



Meeting: Board Meeting
Meeting date: 25 March 2025
Title: Equal Pay Statement and Pay Gap Report 2025
Responsible Executive/Non-Executive: Gareth Adkins, Director of People and Culture
Report Author: Gayle Macrae, EDI Lead - Workforce

Report Recommendation:

The Board are asked to

- **Note** – The content of the report.
- **Assurance** – Take **Substantial Assurance** the content of the report provides confidence of compliance with legislation, policy and Board objectives.

1 Purpose

This is presented to the Board for:

- Assurance

This report relates to a:

- Legal Requirement

This report will align to the following NHSScotland quality ambition(s):

Safe, Effective and Person Centred

This report relates to the following Strategic Outcome(s)

Start Well	Thrive Well	Stay Well	Anchor Well	
Grow Well	Listen Well	Nurture Well	Plan Well	X
Care Well	Live Well	Respond Well	Treat Well	
Journey Well	Age Well	End Well	Value Well	
Perform well	Progress well	All Well Themes		

2 Report summary

2.1 Situation

The Equal Pay Statement must be published every four years and the Pay Gap Report every two years, to demonstrate that NHS Highland meets the requirement as set out in the Public Sector Equality Duty (Specific Duties) (Scotland) Regulations 2012. The information within the report considers the workforce and payroll data position as of 31st December 2024.

The Board are being asked to take substantial assurance that the publication of the report demonstrates compliance with the Public Sector Equality Duty, Specific Duties Scotland requirements.

2.2 Background

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force on 27th May 2012. The Regulations included several measures to monitor how well public bodies are meeting their equality duties. The equal pay monitoring measures include:

- A requirement for public bodies to publish every two years information on any Gender Pay Gap. This information should be shown as any difference:
 - "... between the men's average hourly pay (excluding overtime) and women's average hourly pay (excluding overtime)."
- The information published must be based on the most recent data available.
- Public bodies must publish every four years a statement on Equal Pay.
- From 2017 onwards, every second Report, i.e. every fourth year, the Equal Pay Report must be expanded to include pay information for:
 - persons who are disabled and persons who are not
 - persons who fall into a minority racial group and persons who do not
- The Report must also include information on any occupational segregation amongst its employees: "being the concentration of –
 - men and women;
 - persons who are disabled and persons who are not, and
 - persons who fall into a minority racial group and persons who do not in particular grades and in particular occupations."

Each year, [Close the Gap](#) produces information on the gender pay gap in Scotland. The purpose of this is to outline and analyse the key trends in the gender pay gap across various measures to show how it has changed over time.

Recent data from the Office for National Statistics (ONS) Annual Survey of Hours and Earnings data, found the mean gender pay gap rose from 6.4% in 2023 to 8.3% in 2024, with men seeing an increase of £1 to their pay packet, while women only saw their pay go up by 74 pence. On average, a woman in Scotland earns £16.74 an hour, and a man earns £18.44 an hour. This increase has been driven by a rise in the pay gap within the public sector, while in the private sector the divide has fallen.

2.3 Assessment

This report provides pay gap information for NHS Highland, based on workforce and payroll data, as at 31st December 2024. The report provides both the mean and median pay gap data calculated as follows:

Mean pay gap data is calculated by adding together all employee basic hourly rates of pay, for a particular cohort, and dividing this amount by the total number of employees within the same grouping.

Median pay gap data is calculated by listing all employee hourly rates of pay, for a particular cohort, and finding the midpoint in the range.

The average gender pay gap for NHS Highland in December 2024 was 19.59%, males earn, on average, £4.99 per hour more than females.

Whilst the gender pay gap is small for Agenda for Change and Senior Managers (average gap of 1.78% and 1.25% respectively), the size of the overall pay gap is driven by the larger disparity between male and female pay for Medical and Dental employees. Of the 1926 males within the organisation, 15.8% work in Medical and Dental roles, whereas of the 9167 females, 3.7% work in Medical and Dental roles. The smaller proportion of females in the highest earning roles drives the gender pay gap to be wider for the overall organisation.

Of 11093 substantive employees, 175 (1.6%) have identified themselves as having a disability whilst 7819 (70.5%) have not.

The overall disability pay gap is 6.44%, persons who have a disability earn, on average, £1.39 per hour less than those who do not. However these figures need to be read with the understanding that an extremely small % of colleagues have stated they have a disability and so further work is needed to encourage completion of equalities data on eess to provide a more accurate analysis.

Considering NHSH as a whole shows a positive average and median pay gap in favour of Asian, Mixed / Other and White Other when compared to White British. This is driven by a larger proportion of these minority groups falling into the Medical and Dental category which has much higher average and median rates of pay. However persons of Black ethnicity have a lower average hourly rate (£18.57) compared to White British average hourly rate (£21.31).

2.4 Proposed level of Assurance

Substantial	X	Moderate	
Limited		None	

Comment on the level of assurance

The level of assurance is substantial as this report demonstrates that NHS Highland is complying with the requirements of the Equality Act 2010, (Specific Duties) (Scotland) Regulations 2012. The publication of this report on our website, enables external bodies such as the Scottish Human Rights Commission to monitor our compliance with current equality and diversity legislation and good practice guidelines.

3 Impact Analysis

3.1 Quality/ Patient Care

By understanding the demographics of our workforce, we can strive to create an inclusive culture which impacts positively on patient care.

3.2 Workforce

Monitoring of pay gap information will raise awareness of potential workforce implications such as barriers to recruitment and development for colleagues with a protected characteristic. We can review our internal processes to ensure they are inclusive and accessible to all, which in turn makes NHS Highland an attractive employer. We can use the information to identify areas for improvement and introduce new initiatives to reduce the pay gap.

3.3 Financial

Monitoring of pay gap information will raise awareness of potential financial implications.

