



Gender Pay Gap Report

2025/2026

www.spectrum-cic.org.uk



Document Control

Document ID	
Document title	Gender Pay Report 2026
Version	Final
Version status / number	1.0
Date ratified	
Approving body	
Name and job title of lead author	Lucy O'Grady, Senior People Advisor
Date published	
Review date	

Contents

Number	Section
1	Introduction
2	Spectrum Gender Pay Report 2026
2.1	Gender Pay Gap
2.2	Gender Bonus Pay Gap
2.3	Mean Gender Pay Gap
2.4	Median Gender Pay Gap
2.5	Mean Bonus Gender Pay Gap
2.6	Median Bonus Gender Pay Gap
2.7	The proportion of males and females receiving a bonus
2.8	The proportion of males and females in each quartile pay band
3	Conclusion
4	Action Plan

1. Introduction

Our People Experience & Culture Strategy sets out our ambitions to be a brilliant place to work. Central to this aim is how we develop our culture and compassionate Leadership. We want all our staff to be valued for who they are and to be able bring their whole self to work. We want to celebrate diversity and lived experience and be inclusive. To do this we expect our leaders and managers to create compassionate, inclusive and patient outcome focused cultures where our values are evident every day and all staff can thrive. Spectrum has five core values which are Working Together, Integrity, Respect and Recognition, Compassion and Innovation.

Although we have achieved much in creating an environment where people feel we provide equal opportunities and take action against any discrimination, we are not complacent, and our priorities are reviewed on an annual basis and feedback is sought from our workforce through our staff survey.

We can use the results of this Gender Pay Gap report to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

Through analysis of the report's findings the challenge at Spectrum and nationally is to eliminate any gender pay gap. However, the gender pay gap should not be confused with equal pay.

Equal pay deals with the pay differences between male and females who carry out the same jobs, similar jobs, or work of equal value. It is unlawful to pay people unequally because of their gender. Spectrum supports the fair treatment and reward of all staff irrespective of gender or any other protected characteristic.

In producing this report, we recognise that there is further work we can do to reduce the gender pay gap and we remain committed to a workplace that respects and harnesses equality and diversity.

We will work to improve the gender pay gap by undertaking the actions set out at the end of this report.

The gender pay gap shows the difference between the average (mean or median) earnings of men and women. Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace, female, and male participation, and how effectively talent is being maximised.

www.spectrum-cic.org.uk



What is the difference between the Gender Pay Gap and Equal Pay?

The gender pay gap differs from 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.

The gender pay gap shows the differences in the average pay between men and women. If a workplace has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are. In some cases, the gender pay gap may include unlawful inequality in pay, but this is not necessarily the case.

Guidance: Managing Gender Pay Reporting - ACAS

It is a legal requirement for all relevant employers to publish their gender pay report within one year of the 'snapshot' date: this year's date being 31st March 2026. All employers must comply with the reporting regulations for any year where they had a headcount of 250 or more employees on the 'snapshot' date.

Relevant employers must follow the rules in the regulations to calculate the following information:

- Their mean gender pay gap
- Their median gender pay gap
- Their mean bonus gender pay gap
- Their median bonus gender pay gap
- Their proportion of males receiving a bonus payment
- Their proportion of females receiving a bonus payment
- Their proportion of males and females in each quartile pay band

Most trusts and healthcare providers will fall into the above category and must comply. With this in mind, Electronic Staff Record (ESR) have developed a number of reports which can be accessed and undertake the required calculations to produce the gender pay gap data. We provide full transparency on where we are and where we need to improve.

The required six calculations are:

- gender pay gap as a mean and median average;
- bonus gender pay gap as a mean and median average;
- proportion of male and female employees receiving a bonus payment;
- proportion of male and female employees when divided into four groups ordered from lowest to highest pay.

