

NHS Devon Gender Pay Gap Report 2025/2026

Introduction and background

1. Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing the pay gap between their male and female employees.
2. The gender pay gap is the difference in the average pay between all men and women in a workforce.
3. It is important to note that gender pay reporting is different to equal pay - equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.
4. As an NHS organisation, pay and conditions at NHS Devon are determined by Agenda for Change (AfC) and job evaluation. This ensures that roles of equal value receive equal remuneration. NHS Devon is confident therefore that its gender pay gap does not stem from paying men and women differently for the same or equivalent work.

The gender pay gap indicators

5. An employer must publish the following six calculations:
 - Average gender pay gap as a mean average
 - Average gender pay gap as a median average
 - Average bonus gender pay gap as a mean average
 - Average bonus gender pay gap as a median average
 - Proportion of males and females receiving a bonus payment
 - Proportion of males and females when divided into quartiles from lowest to highest pay.

NHS Devon – 31 March 2025

Average gender pay gap

Hourly rate	Male	Female	Difference (%)
Mean average	£40.47	£27.29	32.56%
Median average	£33.88	£24.82	26.75%

Average bonus gender pay gap

6. NHS Devon did not make any payments to staff which meet the bonus criteria. The average bonus gender pay gap is zero. The proportion of males of females receiving a bonus payment is zero.

Gender proportions by quartile pay band

	Male	Female
Lower	11.71%	88.29%
Lower middle	14.16%	85.84%
Upper middle	23.81%	76.19%
Upper	40.68%	59.32%

7. Analysis of pay quartiles shows that women make up the majority of staff in all quartiles; however, the proportion of men increases at higher pay levels. In the upper pay quartile, 40.68% of roles are held by men, compared to 11.71% in the lowest quartile.

NHS Devon workforce composition

Band	Male	Female
Band 2	0%	100%
Band 3	15.56%	84.44%
Band 4	5%	95%
Band 5	13.46%	86.54%
Band 6	10.20%	89.80%
Band 7	25%	75%
Band 8	25.47%	74.53%
Band 9	56.25%	43.75%
Clinical	35.48%	64.52%
VSM & Board	57.14%	42.86%
Overall	22.86%	77.14%

8. The current gender split within the overall workforce is 77.14% female and 22.86% male.
9. Workforce data by band shows a strong female majority in Bands 2–6, where many operational, administrative, and clinical support roles sit. In contrast, men are more highly represented at Band 9 (56.25%) and within Very Senior Manager (VSM) and Board roles (57.14%), which are among the highest-paid positions in the organisation.

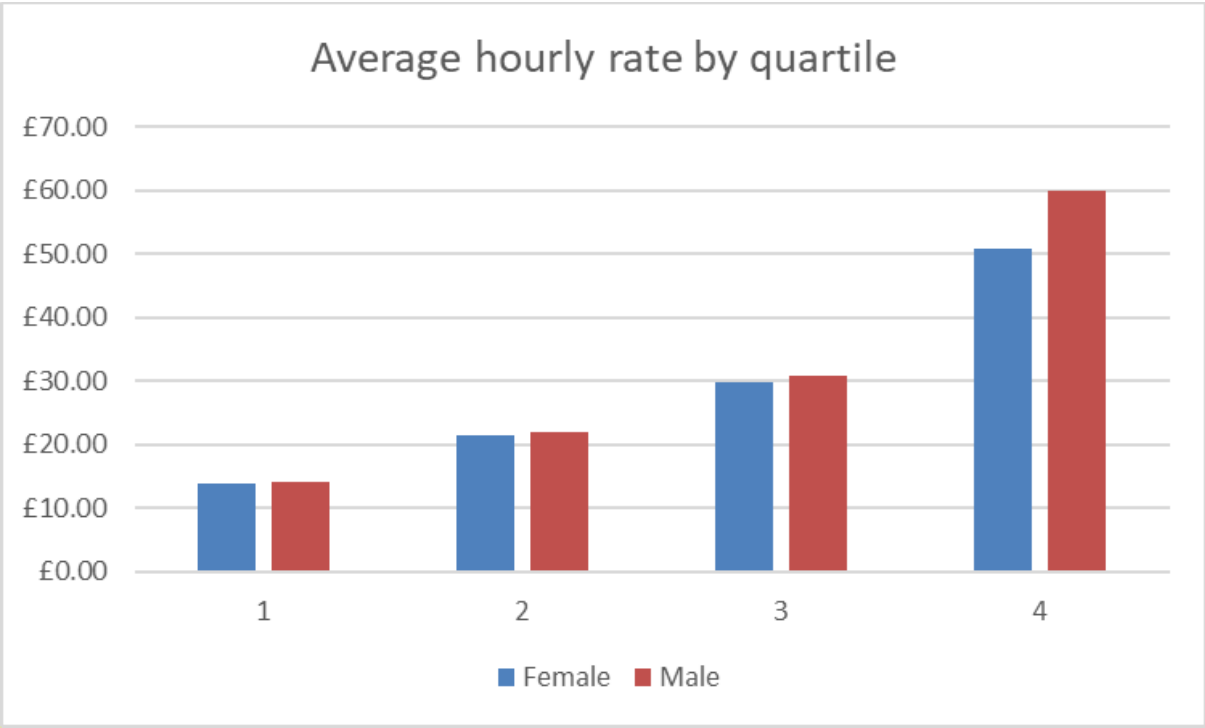
10. This pattern indicates that the gender pay gap at NHS Devon is largely driven by occupational segregation and representation at senior levels, rather than differences in pay rates within roles.