3.4 Risk Assessment/Management

If the information contained within the report is not used to further the 3 needs as set out in the General Equality Duty, then the organisation risks not meeting its legal obligations in respect of Section 149 of the Equality Act 2010 (the public sector equality duty).

3.5 Data Protection

Personally identifiable information has not been included in the report. Data has not been displayed in a way that allows for identification of personal salary information.

3.6 Equality and Diversity, including health inequalities

This report demonstrates that NHS Highland is complying with the requirements of the Equality Act 2010, (Specific Duties) (Scotland) Regulations 2012. The publication of this report on our website, enables external bodies such as the

Scottish Human Rights Commission to monitor our compliance with current equality and diversity legislation and good practice guidelines.
An impact assessment has not been completed because it is not required for this report.

3.7 Other impacts

No other impacts identified.

3.8 Communication, involvement, engagement and consultation

A working group was formed, made up of representatives from payroll, analytics and workforce planning disciplines in NHS Highland. The group collaborated to produce the report and will continue to work closely together to realise the actions contained within the EDI Workforce Strategy 2025-2028 and Equality Outcomes 2025-2029.

3.9 Route to the Meeting

This has been previously considered by the following groups as part of its development. The groups have either supported the content, or their feedback has informed the development of the content presented in this report.

- People and Culture Portfolio Board 27th January 2025
- Equality, Diversity and Inclusion Oversight Group 31st January 2025
- Area Partnership Forum 14th February 2025
- Staff Governance Committee 4th March 2025

4.1 List of appendices

The following appendices are included with this report:

- NHS Highland Equal Pay Statement and Pay Gap Report 2025



2025

Equal Pay Statement and Pay Gap Report

NHS Highland



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1 Introduction

NHS Highland is committed to the principles of equality, diversity and human rights in employment. It believes that staff should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value (regardless of age, disability, ethnicity or race, gender reassignment, marital or civil partnership status, pregnancy, political beliefs, religion or belief, sex or sexual orientation).

NHS Highland is committed to mainstreaming equality in the workplace and one way of ensuring this is to carry out a pay gap audit. Pay rates within NHS Highland are in line with national pay arrangements which are determined by the Scottish Government. Staff are appointed to Agenda for Change (AfC) bands and Executive and Senior Manager grades through a recognised national job evaluation process. Progression through the AfC pay bands is then through incremental progression, so those staff with longer service will therefore be paid at the upper end of a pay scale compared to those new into post. Appointment to a Medical and Dental grade is based on the definitions in the terms and conditions of service and then progress through the scale is again through incremental progression, with length of service influencing the rate of pay.

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force on 27th May 2012. The Regulations included several measures to monitor how well public bodies are meeting their equality duties. The equal pay monitoring measures include:

- A requirement for public bodies to publish every two years information on any Gender Pay Gap. This information should be shown as any difference:
 - "... between the men's average hourly pay (excluding overtime) and women's average hourly pay (excluding overtime)."
- The information published must be based on the most recent data available.
- Public bodies must publish every four years a statement on Equal Pay.
- From 2017 onwards, every second Report, i.e. every fourth year, the Equal Pay Report must be expanded to include pay information for:
 - persons who are disabled and persons who are not
 - persons who fall into a minority racial group and persons who do not
- The Report must also include information on any occupational segregation amongst its employees: "being the concentration of –
 - men and women;
 - persons who are disabled and persons who are not, and
 - persons who fall into a minority racial group and persons who do not in particular grades and in particular occupations."

This report provides pay gap information for NHS Highland, based on workforce and payroll data, as at 31st December 2024.

The report provides both the mean and median pay gap data calculated as follows:

Mean pay gap data is calculated by adding together all employee basic hourly rates of pay, for a particular cohort, and dividing this amount by the total number of employees within the same grouping.

Median pay gap data is calculated by listing all employee hourly rates of pay, for a particular cohort, and finding the midpoint in the range.

Given that the mean pay gap is calculated from the basic hourly rates of all individual employees, it therefore includes the highest and lowest rates across the organisation and provides an overall indication of the size of the pay gap.

The median basic hourly rate, on the other hand, is calculated by taking the mid-point from a list of all employees' basic hourly rates of pay and provides a more accurate representation of the 'typical' difference in pay that is not skewed by the highest or lowest rates across the organisation. It is possible however that the median pay gap can obscure pay differences that may be associated with gender, ethnicity or disability. Therefore, whilst this report provides both mean and median pay gap information, the focus of the report is on the mean pay gap outcomes.

2 The NHS Highland Equal Pay Statement

This statement has been agreed in partnership and will be reviewed on a regular basis by the NHS Highland Area Partnership Forum and the Staff Governance Committee.

NHS Highland is committed to the principles of equality of opportunity in employment and believes that staff should receive equal pay for the same or broadly similar work, or work rated as equivalent and for work of equal value, regardless of their age, disability, ethnicity or race, gender reassignment, marital or civil partnership status, pregnancy and maternity, religion or belief, sex or sexual orientation.

NHS Highland understands that workers have a right to equal pay between women and men. In addition, the Equality Act 2010 (Specific Duties) (Scotland) Regulations require NHS Highland to taking the following steps:

- Publish gender pay gap information by 30 April 2025, and every two years thereafter, using the specific calculation set out in the Regulations;
- Publish a statement on equal pay between men and women; persons who are disabled and persons who are not; and persons who fall into a minority racial group and persons who do not, to be updated every four years; and
- Publish information on occupational segregation among its employees, being the concentration of men and women; persons who are disabled and persons who are not; and persons who fall into a minority racial group and persons who do not, to be updated every four years.

NHS Highland also recognises underlying drivers of pay inequality, including occupational segregation, inequality of unpaid care between men and women, lack of flexible working opportunities, and traditional social attitudes. NHS Highland will take steps within its remit to address these factors in ways that achieve the aims of the NHS Scotland Staff Governance Standard and the Equality Duty.

