by £3.88 from 2023
- For women the median hourly rate increased by £1.88 from 2023

Figure 5: median (hourly) gender pay gap by gender



The average pay gap has reduced, while the median gap has increased, due to the differing impact of the 2023–24 pay rises on men and women:

1. The starting hourly rate for men in Quartile 4 is now higher than for women, breaking the previous two-year trend of parity.

2. There has been a shift in workforce composition: more women and fewer men in Quartiles 3 and 4, and more men and fewer women in Quartiles 1 and 2. Figure 6 and 7 outlines this in greater detail.
3. Several new female outliers have increased the average female hourly rate compared to previous years.

The increases in pay are the combined effects of the 2023-24 pay increases across staff groups:

1. AfC staff: pay increase of 5% paid in June 2023
2. Medical and Dental staff: pay increase of 6% paid on March 2024 (plus other pay amendments ref: 4/2023)
3. Medical and Dental Consultants: March 2024 reform to pay scales for those on 2023 contracts (ref:1/2024)

Average Hourly Rate Quartiles:

There is less than a 1.4% gender pay gap in Quartiles 1, 2, and 3. However, the gap rises to 13.9% in Quartile 4. This indicates that the primary driver of our overall gender pay gap is within the highest earning roles, such as Medical Consultants, some career-grade doctors, VSMs, and senior AfC staff (Bands 7- 9).

Figure 6: quantile analysis



Contract Group Gap Changes:

The gap reduced/closed for:

- AfC staff by 0.6% to a 1.6% gap (favourable).
- Medical staff by -1.3% to a 7.6% gap (favourable).

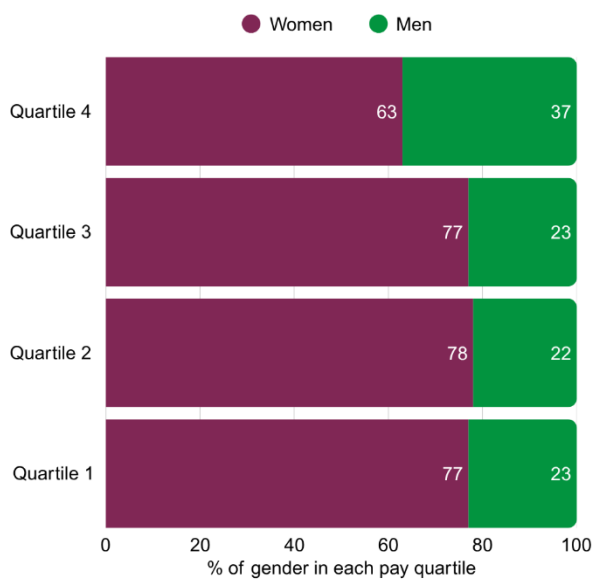
The gap widened for VSMS by 8% to -8.7% (less favourable), however this group is very small (26wte).

Staff Group Gap Changes:

The gap reduced/closed for all staff groups except for Allied Health Professionals and Healthcare Scientists.

- ACS, Healthcare Scientists & Nursing and Midwifery have female favoured gaps.
- The staff groups with the largest influence on the Trust gender pay gap are Medical and Dental, and Administrative and Clerical. These gaps closed marginally in 2024, however are 7.6% and 17.6% respectively.

Figure 7:



5.Kings' Bonus Gender Pay Gap

The only bonuses paid to our staff are Clinical Excellence Awards (CEAs) paid to the Medical and Dental Staff group. There are three types of bonus payments: the NCEA and LCEA1 "Old Style Trust Awards & National Awards"; the LCEA2 "Shared Pot"; and the NCIA "New National Awards".

Eligible staff who apply for a CEA receive a bonus payment in recognition of excellent practice, over and above contractual requirements. As of 1st April at the start of the award year, to be eligible to apply for an NCEA or LCEA, Consultants are required to have at least 1yrs NHS consultant continuous service.

Figure 8:

	2024	2024	Variance 2024 - 2023	Variance 2024 - 2023
Gender	Average Bonus Pay	Median Bonus Pay	Average Bonus Pay	Median Bonus Pay
Male	£ 7,923	£ 4,858	-£2,021	£253
Female	£ 5,912	£ 4,858	-£902	£253
Difference	£ 2,010	£ -	-£1,119	£0
Pay Gap %	25.4%	0.0%	-6.1%	0.0%

All Award / Bonus Types

Across all awards and bonus types, the average bonus gender pay gap is 25.4%. This is a decrease of 6.1% from last year. The average male bonus is £7,923 (a decrease of £2,021 from 2023) and the average female bonus is £5,912 (a decrease of £902 from 2023). The average bonus pay difference is £2,010 (a decrease of £1,119 from 2023).

