North Cheshire and Mersey
NHS Foundation Trust

Gender Pay Gap

Warrington and Halton Teaching Hospitals NHS Foundation Trust

April 2025 to March 2026

Home Community Hospital

N.B. Warrington and Halton Teaching Hospitals NHS Foundation Trust was renamed North Cheshire and Mersey NHS Foundation Trust on 1 April 2026

Introduction

Background to the report

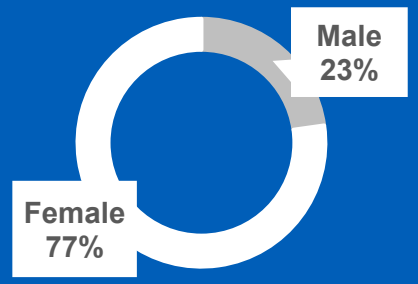
Warrington and Halton Teaching Hospitals NHS Foundation Trust (WHH) is committed to promoting, championing and advancing equality, diversity and human rights. We aim to make WHH the best place to work, creating a culture of belonging for all.

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, requires all public sector organisations with over 250 employees to report and publish their Gender Pay Gap annually.

The gender pay gap is defined in the Act as the difference between the average hourly earnings of males and that of females.

Gender pay reporting highlights any imbalance of average pay across the Trust. For example, if the Trust's workforce is predominantly female yet most senior positions are held by males, the average female salary would be lower than the average male salary.

WHH Gender Profile



What does this tell us?

Of the **4,570 workforce** included in the gender pay gap reporting, effective 31 March 2026, 3,592 were female compared to 978 males.

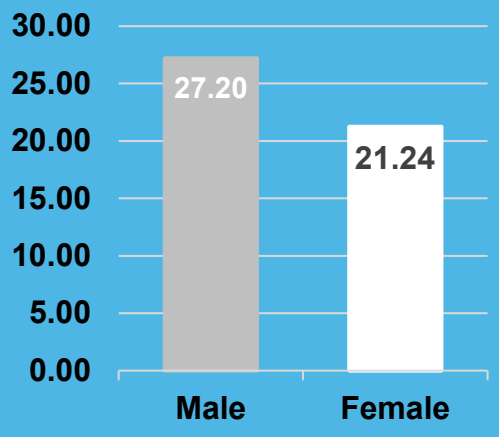
This shows an increase of 2% of males in the workforce in comparison to reporting in 2024/25. This is reflected nationally in NHS workforce profiles.

Gender Pay Gap 2025/26

Mean Pay Gap

Mean is the sum of the values divided by the number of values. In this context, the mean is the difference between the mean hourly rate for female and male employees.

Mean Hourly Rate



What does this tell us?

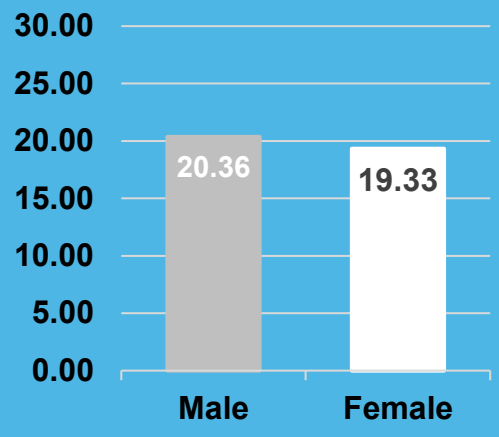
This highlights that the mean hourly pay for males is **£5.96 higher** than that of females, a gender **pay gap of 21.91%**.

This is an **increase of 0.39%** in the mean pay gap from 21.52% reported in 2024/25.

Median Pay Gap

Median is the middle value in a sorted list of values. It is the middle value of the pay distribution, such that 50% of people earn more than this and 50% earn less than the median.

Median Hourly Rate



What does this tell us?

This highlights that the median pay for males is **£1.03 higher** than females, a gender **pay gap of 5.06%**.

This is an **increase of 0.95%** in the median pay gap from 4.11% reported in 2024/25.