2.1 National Context

Equal pay is a legal requirement. Women and men performing work of the same value must be paid at the same rate. In contrast, the Gender Pay Gap is a comparison of the average rate of pay for all female staff compared to the average rate of pay for all male staff, regardless of their role.

[Close the Gap](#) produces information on the gender pay gap in Scotland. The purpose of this is to outline and analyse the key trends in the gender pay gap across various measures to show how it has changed over time.

Recent data from the ONS's Annual Survey of Hours and Earnings (ASHE) indicates that both the median and mean gender pay gaps have decreased between 2022 and 2023 across all measures.

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 require listed authorities to publish information about the mean gender pay gap which is the percentage difference between men and women's average hourly pay (excluding overtime). The mean pay gaps have had a slightly larger reduction compared to median pay gaps, where falls have been more varied. The mean pay gaps have all seen significant decreases by around 4 percentage points, with the combined pay gap now sitting at 6.3%, the full-time gap at 3.5%, and the part-time at 22.1%.

Given that the mean pay gap is calculated from the basic hourly rates of all individual employees, it therefore includes the highest and lowest rates and provides an overall indication of the size of the pay gap. The median basic hourly rate, on the other hand, is calculated by taking the mid-point from a list of all employees' basic hourly rates of pay and provides a more accurate representation of the 'typical' difference in pay that is not skewed by the highest or lowest rates. It is possible however that the median pay gap can obscure pay differences that may be associated with gender, ethnicity or disability.

The gender pay gap is a key indicator of the inequalities and differences that still exist in men and women's working lives.

However, women are not all the same, and their experiences of the work are shaped by their different identities, and this contributes to the inequalities they may face. For example, disabled women and women from particular ethnic groups are more likely to be underemployed in terms of skills and face higher pay gaps.

There is a clear business case for organisations to consider gender equality key to enhancing profitability and corporate performance. Research data indicates that considering gender equality enabled organisations to:

- Recruit from the widest talent pool

- Improve staff retention
- Improve decision making and governance

2.2 National Terms and Conditions

NHS Highland employs staff on nationally negotiated and agreed NHS contracts of employment which includes provisions on pay, pay progression and terms and conditions of employment. These include NHS Agenda for Change (AfC) Contract and Terms & Conditions of employment, NHS Medical and Dental (including General Practitioners) and NHS Scotland Executive and Senior Manager contracts of employment.

NHS Highland recognises that in order to achieve equal pay for employees doing the same or broadly similar work, work rated as equivalent, or work of equal value, it should implement pay systems which are transparent, based on objective criteria and free from unlawful discrimination.

NHS Scotland is a Living Wage employer and, as such, the lowest available salary of £24,518 translates into an hourly rate of £12.71 per hour, which is above the Scottish Living Wage rate of £12.60 per hour.

2.3 Legislative Framework

The Equality Act 2010 protects people from unlawful discrimination and harassment in employment, when seeking employment, or when engaged in occupations or activities related to work. It also gives women and men a right to equal pay for equal work. It requires that women and men are paid on equally favourable terms where they are employed in 'like work', 'work related as equivalent' or 'work of equal value'.

In line with the Public Sector Equality Duty of the Equality Act 2010, [NHS Board] objectives are to ensure we have due regards to the need to:

- Eliminate unfair, unjust or unlawful practices and other discrimination that impact on pay equality;
- Promote equality of opportunity and the principles of equal pay throughout the workforce; and
- Promote good relations between people sharing different protected characteristics in the implementation of equal pay

2.4 Staff Governance Standard

NHS Boards work within a Staff Governance Standard which is underpinned by statute. The Staff Governance Standard sets out what each NHS Scotland employer must achieve to continuously improve in relation to the fair and effective management of staff.

The Standard requires all NHS Boards to demonstrate that staff are:

- Well informed;
- Appropriately trained and developed;
- Involved in decisions;
- Treated fairly and consistently, with dignity and respect, in an environment where diversity is valued; and
- Provided with a continuously improving and safe working environment, promoting the health and wellbeing of staff, patients and the wider community.
- Delivering equal pay is integrally linked into the aims of the staff governance standard

2.5 Equal Pay and The Gender Pay Gap

Equal pay is a legal requirement. Women and men performing work of the same value must be paid at the same rate.

In contrast, the Gender Pay Gap is a comparison of the average rate of pay for all female staff compared to the average rate of pay for all male staff, regardless of their role.

2.6 Equal Pay Actions

It is good practice and reflects the values of NHS Highland that pay is awarded fairly and equitably.

We will:

- Review this statement and action points with trade unions, staff networks and professional organisations as appropriate, every 2 years and provide a formal report within 4 years;
- Inform employees how pay practices work and how their own pay is determined;

- Provide training and guidance for managers and for those involved in making decisions about pay and benefits and grading decisions to ensure fair, non-discriminatory and consistent practice;
- Examine our existing and future pay practices for all our employees, including part-time workers, those on fixed term contracts or contracts of unspecified duration, and those on pregnancy, maternity or other authorised leave;
- Undertake regular monitoring of our practices in line with the requirements of the Equality Act 2010; including carrying out and using the results of equality impact assessments.
- Consider, and where appropriate, contribute to equal pay reviews in line with guidance to be developed in partnership with the workforce and Trade Union representatives.

Responsibility for implementing this statement is held by the NHS Highland Chief Executive with the Director of People and Culture having lead responsibility for the delivery of the actions.

If a member of staff wishes to raise a concern at a formal level within NHS Highland relating to equal pay, the Grievance Procedure is available for their use.