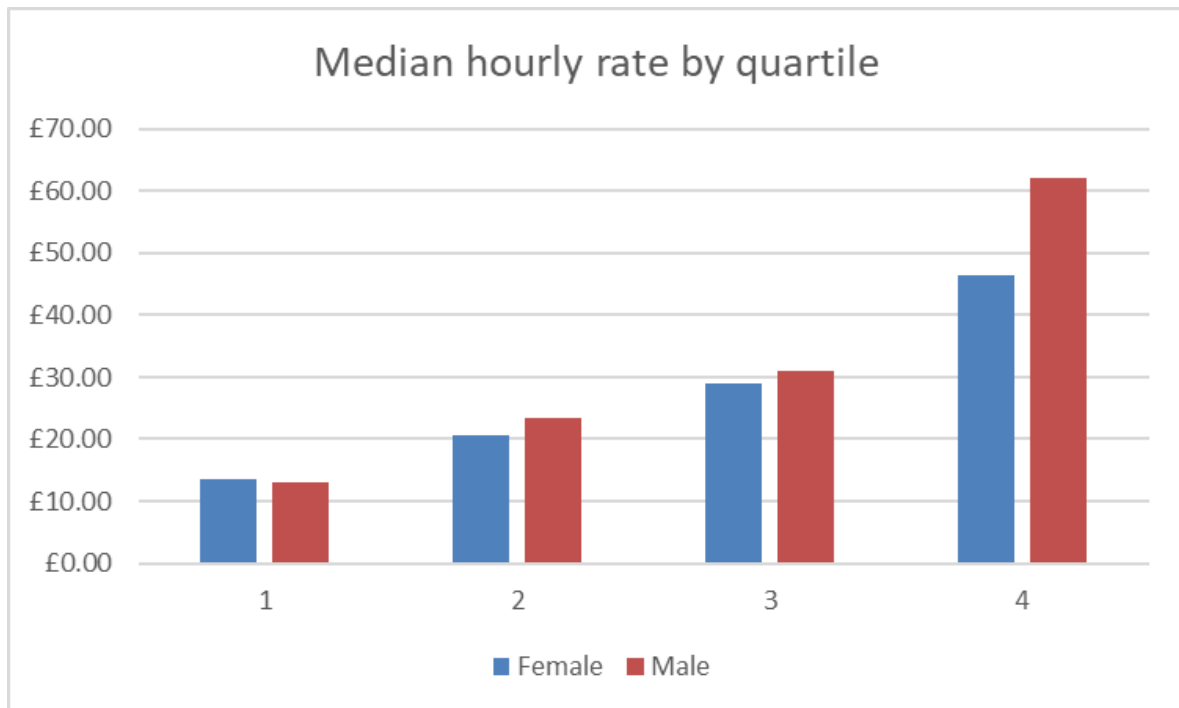
Commentary

11. The table below shows how the gender pay gap at NHS Devon, and its predecessor organisations, has fluctuated since 2017. In general, the gender pay gap has reduced over time.