The report uses information extracted from ESR through a defined national report.

www.spectrum-cic.org.uk



2. Spectrum Gender Pay Report 2026

2.1 Gender Pay Gap

Data as of 31 March 2026 is as follows:

Mean Gender Pay Gap

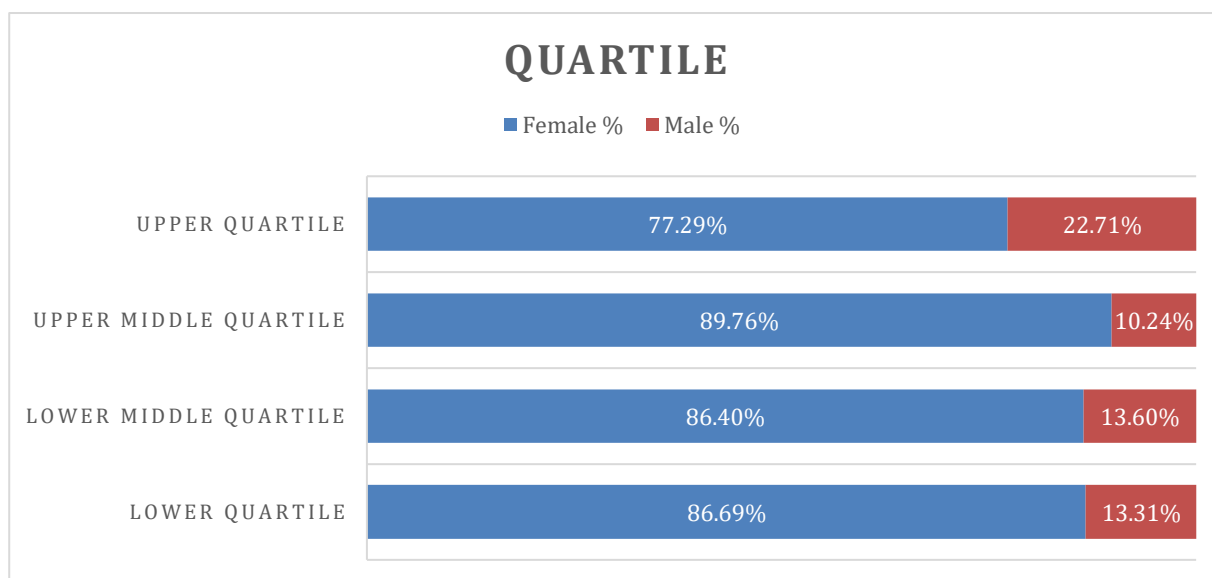
- The mean hourly rate for men is £27.27
- The mean hourly rate for women is £22.76
- This equates to men earning an average of £4.51 more per hour, or a 16.53% gap

Median Gender Pay Gap

- The median hourly rate for men is £22.71
- The median hourly rate for women is £20.67
- This equates to men earning, on median, £2.04 more per hour, or a 8.96% gap

Quartile Figures = Proportion of men and women in four pay bands. The hourly pay for both men and women are arranged from the lowest to the highest – this is then divided into 4 quartiles (divided as evenly as possible). Then the proportion of men and women is calculated for each quartile.

The proportion of males and females in each quartile pay band is:
(Q1 = Low, Q4 = High)



For the purpose of comparison the data from the Gender Pay Report as at the 31st March 2025 is provided:

- (1) Lower Quartile: 89.43% Female and 10.57% Male
- (2) Lower Middle Quartile: 87.40% Female and 12.60% Male
- (3) Upper Middle Quartile: 87.80% Female and 12.10% Male
- (4) Upper Quartile: 78.86% Female and 21.14% Male

