

GENDER PAY GAP REPORT 2025/2026

Feedback and action plan

Snapshot date for data - 5 April 2025

What is the gender pay gap report?

It is an annual report, which all organisations with more than 250 employees have to produce. It is designed to measure the difference between average (median) hourly earnings of men and women, usually shown by the percentage men earn more than women.

Gender pay gap reporting doesn't specifically ask who earns what, but what women earn compared with men. It provides a framework within which gender pay gaps can be surfaced, enabling us to constructively consider why they exist and what to do about them.

How did we perform this year?

- Our mean gender pay gap is 32% (vs 39% last year)
- Our median gender pay gap is 35% (vs 25% last year)
- The mean and median gender bonus gap is not applicable to us

What are we doing to address our gender pay gap?

We are committed to doing everything we can to reduce it. We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work.

Pay quartiles by gender

This snapshot is taken from the gender-pay-gap.service.gov.uk

2. Hourly pay

In this organisation:

- women's median hourly pay was 35.0% lower than men's – this means they earned 65p for every £1 that men earn when comparing median hourly pay



- women's mean (average) hourly pay was 32.0% lower than men's

Pay quartiles by gender

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

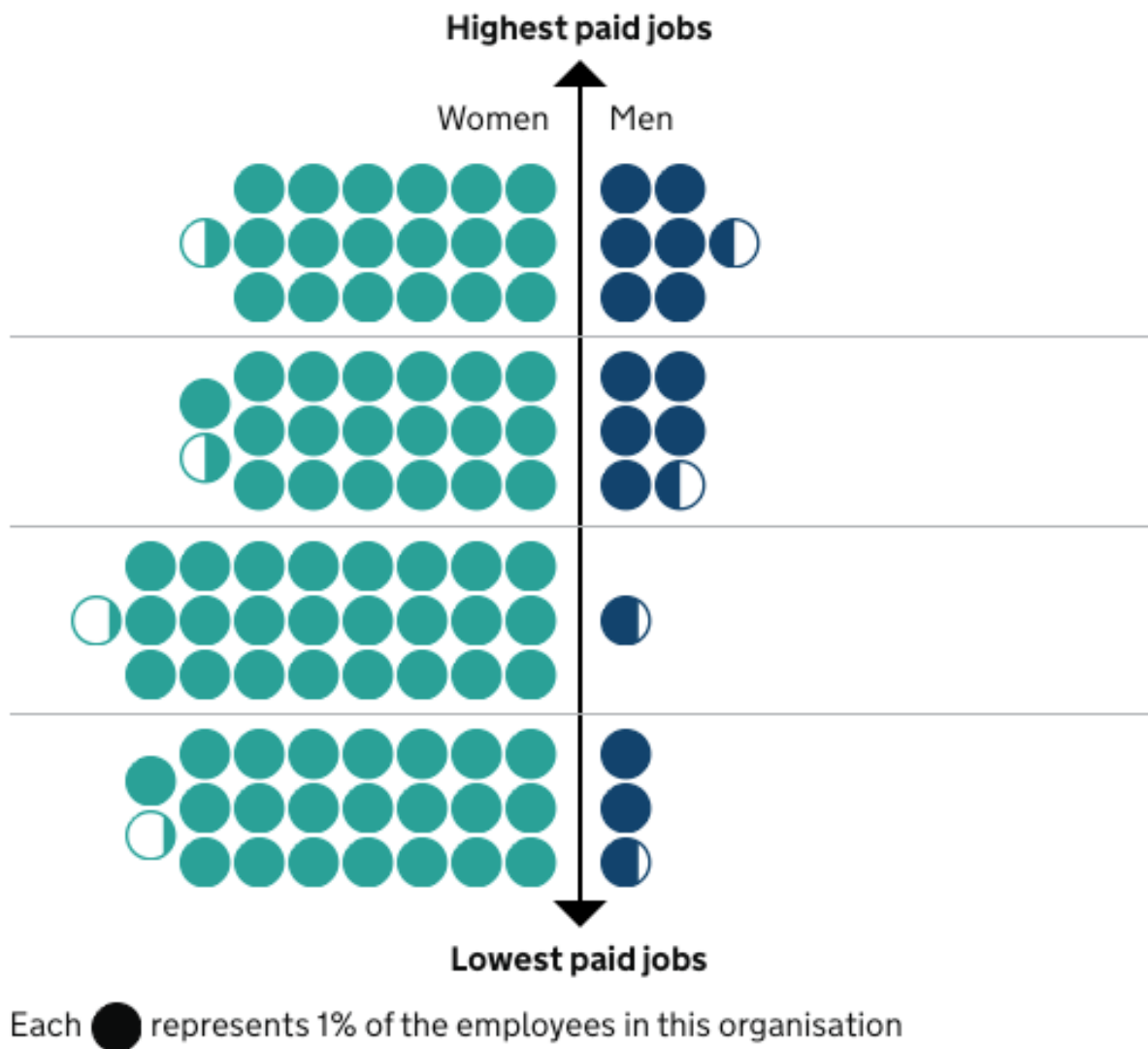
Band	Males	Female	What is included in this band?
A	11%	89%	All employees whose standard hourly rate is within the lower quartile
B	3%	97%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	22%	78%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
D	26%	74%	All employees whose standard hourly rate is within the upper quartile

