

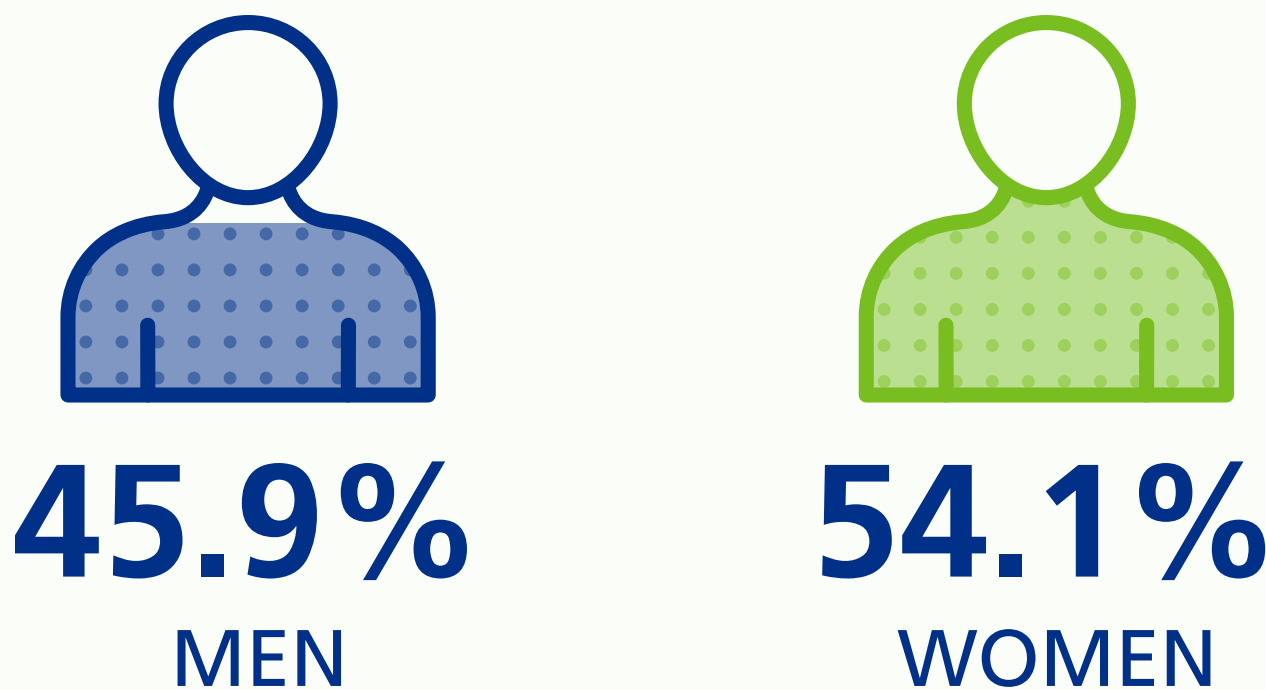


Gender Pay Gap Report 2026

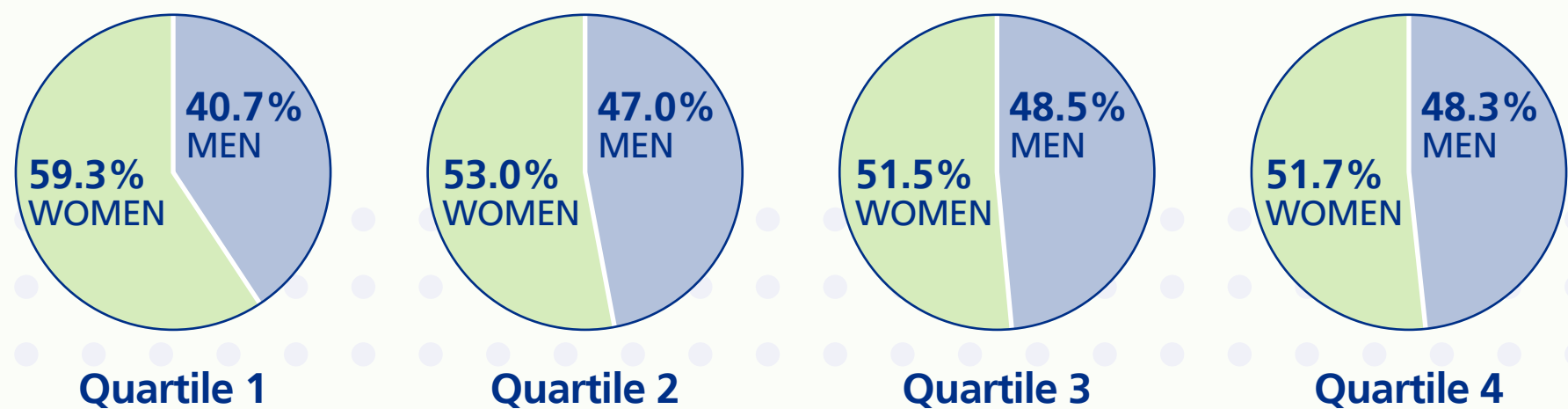


The calculations in the report are based on headcount as of 31 March 2026 . Hourly rates were obtained from the Electronic Staff Record (ESR) using the standard NHS reports as per guidance issued by The Electronic Staff Record Programme.

Colleagues at NECS*



Pay Banding Quartile Splits



For further information see the full report.

Average pay gaps: Mean pay per hour



Average pay gaps: Median pay per hour



Actions

- **Continue to ensure quality reporting and monitoring is undertaken to ensure transparency.** Engage with colleagues on all reporting providing opportunities for discussion to inform actions
- **Monitor and maintain progress through closure.** Provide access to health and wellbeing support, listening and responding to colleagues affected by organisational changes
- **Embed equity in transfer processes.** Undertake Equality Impact Assessments and create bite sized equality learning and guidance docs (including on menopause).
- **Create a unified space for colleagues to access support.** Host staff network meetings, hold wellbeing cafes on women's health and menopause, and support opportunities for leavers.

*Taken from the total workforce on 31 March 2026. 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.