3 Current Workforce

The data contained within this report is representative of payroll/workforce data as of 31st December 2024, having been extracted following the pay run in December. NHS Highland has 11093 substantive employees and whilst a small number of employees have multiple posts, for the purposes of this analysis the post used for each employee is that which has the highest number of contracted hours against it i.e. their primary post. Bank employees are excluded.

4 Gender Pay Gap Analysis

This report provides the average and median pay gap based on basic hourly rate data. The average includes the lowest and highest rates of pay giving a good overall indication of the gender pay gap, whilst the median takes the value at the midpoint of a list of all hourly rates and provides a better representation of the 'typical' pay gap that is not skewed by the highest and lowest rates. Formulas used for each analysis are provided in the relevant sections.

4.1 Gender Pay Gap

Of 11093 substantive employees, 9167 (82.6%) are female and 1926 (17.4%) are male. The percentage pay gap is the difference in the hourly rate of pay, expressed as a percentage of the hourly rate for male employees (A = mean or median hourly rate of pay for male employees, B = mean or median rate of pay for female employees).

$$\text{Average \% Pay Gap} = \frac{A - B}{A} * 100$$

A positive percentage pay gap identifies that male employees have higher average or median rates of pay compared to female employees. Table 1 shows a summary of the gender pay gap analysis by staff group.

Staff Group	Female			Male			Combined				
	Employee Count and %	Average Basic Hourly Rate	Median Basic Hourly Rate	Employee Count and %	Average Basic Hourly Rate	Median Basic Hourly Rate	Average Variance M to F (£ and %)	Median Variance M to F (£ and %)	Employee Count	Average Basic Hourly Rate	Median Basic Hourly Rate
Agenda for Change	8785 (84.5%)	£19.27	£16.53	1607 (15.5%)	£19.62	£16.53	£0.35 (1.78%)	£0.00 (0.00%)	10392	£19.32	£16.53
Medical & Dental	336 (52.4%)	£50.92	£54.02	305 (47.6%)	£55.78	£60.84	£4.86 (8.71%)	£6.82 (11.21%)	641	£53.23	£57.14
TUPE	32 (84.2%)	£18.82	£18.27	6 (15.8%)	£14.79	£12.74	£-4.03 (-27.25%)	£-5.53 (-43.41%)	38	£18.18	£18.03
Senior Managers	14 (63.6%)	£51.31	£49.86	8 (36.4%)	£51.96	£50.31	£0.65 (1.25%)	£0.45 (0.89%)	22	£51.55	£50.31
Total	9167 (82.6%)	£20.48	£16.53	1926 (17.4%)	£25.47	£20.60	£4.99 (19.59%)	£4.07 (19.76%)	11093	£21.34	£16.53

Table 1 – NHSH Gender Pay Gap Analysis by Staff Group December 2024

4.2 Agenda For Change

Of 11093 substantive employees, 10392 (93.7%) are in the Agenda for Change category. Table 2 shows a summary of the average and median differences in hourly basic rate for males and females.

Agenda for Change	Female	Male	Difference	% Pay Gap
	N = 8785	N = 1607		
Average Basic Hourly Rate	£19.27	£19.62	£0.35	1.78%
Median Basic Hourly Rate	£16.53	£16.53	£0.00	0.00%

Table 2 – Summary of Agenda for Change Gender Pay Gap Analysis December 2024

Male staff within Agenda for Change receive £0.35 more on the average hourly rate but the median hourly rates are identical, suggesting ‘typical’ rates of pay are broadly similar. As shown in table 3 below, the average basic hourly rate is higher for males in most job families, and where it is higher for females the difference is very small (< 2% in all cases). The percentage differences are largest for Administrative Services and Support Services.

Job Family	Female			Male			Combined				
	Employee Count and %	Average Basic Hourly Rate	Median Basic Hourly Rate	Employee Count and %	Average Basic Hourly Rate	Median Basic Hourly Rate	Average Variance M to F (£ and %)	Median Variance M to F (£ and %)	Employee Count	Average Basic Hourly Rate	Median Basic Hourly Rate
Administrative Services	1733 (85.0%)	£17.71	£15.09	305 (15.0%)	£21.43	£20.60	£3.72 (17.36%)	£5.51 (26.75%)	2038	£18.26	£15.09
Allied Health Profession	699 (88.3%)	£22.45	£25.21	93 (11.7%)	£23.97	£25.21	£1.52 (6.34%)	£0.00 (0.00%)	792	£22.63	£25.21
Dental Support	182 (99.5%)	£17.78	£16.41	<= 10 (0.5%)	£17.66	£17.66	-£0.12 (-0.68%)	£1.25 (7.08%)	183	£17.78	£16.42
Healthcare Sciences	209 (58.5%)	£21.62	£20.69	148 (41.5%)	£21.21	£16.53	-£0.41 (-1.93%)	-£4.16 (-25.17%)	357	£21.45	£20.60
Medical Support	28 (56.0%)	£20.19	£20.60	22 (44.0%)	£21.43	£20.60	£1.24 (5.79%)	£0.00 (0.00%)	50	£20.74	£20.60
Nursing & Midwifery	3812 (91.0%)	£20.12	£20.60	377 (9.0%)	£20.10	£20.60	-£0.02 (-0.10%)	£0.00 (0.00%)	4189	£20.12	£20.60
Other Therapeutic	327 (82.4%)	£26.28	£26.25	70 (17.6%)	£26.79	£26.25	£0.51 (1.90%)	£0.00 (0.00%)	397	£26.37	£26.25
Personal and Social Care	1115 (89.4%)	£17.55	£15.03	132 (10.6%)	£18.64	£15.09	£1.09 (5.85%)	£0.06 (0.40%)	1247	£17.67	£15.03
Support Services	680 (59.7%)	£14.25	£13.87	459 (40.3%)	£15.76	£13.87	£1.51 (9.58%)	£0.00 (0.00%)	1139	£14.86	£13.87
Total	8785 (84.5%)	£19.27	£16.53	1607 (15.5%)	£19.62	£16.53	£0.35 (1.78%)	£0.00 (0.00%)	10392	£19.32	£16.53

Table 3 – Agenda for Change Gender Pay Gap Analysis December 2024 by Job Family

4.3 Medical and Dental

Of 11093 substantive employees, 641 (5.8%) are in the Medical and Dental category. Table 4 shows a summary of the average and median differences in hourly basic rate for males and females.