A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group.

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Pay quartiles by gender

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Why do we have a gender pay gap?

Legally, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above).

We:

- carry out regular pay reviews;
- evaluate job roles and pay grades against our pay scale to ensure fairness.

Our mean gender pay gap has reduced by 1% since 2023/2024. We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.

Across the UK economy, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations). According to the BMA (British Medical Association), in England, the pay gap exists in Healthcare 'mainly because of the under representation of women in the highest paid grades and specialities'.

In addition, research shows that women are more likely to take time out to care for others which has a disproportionate impact on their pay, even after accounting for the time out.

BMA notes ‘the structure of medical careers was designed originally for a predominantly male workforce, with the expectation of full time work for a long career and an ability to take on extra commitments. This has resulted in a lower average salary for the female workforce.’

ABC are going some way to achieve equity as our Senior Leadership Team is predominantly made up of women. However our lower quartile which contains a large proportion of vaccinators working on a seasonal basis, is also largely made up of women which has therefore had an overall impact on the gender pay gap.

The table above shows our workforce divided into four equal-sized groups, based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile). If we had no gender pay gap, there would be an equal ratio of men to women in each band. However, instead, 89% of the employees in band A are women and 11% men. The percentage of male employees is the largest in the top pay band at 26%.

How does our gender pay gap compare with that of others?

	Our organisation (2025)	Health and Social Care (2025)
Mean gender pay gap	32%	7.5%
Median gender pay gap	35%	13.5%

What are we doing to address our gender pay gap?

We are not happy with our gender pay gap and are committed to doing everything we can to reduce the gap.

However closing the gender pay gap completely is not an easy task as we have no control over what people choose to study or the career choices that they make.

So far, we have taken the following steps to promote gender diversity:

- **Created a pay scale**

This ensures that all roles are benchmarked both internally and externally in relation to the job scope of the role. This helps to ensure that we are both transparent and fair with our pay.

- **Inclusion Champions**

We have introduced an inclusion champion for women who works to ensure the specific needs of women across the organisation are understood and catered for.

- **Menopause policy**

We have developed this policy to support colleagues going through the menopause by offering extra support to those experiencing symptoms of menopause.

- **Leadership training**

We are currently running a leadership programme to equip leaders within the organisation with the skills they need to be an effective leader and line manager. As part of this programme we will include specific training on all areas of people management, including discrimination, maternity and paternity.

- **Culture review**

We have set up a quarterly review of our culture which consists of a review of feedback from temperature check surveys, onboarding and leavers questionnaire as well as a review of feedback from our Freedom to Speak up Guardian and inclusion champions. This will give us an idea of themes which are coming up to enable us to address them at the earliest opportunity.

Over the next year, we will continue to:

- Continue to understand the motivation of our employees and ensure all staff have equal opportunity for progression via our appraisal cycle, employee temperature checks, onboarding and leavers questionnaires and staff surveys;
- Continue to review and develop family friendly policies;
- Continue to ensure staff are familiar with our policies and procedures through regular training and guidance.

I, Kayleigh Ogleby, Associate Director of People, confirm that the information in this statement is accurate.

Signed

Kayleigh Ogleby

Date

30 April 2026.