Organisation	Year	Mean (%)	Median (%)
NEW Devon CCG	2017	35.8	40.7
	2018	33.6	39
	2019	32.9	37
NHS Devon CCG	2020	30.0	30.2
	2021	29.2	26.7
	2022	25.5	23.2
NHS Devon ICB	2023	29.0	22.2
	2024	31.2	23.9
	2025	32.6	26.7

12. In March 2025, both the mean and median gender pay gap increased. The following charts show average and median pay rates by gender and quartile.





13. The charts illustrate that, in the first three quartiles, pay rates are reasonably similar between men and women. The differential in pay rates is significantly higher in quartile 4 than the other quartiles. Quartile 4 is the highest paid staff in the organisation.

Summary

14. The consistent themes arising from the gender pay gap report are included in the summary position below:
- NHS Devon ICB has a mean gender pay gap of 32.56% and a median gap of 26.75%, indicating that on average men earn significantly more per hour than women.
 - Women make up the large majority of the workforce in all quartiles, but their representation reduces as pay increases.
 - Men hold 40.68% of roles in the upper quartile, compared with 11.71% in the lower quartile, showing a concentration of men in the highest-paid jobs.
 - Overall workforce split is 77.14% female to 22.86% male.
 - Women are strongly over-represented in Bands 2–6, where lower-paid administrative, operational, and support roles sit.
 - Men are disproportionately represented at Band 9 (56.25%) and in VSM/Board roles (57.14%), which drives higher average male earnings.
 - The highest differential in hourly pay occurs in Quartile 4, confirming that senior-level representation patterns are the main source of the gap.

- Historically, the gender pay gap has reduced overall since 2017, despite fluctuations. However, in 2025 both the mean and median gaps increased again, marking a reversal of progress.

Gender pay gap action plan

15. In response to the 24-25 gender pay gap report, the organisation set out a comprehensive gender pay gap action plan, outlining out a range of targeted interventions intended to address the underlying causes of pay disparity and strengthen equality of opportunity across the workforce.
16. However, shortly after publication, national changes affecting Integrated Care Boards (ICBs) initiated a further period of substantial organisational change. This included structural redesign, consultation processes, workforce review and cost reduction activity. Inevitably, this meant that organisational capacity and leadership focus were directed towards delivering the mandated changes.
17. In that context, while the strategic intent of that action plan remained valid and supported, progress against many of the planned actions was paused. This was not due to a lack of commitment to equality, diversity and inclusion, but rather a reflection of the scale and immediacy of the national requirements placed upon ICBs during the year.
18. Looking ahead to the next 6 to 12 months, organisational change and transition will remain a prominent feature of the operating environment. The refreshed gender pay gap action plan therefore focuses on actions that are realistic and deliverable within this context and prioritises activity that can be embedded within ongoing organisational change processes.
19. In addition, as part of our cluster working arrangements with NHS Cornwall and the Isles of Scilly (CIOS), we have ensured that our action plans are aligned. This provides consistency of approach across the cluster and supports shared accountability at senior leadership level.
20. This pragmatic and aligned approach ensures that progress on reducing the gender pay gap continues, even during a period of structural transformation. The organisation remains committed to addressing gender pay inequality and will review and expand its action plan further once organisational change is complete and greater organisational stability has been achieved
21. The action plan is provided in appendix 1.

Appendix 1: Gender pay gap action plan

Action	Owner	Reporting line	Deadline	Progress
Complete an annual gender pay gap return. Submit the statutory gender pay gap report to the government portal and publish on the ICB website.	People team	South West Peninsula People, Customer Experience and Equity Committee	30 March, annually	In progress
Integrate gender pay gap into consultation impact assessment/s. Ensure gender pay gap analysis is explicitly referenced in the equality impact assessment for all consultation proposals.	People team	Chief people officer	December 2025	Complete
Publish gender pay gap report as part of equality impact assessment for both consultations.	People team	Transition steering group	January 2026	Complete
Apply gender lens to new job descriptions. Undertake a sample audit.	People team	Transition steering group	January to March 2026	Planned
Monitor gender representation in redundancy/redeployment. Track sex split of those at risk and those redeployed.	People team	Transition steering group	During redundancy/redeployment process	Planned
Protect flexible working options through explicit commitments in new job descriptions, flexible working policy/s and continuity commitment as part of the change process for individuals.	People team	South West Peninsula People, Customer Experience and Equity Committee	Before recruitment starts or before final job descriptions are confirmed/ as part of consultation outcome	Planned
Commit to joint gender pay gap action plan post-cluster.	People director	South West Peninsula People, Customer Experience and Equity Committee	6 months post-cluster	Planned
Monitor recruitment practices. Review shortlisting and appointment data by sex for all new roles.	People team	South West Peninsula People, Customer Experience and Equity Committee	Ongoing	Planned
Advertise equality related opportunities to colleagues. Promote staff networks, mentoring, and leadership development schemes.	People team communications team	South West Peninsula People, Customer Experience and Equity Committee	Ongoing	In progress