Medical & Dental	Female	Male	Difference	% Pay Gap
	N = 336	N = 305		
Average Basic Hourly Rate	£50.92	£55.78	£4.86	8.71%
Median Basic Hourly Rate	£54.02	£60.84	£6.82	11.21%

Table 4 – Summary of Medical and Dental Gender Pay Gap Analysis December 2024

Medical and Dental staff show a gender pay gap in favour of male staff for both average hourly rate and median hourly rate.

Job Role	Female			Male			Combined				
	Employee Count and %	Average Basic Hourly Rate	Median Basic Hourly Rate	Employee Count and %	Average Basic Hourly Rate	Median Basic Hourly Rate	Average Variance M to F (£ and %)	Median Variance M to F (£ and %)	Employee Count	Average Basic Hourly Rate	Median Basic Hourly Rate
Dental	30 (63.8%)	£42.37	£39.92	17 (36.2%)	£45.74	£48.41	£3.37 (7.37%)	£8.49 (17.54%)	47	£43.59	£39.92
GP / GP Appraiser	81 (63.3%)	£56.43	£57.50	47 (36.7%)	£57.65	£57.50	£1.22 (2.12%)	£0.00 (0.00%)	128	£56.88	£57.50
Consultant	136 (42.0%)	£60.57	£60.84	188 (58.0%)	£63.11	£64.55	£2.54 (4.02%)	£3.71 (5.75%)	324	£62.04	£60.84
Associate Specialist	<= 10 (85.7%)	£52.38	£52.38	<= 10 (14.3%)	£52.38	£52.38	£0.00 (0.00%)	£0.00 (0.00%)	<= 10	£52.38	£52.38
Specialty Dr	50 (68.5%)	£38.69	£39.40	23 (31.5%)	£39.97	£42.83	£1.28 (3.20%)	£3.43 (8.01%)	73	£39.09	£42.25
Specialty Registrar	33 (53.25)	£23.68	£21.82	29 (46.8%)	£23.71	£21.82	£0.03 (0.13%)	£0.00 (0.00%)	62	£23.69	£21.82
Total	336 (52.4%)	£50.92	£54.02	305 (47.6%)	£55.78	£60.84	£4.86 (8.71%)	£6.82 (11.21%)	641	£53.23	£57.14

Table 5 - Medical and Dental Gender Pay Gap Analysis December 2024 by role

Table 5 shows a further breakdown by job role with the average hourly rate again favouring male staff except for the small number of associate specialists and a negligible difference for specialty registrar. The largest percentage differences are observed in Dental for both average and median hourly rates.

4.4 Senior Managers

There are 22 employees in the Senior Managers category. Table 6 shows a summary of the average and median differences in hourly basic rate for males and females.

Senior Managers	Female	Male	Difference	% Pay Gap
	N = 14	N = 8		
Average Basic Hourly Rate	£51.31	£51.96	£0.65	1.25%
Median Basic Hourly Rate	£49.86	£50.31	£0.45	0.89%

Table 6 – Summary of Senior Managers Gender Pay Gap Analysis December 2024

Senior managers show a gender pay gap in favour of male staff for both average hourly rate and median hourly rate.

4.5 Overall Gender Pay Gap

Table 7 below summarises the average and median gender pay gap for the 11093 substantive employees.

NHS Highland	Female	Male	Difference	% Pay Gap
	N = 9167 (82.6%)	N = 1926 (17.4%)		
Average Basic Hourly Rate	£20.48	£25.47	£4.99	19.59%
Median Basic Hourly Rate	£16.53	£20.60	£4.07	19.76%

Table 7 – NHSH Gender Pay Gap Analysis December 2024

The average pay gap is calculated from the hourly rates of all individual employees which includes the lowest and highest rates across the entire organisation to provide an overall indication of the size of the gender pay gap. The median uses the same rates but is not skewed by the lowest and highest rates and therefore provides a more 'typical' representation of the gap. Whilst the gender pay gap is small for Agenda for Change and Senior Managers (average gap of 1.78% and 1.25% respectively), the size of the overall pay gap is driven by the larger disparity between male and female pay for Medical and Dental employees. Of the 1926 males within the organisation, 305 (15.8%) work in Medical and Dental roles, whereas of the 9167 females, 336 (3.7%) work in Medical and Dental roles. The smaller proportion of females in the highest earning roles drives the gender pay gap to be wider for the overall organisation.

5 Disability Pay Gap Analysis

Of 11093 substantive employees, 175 (1.6%) have identified themselves as having a disability whilst 7819 (70.5%) have not. Of the remaining 3099, 1533 (13.8%) answered 'Prefer not to say' and 1566 (14.1%) have not answered. For this analysis, those employees who have answered 'Prefer not to say' or have not answered are excluded, leaving 7994 substantive employees included.

The percentage pay gap is the difference in the hourly rate of pay, expressed as a percentage of the hourly rate for non-disabled employees (A = mean or median hourly rate of pay for non-disabled employees, B = mean or median rate of pay for disabled employees).

$$\text{Average \% Pay Gap} = \frac{A - B}{A} * 100$$

A positive percentage pay gap identifies that non-disabled employees have higher average or median rates of pay compared to disabled employees. Table 8 shows a summary of the disability pay gap analysis by staff group.