2.2 Gender Bonus Pay Gap

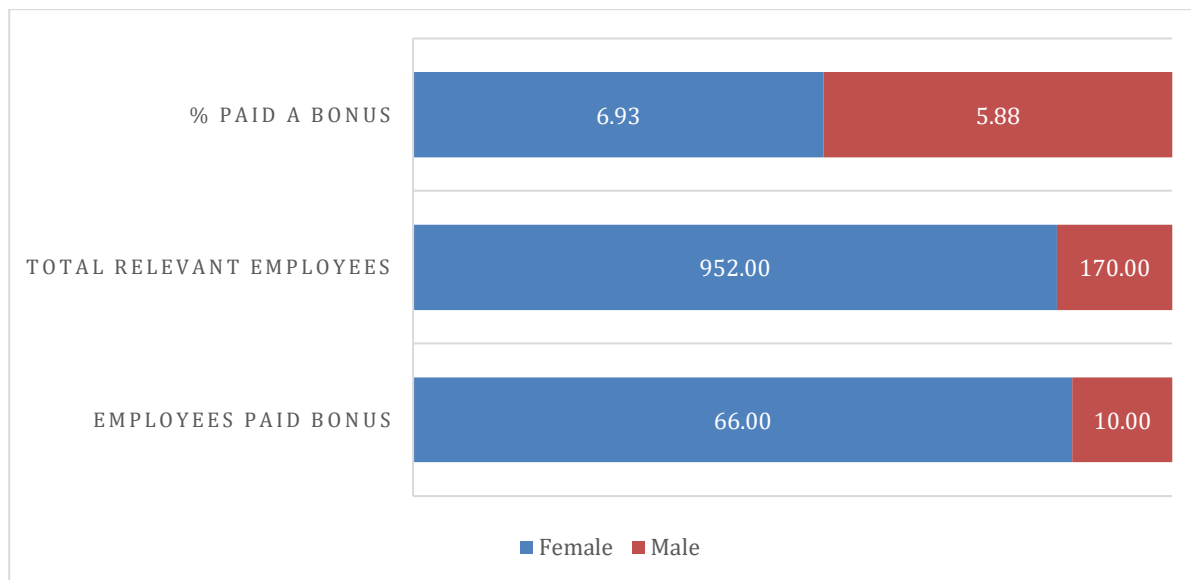
Data as of 31 March 2026 is as follows:

Mean Bonus Gender Pay Gap

- The mean bonus for men is £911.29
- The mean bonus for women is £1048.58
- This equates to a difference of -£137.29 or -15.07%

Median Bonus Gender Pay Gap

- Women's and men's median bonus pay are equal at £750.00
- This equates to a 0% difference between men and women receiving a bonus pay



These figures are made up of bonus's paid for Refer a Friend, Welcome Payments, Retention Payments, and awards made under the Medical and Dental pay structure e.g. clinical excellence awards.

For the purpose of comparison the data from the previous Gender Bonus Pay Report as at the 31st March 2025 is provided:

- Spectrum's mean bonus gender pay gap is -28.63%
- Spectrum's median bonus gender pay gap is 0.00%
- The proportion of males receiving a bonus payment is 10.30%
- The proportion of females receiving a bonus payment is 8.33%

2.3 Mean Gender Pay Gap:

The calculation shows the difference between the mean average hourly rate of pay that male and female full-pay relevant employees receive. For all calculations full pay does not mean full time, it means that a person has received their full pay therefore people on maternity leave with half pay and those on sick leave with half pay are excluded.

The calculation is undertaken by subtracting the mean average hourly rate of pay of all female full-pay employees from the mean average hourly rate of pay of all male full-pay employees and dividing the result by the mean average hourly rate of pay of all male full-pay employees and multiplying it by 100.

- Spectrum's mean Gender Pay Gap is 16.53%

In 2025 the mean gender pay gap was 27.2%

2.4 Median Gender Pay Gap:

The calculation shows the difference between the median hourly rate of pay that male and female full-pay relevant employees receive.

The calculation is undertaken by subtracting the median hourly rate of pay of pay of all female full-pay employees from the median average hourly rate of pay of all male full-pay employees and dividing the result by the median average hourly rate of pay of all male full-pay employees and multiplying it by 100.

- Spectrum's median Gender Pay Gap is 8.96%

In 2025 the median gender pay gap was 16.6%

2.5 Mean Bonus Gender Pay Gap:

The calculation shows the difference between the mean average bonus pay that male and female full-pay relevant employees receive.

The calculation is undertaken by subtracting the mean average bonus pay of all female full-pay employees (who were paid bonus pay during the 12 month period ending with the snapshot date) from the mean average hourly rate of pay of all male full-pay employees (who were paid bonus pay during the 12 month period ending with the snapshot date) and dividing the result by the mean average bonus pay of all male full-pay employees and multiplying it by 100.

A bonus for the purpose of reporting the Gender Pay Gap, includes the 'Welcome Payment' as a one-off payment to support recruitment process, performance related pay under the former executive pay award and clinical excellence awards for the Sexual Health consultants.

- Spectrum's mean bonus Gender Pay Gap is -15.07%

In 2025 the mean bonus Gender Pay Gap was -28.63%

2.6 Median Bonus Gender Pay Gap:

The calculation shows the difference between the median bonus pay that male and female full-pay relevant employees receive.

