



Gender Pay Gap Report

2025

Overview of our Gender Pay Gap



Difference Between Men and Women

All figures are as at our 'snapshot date' of 5 April 2024. The bonus pay gap includes colleagues who received a bonus in the 12 months prior to the snapshot date.

Snapshot date 5.4.24	Mean (average)	Median (middle)
Gender Pay Gap	8.44%	4.62%
Gender Bonus Pay Gap	0%	0%



2.82% of men
were paid a
bonus



0.71% of
women were
paid a bonus

All colleagues receiving a bonus payment related to performance received the same amount, therefore this year, there is no bonus pay gap between men and women.

Understanding Our Data

Gender Distribution



33.64%



66.36%

As at snapshot date
(full pay relevant employees)

Male

72

Female

142

Total

214

Upper Quartile



37.74%



62.26%

Upper Middle Quartile



38.89%



61.11%

Lower Middle Quartile



30.19%



69.81%

Lower Quartile



27.78%











72.22%

Understanding Our Data

**Papworth
Trust**

Mean Pay Gap

Upper Quartile		Upper Middle Quartile		Lower Middle Quartile		Lower Quartile	
No.	Mean Hourly Rate	No.	Mean Hourly Rate	No.	Mean Hourly Rate	No.	Mean Hourly Rate
 20	£24.31	 21	£14.07	 16	£11.95	 15	£11.15
 33	£21.98	 33	£13.45	 37	£11.99	 39	£11.44
Pay Gap	9.57%	Pay Gap	4.40%	Pay Gap	-0.31%	Pay Gap	-2.55%
Hourly Pay Rates from to		Hourly Pay Rates from to		Hourly Pay Rates from to		Hourly Pay Rates from to	
£15.92	£58.95	£12.26	£15.92	£11.76	£12.26	£9.20	£11.76

Understanding Our Data

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Median Pay Gap

Upper Quartile	
No.	Mean Hourly Rate
	£19.87
	£19.71
Pay Gap	0.81%

Upper Middle Quartile	
No.	Mean Hourly Rate
	£14.26
	£13.28
Pay Gap	6.87%

Lower Middle Quartile	
No.	Mean Hourly Rate
	£11.96
	£12.07
Pay Gap	-0.92%

Lower Quartile	
No.	Mean Hourly Rate
	£11.24
	£11.48
Pay Gap	-2.14%

Hourly Pay Rates from to	
£15.92	£58.95

Hourly Pay Rates from to	
£12.26	£15.92

Hourly Pay Rates from to	
£11.76	£12.26

Hourly Pay Rates from to	
£9.20	£11.76