Staff Group	Yes			No			Combined				
	Employee Count and %	Average Basic Hourly Rate	Median Basic Hourly Rate	Employee Count and %	Average Basic Hourly Rate	Median Basic Hourly Rate	Average Variance (£ and %)	Median Variance (£ and %)	Employee Count	Average Basic Hourly Rate	Median Basic Hourly Rate
Agenda for Change	165 (2.2%)	£18.44	£16.42	7292 (97.8%)	£19.38	£16.53	£0.94 (4.85%)	£0.11 (0.67%)	7457	£19.36	£16.53
Medical & Dental	10 (1.9%)	£49.08	£57.14	503 (98.1%)	£52.52	£57.14	£3.44 (6.55%)	£0.00 (0.00%)	513	£52.45	£57.14
TUPE	0 (0.0%)	N/A	N/A	8 (100.00%)	£18.32	£19.29	N/A	N/A	8	£18.32	£19.29
Senior Managers	0 (0.0%)	N/A	N/A	16 (100.00%)	£51.83	£50.31	N/A	N/A	16	£51.83	£50.31
Total	175 (2.2%)	£20.19	£16.42	7819	£21.58	£17.66	£1.39 (6.44%)	£1.24 (7.02%)	7994	£21.54	£17.66

Table 8 – NHS Disability Pay Gap Analysis by Staff Group December 2024

5.1 Agenda for Change

Of 7994 substantive employees included, 7457 (93.3%) are in the Agenda for Change category. Table 9 shows a summary of the average and median differences in hourly basic rate for those who identify as disabled and those who do not.

Agenda for Change	Yes	No	Difference	% Pay Gap
	N = 165	N = 7292		
Average Basic Hourly Rate	£18.44	£19.38	£0.94	4.85%
Median Basic Hourly Rate	£16.42	£16.53	£0.11	0.67%

Table 9 – Summary of Agenda for Change Disability Pay Gap Analysis December 2024

Non-disabled staff within Agenda for Change receive £0.94 more on the average hourly rate but the median hourly rates show a smaller difference of £0.11. As shown in table 10 below, the average basic hourly rate is higher for non-disabled employees in most job families. However, the total median pay gap is small, and the breakdown by job family leads to small figures for comparison which can skew the average and median values.

Job Family	Yes			No			Combined				
	Employee Count and %	Average Basic Hourly Rate	Median Basic Hourly Rate	Employee Count and %	Average Basic Hourly Rate	Median Basic Hourly Rate	Average Variance (£ and %)	Median Variance (£ and %)	Employee Count	Average Basic Hourly Rate	Median Basic Hourly Rate
Administrative Services	49 (3.2%)	£17.44	£15.03	1482 (96.8%)	£18.18	£15.09	£0.74 (4.07%)	£0.06 (0.40%)	1531	£18.15	£15.09
Allied Health Profession	13 (2.2%)	£19.49	£16.53	590 (97.8%)	£22.30	£25.21	£2.81 (12.60%)	£8.68 (34.43%)	603	£22.24	£21.60
Dental Support	<= 10 (0.7%)	£16.42	£16.42	145 (99.3%)	£17.58	£16.42	£1.16 (6.60%)	£0.00 (0.00%)	146	£17.58	£16.42
Healthcare Sciences	<= 10 (2.4%)	£18.12	£15.09	279 (97.6%)	£21.45	£20.60	£3.33 (15.52%)	£5.51 (26.75%)	286	£21.36	£19.75
Medical Support	<= 10 (2.5%)	£31.16	£31.16	39 (97.5%)	£20.33	£20.60	£-10.83 (-53.27%)	£-10.56 (-51.26%)	40	£20.60	£20.60
Nursing & Midwifery	53 (1.7%)	£19.17	£16.53	3102 (98.3%)	£20.04	£20.60	£0.87 (4.34%)	£4.07 (19.76%)	3155	£20.03	£20.60
Other Therapeutic	<= 10 (2.2%)	£25.87	£20.60	313 (97.8%)	£26.25	£26.25	£0.38 (1.45%)	£5.65 (21.52%)	320	£25.96	£26.25
Personal and Social Care	14 (2.4%)	£20.21	£20.87	567 (97.6%)	£17.59	£15.09	£-2.62 (-14.89%)	£-5.78 (-38.30%)	581	£17.66	£15.09
Support Services	20 (2.5%)	£14.02	£13.87	775 (97.5%)	£15.02	£13.87	£1.00 (6.66%)	£0.00 (0.00%)	795	£15.00	£13.87
Total	165 (2.2%)	£18.44	£16.42	7292 (97.8%)	£19.38	£16.53	£0.94 (4.85%)	£0.11 (0.67%)	7457	£19.36	£16.53

Table 10 – Agenda for Change Disability Pay Gap Analysis December 2024 by Job Family

5.2 Medical and Dental

Of 7994 substantive employees included in the disability pay gap analysis, 513 (6.4%) are in the Medical and Dental category. Table 11 shows a summary of the average and median differences in hourly basic rate for those who identify as disabled and those who do not.

Medical & Dental	Yes	No	Difference	% Pay Gap
	N = 10	N = 503		
Average Basic Hourly Rate	£49.08	£52.52	£3.44	6.55%
Median Basic Hourly Rate	£57.14	£57.14	£0.00	0.00%

Table 11 – Summary of Medical and Dental Disability Pay Gap Analysis December 2024

Medical and Dental staff show a pay gap in favour of non-disabled staff for average hourly rate. However, median hourly rate is identical suggesting ‘typical’ hourly rates are broadly similar.

We are unable to provide occupational segregation data due to the small numbers of persons who have recorded themselves as disabled which could lead to persons being identifiable and therefore breach GDPR regulations.

5.3 Senior Managers

As there are no Senior Managers who have identified as disabled within the substantive NHSH workforce, no further analysis for disability pay gap is included on this employee group.