Appendix 2: Comparative Data (Devon system)- Gender Pay Gap Data - 2024 to 2025

Employer	Employer Size	% Difference in hourly rate (Mean)	% Difference in hourly rate (Median)
NHS Devon Integrated Care Board	500 to 999	31.24	23.89
Plymouth Hospitals NHS Trust	5000 to 19,999	23.08	8.57
Royal Devon University Healthcare NHS Foundation Trust	5000 to 19,999	21.44	5.19
Torbay And Southern Devon Health and Care NHS Trust	5000 to 19,999	18.55	5.53
LIVEWELL SOUTHWEST CIC	1000 to 4999	11.05	2.29
Devon Partnership NHS Trust	1000 to 4999	10.04	6.35
Devon County Council	5000 to 19,999	8.08	12.97
NHS Gloucestershire Integrated Care Board	250 to 499	11.87	12.61
NHS Bath and North East Somerset, Swindon and Wiltshire Integrated Care Board	250-499	23	16
NHS Cornwall and Isles of Scilly Integrated Care Board	250 to 499	22.7	7.3
NHS Dorset Integrated Care Board	250 to 499	20.98	7.33
NHS Somerset Integrated Care Board	250 to 499	31.6	23.73

Appendix 3: Comparative Data (ICBs) - Gender Pay Gap Data - 2024 to 2025

Employer	Employer Size	% Difference in hourly rate (Mean)	% Difference in hourly rate (Median)
North East and North Cumbria Integrated Care Board	500 to 999	36.61	38.31
NHS Herefordshire & Worcestershire ICB	250 to 499	22.6	9.7
NHS Nottingham and Nottinghamshire Integrated Care Board	500 to 999	37.84	9.72
Black Country NHS Integrated Care Board	500 to 999	26.9	24.6
NHS Lancashire and South Cumbria Integrated Care Board	500 to 999	30.88	14.15
NHS South Yorkshire Integrated Care Board	500 to 999	35.6	16.4
NHS Norfolk and Waveney Integrated Care Board	500 to 999	67.31	48.68
NHS Devon Integrated Care Board	500 to 999	31.24	23.89
NHS West Yorkshire Integrated Care Board	1000 to 4999	22.71	14.15
NHS Hampshire and Isle of Wight Integrated Care Board	500 to 999	23.9	19.7
NHS Kent and Medway ICB	500 to 999	27.1	15.1
Buckinghamshire, Oxfordshire and Berkshire West Integrated Care Board	250 to 499	21.4	12.7
NHS Bedfordshire Luton and Milton Keynes Integrated Care Board	250 to 499	24.48	20.34
NHS Coventry and Warwickshire ICB	250 to 499	19.42	14.15
NHS Humber and North Yorkshire Integrated Care Board	500 to 999	19.6	14.1
NHS Sussex Integrated Care Board	500 to 999	20.64	9.73
NHS Frimley Integrated Care Board	250 to 499	20	25
NHS Mid & South Essex Integrated Care Board	250 to 499	19.9	13.9
Leicester Leicestershire & Rutland Integrated Care Board	250 to 499	21.3	11.2
NHS Cornwall and Isles of Scilly Integrated Care Board	250 to 499	22.7	7.3
Hertfordshire and West Essex ICB	500 to 999	20.16	2.94
NHS South East London Integrated Care Board	500 to 999	5	4.4
NHS Greater Manchester Integrated Care Board	1000 to 4999	11.76	8.11
NHS North West London ICB	500 to 999	8.4	9.83
NHS North East London ICB	500 to 999	4.5	6.5
NHS Surrey Heartlands ICB	500 to 999	9.66	12.29
NHS Suffolk and North East Essex Integrated Care Board	500 to 999	28.67	19.79