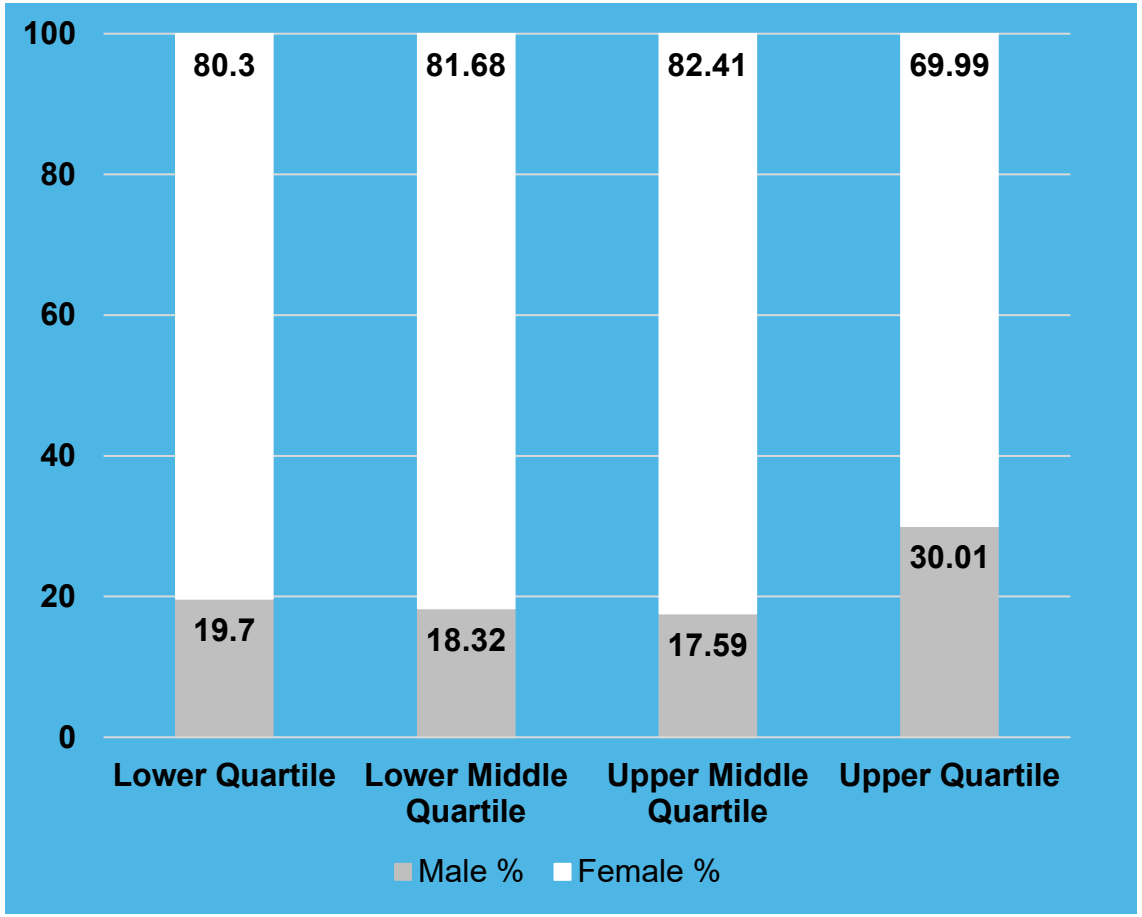
The median pay gap is the representative gender pay gap across the Trust. This does not take account of the highest paid employees which although a small number, may distort the data at the mean (average) level.

The data show that both the mean and median pay gaps have increased on last year's levels, however, both have been under 1% each. Despite this, work needs to be embedded to reverse this increase and close the pay gap.

Gender Pay Gap 2025/26

Quartile Split

The Trust is required to split the workforce into quartiles (blocks of 25%) split by pay, showing the proportion of males and females in each quartile.



Analysis

The quartile splits show that there is still an over-representation of the male workforce in the highest paid quartile. The upper quartile is made up of 30.01% male workforce which is approximately 7% greater than the male representation of the overall workforce.

Whilst the overall male representation has increased by 2%, this has not been a uniform increase across quartiles. The lower quartile increased by 0.98%, the lower middle decreased by 1.84%, the upper middle quartile increased by 0.64% and the upper quartile increased by 2.13% when compared to levels for financial year 2024/25.

On the flip side of this, females are over-represented in the lower, lower middle and upper middle quartiles and significantly under-represented in the upper quartile. The conclusion is that female staff are more likely to be in the upper middle and lower middle quartiles whilst male staff are more likely to be in the upper and lower quartiles, therefore the highest paid and lowest paid roles.

Enhanced work is required to in the upper quartile to reverse the increase seen in the pay gap but also in the middle quartiles to ensure fair representation across all areas.

Gender Pay Gap 2025/26

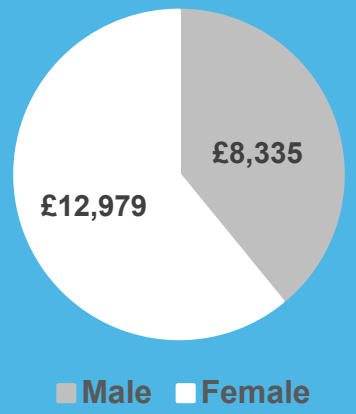
Bonus pay

Bonus pay for the Trust refers to Clinical Excellence Awards, a scheme that recognises and rewards consultants who contribute to the delivery of safe and high-quality care to patients, and to continuous improvement of NHS services.

Clinical Excellence Awards were previously split by national and local awards. Local Clinical Excellence Awards (LCEAs) in England, designed to reward consultants for outstanding clinical work, are no longer awarded annually, with the final award round being in 2023/24. This report provides an outline of national awards from 1 April 2025 to 31 March 2026, the data in this report provides a combined bonus 'mean' and 'median' calculation.

37 staff received a national award in this snapshot period; this equates to 0.20% of females and 2.51% of males in the workforce.

Mean Bonus Pay

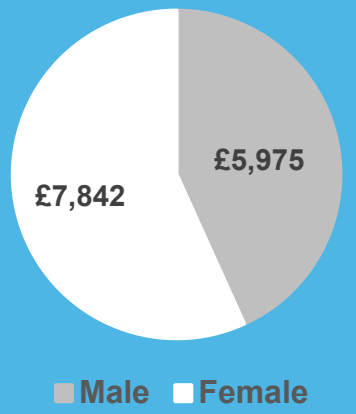


What does this tell us?

This highlights that females **received 55.72% higher** mean bonus pay compared to males.

This is a reduction in mean bonus pay gap of **11.7%** from 2024/25 data of 67.42% higher mean bonus pay for females.

Median Bonus Pay



What does this tell us?

This highlights that females **received 31.25% higher** median bonus pay compared to males.

This is a reduction in median bonus pay gap compared to 2024/25 where there was a gap of 50.00%.

This tells us that although less female staff received a bonus then male staff, when they did, female staff received a proportionately higher bonus payment. This is a continued trend from previous years of gender pay gap reporting.

Contact information:

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