5.4 Overall Disability Pay Gap

Table 12 below summarises the average and median disability pay gap for the 7994 substantive employees who have identified as having a disability or not.

NHS Highland	Yes	No	Difference	% Pay Gap
	N = 175	N = 7819		
Average Basic Hourly Rate	£20.19	£21.58	£1.39	6.44%
Median Basic Hourly Rate	£16.42	£17.66	£1.24	7.02%

Table 12 – NHSH Disability Pay Gap Analysis December 2024

The average pay gap is calculated from the hourly rates of all individual employees which includes the lowest and highest rates across the entire organisation to provide an overall indication of the size of the disability pay gap. The median uses the same rates but is not skewed by the lowest and highest rates and therefore provides a more ‘typical’ representation of the gap.

6 Ethnic Minority Pay Gap Analysis

Of 11093 substantive employees, 8170 (73.7%) have provided data on their ethnic group whilst 2923 (26.3%) have not. For this analysis, those employees who have answered 'Prefer not to say' (1019, 9.2%) or have not answered (1904, 17.2%) are excluded, leaving 8170 substantive employees included.

The percentage pay gap is the difference in the hourly rate of pay, expressed as a percentage of the hourly rate for White British employees (A = mean or median hourly rate of pay for White British employees, B = mean or median rate of pay for minority group employees).

$$\text{Average \% Pay Gap} = \frac{A - B}{A} * 100$$

A positive percentage pay gap identifies that White British employees have higher average or median rates of pay compared to minority group employees. Table 13 shows the average and median pay gap for each of the minority groups when compared to the White British group. Note that the TUPE group is not included as all eight employees in this category who have identified their ethnic group fall into the White British group so there is no gap to calculate.

Ethnic Group & Staff Group	Employee Count and %	Average Basic Hourly Rate	Median Basic Hourly Rate	White British Employee Count and %	White British Average Basic Hourly Rate	White British Median Basic Hourly Rate	Average Variance to White British (£ and %)	Median Variance to White British (£ and %)
Agenda for Change								
Asian	127 (1.7%)	£18.12	£16.42	6764 (88.7%)	£19.57	£16.53	£1.45 (7.41%)	£0.11 (0.67%)
Black	122 (1.6%)	£16.67	£16.53	6764 (88.7%)	£19.57	£16.53	£2.90 (14.82%)	£0.00 (0.00%)
Mixed / Other	59 (0.8%)	£20.36	£16.53	6764 (88.7%)	£19.57	£16.53	-£0.79 (-4.04%)	£0.00 (0.00%)
White Other	556 (7.3%)	£18.48	£16.42	6764 (88.7%)	£19.57	£16.53	£1.09 (5.57%)	£0.11 (0.67%)
AfC Total	864 (11.3%)	£18.30	£16.42	6764 (88.7%)	£19.57	£16.53	£1.27 (6.49%)	£0.11 (0.67%)

Medical and Dental								
Asian	60 (11.6%)	£47.77	£54.02	344 (66.7%)	£54.27	£57.14	£6.50 (11.98%)	£3.12 (5.46%)
Black	11 (2.1%)	£39.64	£39.40	344 (66.7%)	£54.27	£57.14	£14.63 (26.96%)	£17.74 (31.05%)
Mixed / Other	27 (5.2%)	£50.05	£57.14	344 (66.7%)	£54.27	£57.14	£4.22 (7.78%)	£0.00 (0.00%)
White Other	74 (14.3%)	£52.43	£57.14	344 (66.7%)	£54.27	£57.14	£1.84 (3.39%)	£0.00 (0.00%)
Medical & Dental Total	172 (33.3%)	£49.61	£55.58	344 (66.7%)	£54.27	£57.14	£4.66 (8.59%)	£1.56 (2.73%)
Senior Managers								
Asian	0 (0.0%)	N/A	N/A	16 (88.9%)	£50.83	£50.31	N/A	N/A
Black	0 (0.0%)	N/A	N/A	16 (88.9%)	£50.83	£50.31	N/A	N/A
Mixed / Other	0 (0.0%)	N/A	N/A	16 (88.9%)	£50.83	£50.31	N/A	N/A
White Other	<= 10 (11.1%)	£58.28	£58.28	16 (88.9%)	£50.83	£50.31	-£7.45 (- 14.66%)	-£7.97 (- 15.84%)
Senior Managers Total	<= 10 (11.1%)	£58.28	£58.28	16 (88.9%)	£50.83	£50.31	-£7.45 (- 14.66%)	-£7.97 (- 15.84%)
NHSH								
Asian	187 (2.3%)	£27.63	£20.69	7132 (87.3%)	£21.31	£17.66	-£6.62 (- 29.66%)	-£3.03 (- 17.16%)
Black	133 (1.6%)	£18.57	£16.53	7132 (87.3%)	£21.31	£17.66	£2.74 (12.86%)	£1.13 (6.40%)
Mixed / Other	86 (1.1%)	£29.68	£21.60	7132 (87.3%)	£21.31	£17.66	-£8.37 (- 39.28%)	-£3.94 (- 22.31%)
White Other	632 (7.7%)	£22.58	£16.53	7132 (87.3%)	£21.31	£17.66	-£1.27 (- 5.96%)	£1.13 (6.40%)
NHSH Total	1038 (12.7%)	£23.56	£16.53	7132 (87.3%)	£21.31	£17.66	-£2.25 (- 10.56%)	£1.13 (6.40%)

Table 13 – NHSH Minority Group Pay Gap to White British group December 2024

Table 13 shows that within the Agenda for Change pay group which holds the vast majority of NHSH employees, the median pay gap for all minority groups when compared to White British is zero or very small (< 1% in all cases). Medical and Dental shows an average pay gap in favour of the White British group when compared to all other minority groups, though the median pay gap is the same for two of the four minority groups. However, looking at NHSH as a whole shows a positive average and median pay gap in favour of Asian, Mixed / Other and White Other when compared to White British. This is driven by a larger proportion of these minority groups falling into the Medical and Dental category which has much higher average and median rates of pay.

