



Gender Pay Gap Report 2025



The calculations in the report are based on headcount as of 31 March 2025. Hourly rates were obtained from the Electronic Staff Record (ESR) using the standard NHS reports as per guidance issued by The Electronic Staff Record Programme.

Colleagues at NECS*

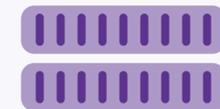


39.7%
MEN



60.3%
WOMEN

Average pay gaps



£24.71
MEN



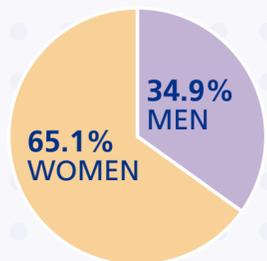
£23.50
WOMEN

Mean pay per hour

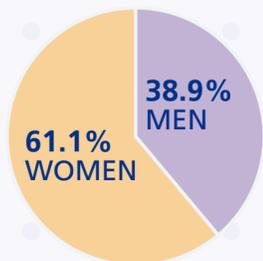


Difference in gender pay gap of
4.90%
(4.44% in 2024)

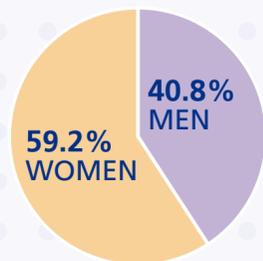
Pay Banding Quartile Splits



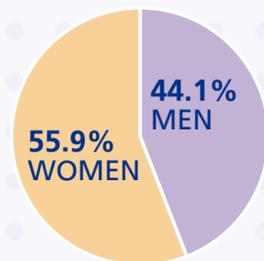
Quartile 1



Quartile 2

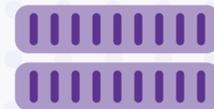


Quartile 3



Quartile 4

For further information see the full report.



£23.03
MEN



£22.52
WOMEN

Median pay per hour



Difference in gender pay gap of
2.21%
(2.84% in 2024)



Actions

- **Promote flexible ways of working** to encourage work-life balance and equitable career development.
- Maintain our **open and transparent reporting**.
- **Reduce stigma around gender related health**, such as menopause, to create inclusive working environments.
- **Maintain communication channels** to amplify colleague voices.

*Taken from the total workforce on 31 March 2025.

In terms of gender, the NHS ESR platform only allows us to collect data for male and female categories. This limits our ability to gather data for comparison for other gender identities.