Median Bonus Gender Pay Gap

This year, the median bonus gender pay gap remains at 0%. This is the same as last year, primarily because more than half of each gender received identical bonus amounts.

Award / Bonus Types

In total, there were 962 awards/bonus payments made in 2024. 797 employees received bonus/es, with 632 staff receiving one award and 165 staff receiving two awards. We are unable to disaggregate the bonus awards as it would compromise anonymity

National Local Awards (NCAE + LCEA1)

For the National Local Awards, the Average Gender Pay Gap was 43.4%. The Median Gender Pay Gap was 43.6%. There is more local discretion in awarding these, which may have a potential for bias.

National Clinical Impact Awards (NCIA)

For the National Clinical Impact Awards, the Average Gender Pay Gap was 0.3%. The Median Gender Pay Gap was 0%.

Figure 9:

NCIA: New National Award	NCEA + LCEA1: National Awards + Old-Style Trust Awards	LCEA2: Shared Pot
14	217	731

Figure 10:

The bonus average pay gap is 25.37%. The Bonus Median Pay Gap is 0%



6. Forward planning and looking ahead:

Narrowing the Gap: our 2023-2024 action plan achievements

In March 2024, we published a three-year Action Plan following our Gender Pay Gap report. This is in line with the Trust-wide BOLD Strategy, and the NHS England EDI Improvement Plan.

Since March 2024, we have taken significant steps forwards with our Action Plan, including:

- Championing two Executive sponsors (Chief Medical Officer Mamta Shetty Vaidya and Chief Financial Officer Roy Clarke) to support and advocate for the Women's Network
- Supporting with the creation of a talent management strategy
- Strengthening the Women's Network, which has seen a growth of 18% in the last year
- Continuing to educate colleagues on Active Bystander and Cultural Intelligence
- Actively promoting Shared Parental Leave as part of our Flexible Working campaign, led by our People Promise Manager

Closing the Gap: moving forward

To close the gender pay gap meaningfully, we must act with bold ambition, grounded in evidence, lived experience, and sustained accountability. Our approach will be shaped by working in partnership with the Women's Network and other staff Networks, equality and staff experiences data, and utilising evidence-based research and best practices.

As a Trust, we plan to use the coming months to conduct a system-wide review of gender inequality through three interconnected lenses: organisational culture, structural systems, and individual behaviours. To honestly identify and start dismantling the systemic barriers that may be impacting our female colleague's opportunity and progress, resulting in pay disparities.

This review aims to thoroughly assess our practices, policies, and organisational culture in the context of the entire employee journey. We will examine the social norms and stereotypes that may be unconsciously influencing our female colleagues' access to opportunities and their overall outcomes at work.

Our objective is to develop and implement a comprehensive action plan for the 2025-2026 pay gap reporting year. This plan will not only address gender-related issues from a binary viewpoint, it will also consider intersectionality, by taking actions which addresses how when protected characteristics, such as race and ethnicity, disability, age, sexual orientation, gender identity, faith and religion, social mobility, and caregiving responsibilities, can intersect and overlap, to perpetuate further inequality.

Our action plan will include:

- Expanding flexible and inclusive working models.
- Strengthening support and adjustments for colleagues with parental and caring responsibilities.
- Enhance the influence, impact and independence of our Woman's network and ensure their voice, contribute to shaping the new organisational and people strategies and key Trust decision making.
- Embedding equitable career development and talent management, including workshops to accelerate confidence, leadership potential and employability skills.
- De-biasing and enabling fair recruitment and selection processes.
- Training and guidance to challenge stereotypes and social norms of professionalism and leadership.
- Reinforcing anti-discriminatory practice and sexual safety through Trust processes, policies and practices.

This work will align with the Trust's 2025-2026 Inclusion Road Map, which will be the strategic plan to embed EDI at the heart of everything we do at KCH from a workforce perspective. Also, to ensure that the next gender pay gap action plan has clear milestones and measurable outcomes, thereby ensuring transparency and accountability. As part of this commitment, we will also expand our aspirational diversity targets to include gender pay gap metrics, marking a significant step forward in our journey toward a fairer, more diverse, and inclusive workplace and care culture.

For further information, please get in touch with the Workforce Equity, Diversity and Inclusion (EDI) Team: kch-tr.edi@nhs.net