The calculation is undertaken by subtracting the median bonus pay of all female full-pay employees from the median average bonus pay of all male full-pay employees and dividing the result by the median average bonus pay of all male full-pay employees and multiplying it by 100.

- Spectrum's median bonus Gender Pay Gap is 0.0%

In 2025 the median bonus Gender Pay Gap was 0.00%

2.7 The proportion of males and females receiving a bonus payment:

These two calculations show the proportion of male employees who were paid bonus pay and the proportion of female employees who were paid bonus pay. In the reporting period we have employed males into senior positions in the organization i.e., Head of Healthcare attracting both a welcome payment and a salary falling in the upper quartile.

This calculation is undertaken by dividing the number of males who were paid bonus pay in the qualifying period by the total number of male employees and multiplying by 100. Female- This

calculation is undertaken by dividing the number of females who were paid bonus pay in the qualifying period by the total number of female employees and multiplying by 100.

- The proportion of males receiving a bonus payment is 5.88%
- The proportion of females receiving a bonus payment is 6.93%

The difference in the figures can be explained by the high proportion of females in the organisation, however the numbers of staff receiving bonuses is still very low.

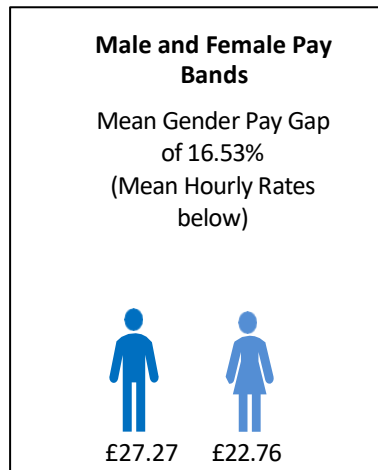
2.8 The proportion of males and females in each quartile pay band:

This calculation shows the proportions of male and females in four quartile pay bands. The calculation is undertaken by dividing the workforce into four equal parts:

- firstly, all relevant employees are ranked from lowest hourly rate of pay to the highest hourly rate of pay
- Secondly, the list is divided into four sections called quartiles with an equal number of employees in each section

	2025		2026	
Quartile	Female	Male	Female	Male
Upper	78.86%	21.14%	77.29%	22.71%
Upper Middle	87.80%	12.20%	89.76%	10.24%
Lower Middle	87.40%	12.60%	86.40%	13.60%
Lower	89.43%	10.57%	86.69%	13.31%

The highest proportion of male employees per quartile is in the upper bracket whilst the highest proportion of female employees per quartile is in the upper middle bracket, which results in the average gender pay gap of 16.53%.



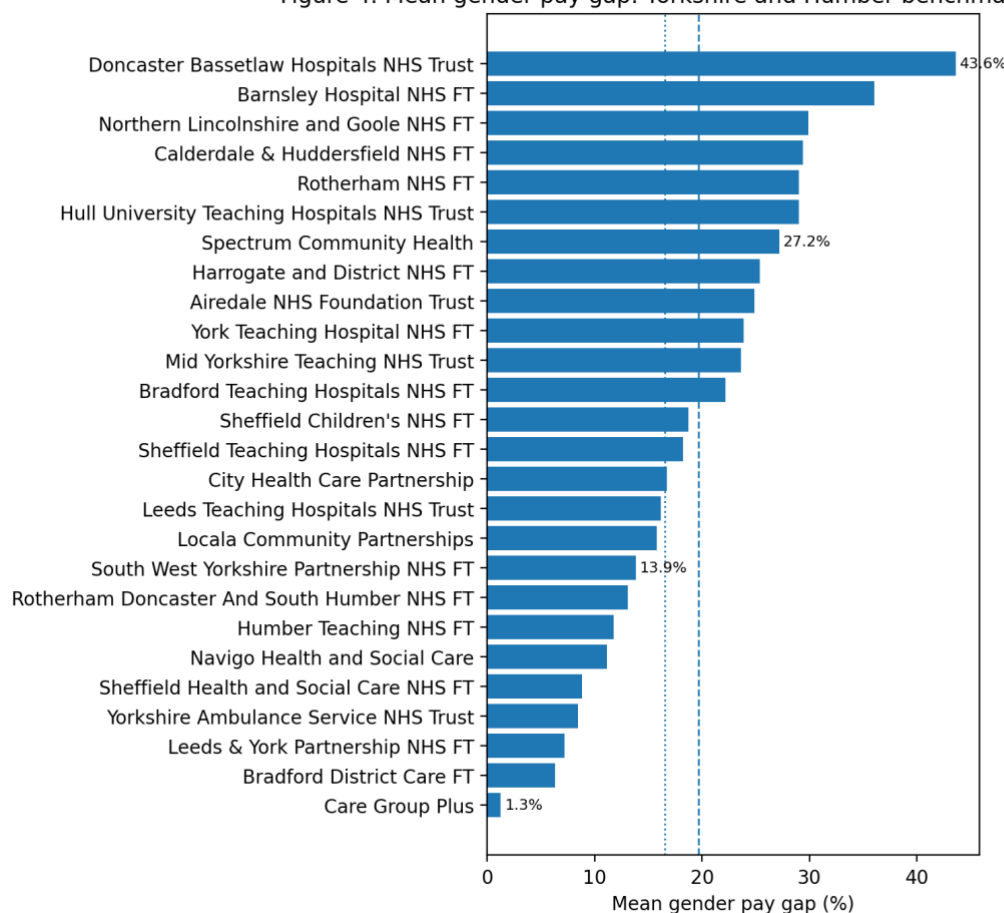
There are a number of factors that have contributed to the change in mean, median and overall pay gap. This includes:

- Spectrum have a high proportion of females in senior positions, so although they have the highest percentage of the workforce in the lower quartile, there is a lot of high salaries in the upper quartile that contribute to the reduction of the overall gender pay gap.
- Over 2025/2026 continued recruitment has taken place of GPs in the organisation whose pay would fall into the upper quartile. From reviewing these appointments of higher earners, they were predominately female, so this has not affected the pay gap in a negative way.

3. Regional Benchmarking (2024/25)

The chart below shows the mean Gender Pay Gap for other regional NHS trusts and CICs so that Spectrum can use this as a benchmark. For 2024/25 Spectrum had a better than average pay gap in relation to other organisations. We know that the gap for Spectrum has reduced this year compared to 2025 so we will continue to monitor this and will benchmark each year moving forward:

Figure 4. Mean gender pay gap: Yorkshire and Humber benchmark (March 2025)



4. Conclusion

Whilst Spectrum has a Gender Pay Gap of 16.53%, it is worth remembering that the gender pay gap is different from unequal pay. At Spectrum, the gender pay gap is not because people doing the same jobs are being paid differently according to their gender - which would also be unlawful - instead, it is because we have continued to see a shift in our gender balance across the upper quartiles. With an increase in the proportion of men employed in our upper salary following recruitment to more senior roles.

This year's decrease in the Gender Pay Gap indicates that recent changes in senior workforce composition may have started to close the gap, but that there is still a disproportionate benefit for male staff. Women make up the majority of our workforce and they now seem to be more represented in upper middle quartile which has helped to close the gap. As noted earlier in the report there are some specific contributory factors that have led to this pay gap but compared to last year there has been changes to the workforce which shows that we are working towards pay gap improvements.

5. Gender Pay Gap action plan 2025/26

Future action plan to continue to address the pay gap include:

	Action	When	Review
1	Monitor and review gender pay gaps.	Annually	April 2027
2	Continue to develop flexible working options and workforce strategies to improve recruitment and retention of staff.	Ongoing	April 2027
3	Share Gender Pay Gap data with Spectrum's People & Culture Committee.	Annually	April 2027
4	Further develop Spectrum's organisational development opportunities including flexible working opportunities, the Leadership Development Programmes, apprenticeship programmes and continue to review the support given for health and wellbeing	Ongoing	April 2027
5	Continue to review and harmonise Agenda for Change (AfC) pay and terms and conditions across the organisation, particularly for any new services.	Ongoing	April 2027
6	Continue to promote employee voice through lived and learned experience and staff networks in our People Policy development work.	Ongoing	June 2027
7	Review promotion, pay progression and recruitment processes to ensure that women have equal opportunities to advance into higher paid roles.	Ongoing	June 2027