Job Family	Ethnic Group	Employee Count	Employee %	Average Hourly Rate	Median Hourly Rate
Administrative Services	Asian	22	0.3%	£17.01	£15.09
Administrative Services	Black	<= 10	0.1%	£22.74	£22.94
Administrative Services	Mixed/Other	14	0.2%	£16.37	£15.06
Administrative Services	White Other	94	1.2%	£17.63	£15.09
Administrative Services	White British	1427	18.7%	£18.28	£15.09
Administrative Services	Total	1561	20.5%	£18.22	£15.09
Allied Health Profession	Asian	<= 10	0.1%	£21.89	£20.69
Allied Health Profession	Black	<= 10	0.1%	£19.22	£18.61
Allied Health Profession	Mixed/Other	<= 10	0.1%	£23.50	£25.21
Allied Health Profession	White Other	40	0.5%	£22.26	£21.60
Allied Health Profession	White British	566	7.4%	£22.36	£25.21
Allied Health Profession	Total	629	8.2%	£22.32	£25.21
Dental Support	Asian	<= 10	< 0.1%	£15.09	£15.09
Dental Support	Black	<= 10	< 0.1%	£20.60	£20.60
Dental Support	Mixed/Other	0	0.0%	N/A	N/A
Dental Support	White Other	<=10	0.1%	£15.52	£15.09
Dental Support	White British	150	2.0%	£17.62	£16.42
Dental Support	Total	159	2.1%	£17.53	£16.42
Healthcare Sciences	Asian	<= 10	0.1%	£20.36	£18.55
Healthcare Sciences	Black	<= 10	0.1%	£16.98	£15.81
Healthcare Sciences	Mixed/Other	<= 10	0.1%	£27.13	£17.86
Healthcare Sciences	White Other	33	0.4%	£19.33	£16.42
Healthcare Sciences	White British	242	3.2%	£21.56	£20.60
Healthcare Sciences	Total	295	3.9%	£21.30	£17.66
Medical Support	Asian	<= 10	< 0.1%	£25.29	£25.29
Medical Support	Black	0	0.0%	N/A	N/A
Medical Support	Mixed/Other	0	0.0%	N/A	N/A
Medical Support	White Other	<= 10	< 0.1%	£25.03	£26.25
Medical Support	White British	34	0.4%	£20.07	£20.60

Medical Support	Total	38	0.5%	£20.60	£20.60
Nursing/Midwifery	Asian	47	0.6%	£17.21	£16.53
Nursing/Midwifery	Black	76	1.0%	£16.12	£16.53
Nursing/Midwifery	Mixed/Other	22	0.3%	£19.42	£20.60
Nursing/Midwifery	White Other	220	2.9%	£18.98	£16.53
Nursing/Midwifery	White British	2889	37.9%	£20.31	£20.60
Nursing/Midwifery	Total	3254	42.7%	£20.07	£20.60
Other Therapeutic	Asian	<= 10	0.1%	£26.65	£26.25
Other Therapeutic	Black	<= 10	< 0.1%	£36.79	£36.79
Other Therapeutic	Mixed/Other	<= 10	0.1%	£28.30	£26.38
Other Therapeutic	White Other	33	0.4%	£26.53	£25.29
Other Therapeutic	White British	277	3.6%	£25.61	£26.25
Other Therapeutic	Total	326	4.3%	£25.82	£26.25
Personal and Social Care	Asian	<= 10	0.1%	£17.27	£13.93
Personal and Social Care	Black	23	0.3%	£15.52	£15.03
Personal and Social Care	Mixed/Other	<= 10	< 0.1%	£13.87	£13.87
Personal and Social Care	White Other	44	0.6%	£16.68	£15.03
Personal and Social Care	White British	482	6.3%	£18.22	£15.09
Personal and Social Care	Total	560	7.3%	£17.97	£15.09
Support Services	Asian	18	0.2%	£14.91	£13.87
Support Services	Black	<= 10	< 0.1%	£15.80	£13.93
Support Services	Mixed/Other	<= 10	0.1%	£16.13	£13.87
Support Services	White Other	83	1.1%	£13.66	£13.87
Support Services	White British	697	9.1%	£15.11	£13.87
Support Services	Total	806	10.6%	£14.97	£13.87

Table 14 - Occupational Segregation Data by Ethnicity

7 Conclusion

The report on pay gap helps NHS Highland understand the size and causes in pay gaps and identify any issues that need to be addressed to reduce them. Having a pay gap doesn't necessarily mean that unlawful discrimination is happening. Monitoring pay gaps will help NHS Highland understand the reasons for any gap and consider whether there is a need to develop action plans to address the causes. By continuing to publish and monitor the gender pay gap, in line with the regulations, it will help NHS Highland monitor how effective our actions are in reducing it. The actions contained within the NHS Highland EDI Workforce Strategy 2025-2028, NHS Highland Employability Strategy 2025 – 2028 and the NHS Highland Equality Outcomes 2025-2029 should address some of the circumstances which can contribute to pay gaps.

8 Recommendations

The Gender Pay Gap Report and Equal Pay Statement is a publication that can encourage better evidence-informed decision making with increased transparency and accountability that will lead to a real change. The NHS Highland Staff Governance Committee will be asked to endorse the content of the report.

9 Publicising The Report

The Gender Pay Gap Report and Equal Pay Statement will be submitted to the NHS Highland Area Partnership Forum and the NHS Highland Staff Governance Committee for approval. The report will be available on the NHS Highland website once approved.

10 Comments and Feedback

All comments on the report will be warmly welcomed.

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11 Acknowledgements

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