



Sulis Hospital Bath Limited

Gender Pay Gap Report

2025

Introduction

Sulis Hospital Bath has been owned by the Royal United Hospitals NHS Foundation Trust (RUH) since June 2021. However, Sulis Hospital Bath is a private limited company and operates as a separate business entity from the RUH and therefore reports its own gender pay gap figures.

The data presented here forms a snapshot as of 31 March 2025. This report sets out the gender pay results alongside comparisons to previous years' results and key findings and actions for Sulis to address its gender pay gap.

Gender pay gap in context

The gender pay gap is a measure of a difference in the pay (converted to an hourly rate) for male and female employees across Sulis, regardless of the nature or level of their work. It is fundamentally different from equal pay, which involves a direct comparison of two people or groups of people to ensure that they are paid comparably for work of comparable value.

Our results - 31st March 2025 snapshot

As of 31st March 2025, Sulis employees numbered 444. 358 females and 86 males. Whilst an independent healthcare organisation, this female/male split reflects a similar split to the NHS with 80.6% of our workforce female and 19.4% male. This split has changed little since 2022.

Table 1 Overall female/male split

	2022	2022 %	2023	2023%	2024	2024%	2025	2025%
Female	221	80.66%	258	81.64%	294	81.22%	358	80.6%
Male	53	19.34%	58	18.36%	68	18.78%	86	19.4%
Total workforce	274	100%	316	100%	362	100%	444	100%

Female employees outnumber male employees at all levels of the organisation. In 2023 the percentage difference between females and males reduced in the higher pay quartiles 3 and 4. In 2024 the percentage difference between females and males only reduced in quartile 4. However, in 2025, the percentage difference between females and males changed in all quartiles.

Table 2 illustrates the gender distribution within each pay quartile for Sulis in 2025 and Table 3 shows this in comparison to 2024, 2023 and 2022. Quarter 1 represents the quarter of the workforce with the lowest hourly rate and Quarter 4 the quarter of the workforce with the highest hourly rate.

Table 2 – 2025 Gender Distribution by Quartile

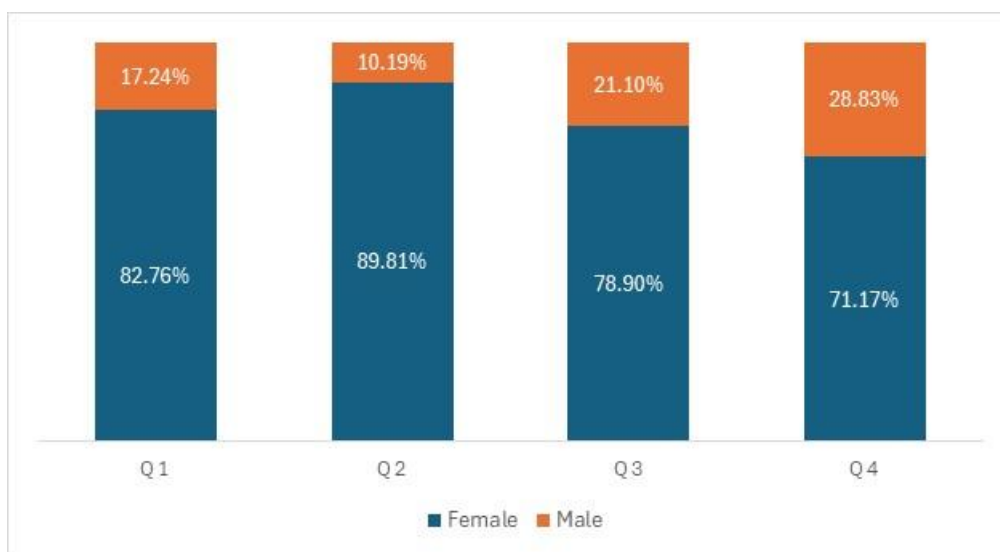


Table 3 Gender Distribution by Quartile 2022-25

Quartile	2022 F %	2022 M %	2023 F%	2023 M %	2024 F %	2024 M %	2025 Female%	2025 Male %
1. Lower	86.76	13.24	85.71	14.29	81.32	18.68	82.76	17.24
2. Lower Middle	86.96	13.04	88.89	11.11	88.89	11.11	89.81	10.19
3. Upper Middle	75.00	25.00	80.26	19.74	81.11	18.89	78.90	21.10
4. Upper	73.91	26.09	71.95	28.05	73.63	26.37	71.17	28.83
Total workforce	80.66	19.34	81.64	18.36	81.22	18.78	80.6	19.4

Table 3 shows the following trends between 2022 and 2024:

- Quartile 1 – reduction in females by 5.5%
- Quartile 2 – increase in females by 2%
- Quartile 3 – increase in females by 6%
- Quartile 4 – little change

Even though Quartiles 1, 2 and 3 remained overwhelmingly female, the small shift of females from Quartile 1 into Quartiles 2 and 3 positively reflected on the gender pay gap results for 2024.

However, the table shows that for 2025 there has been a reversal of the trends for 2022-2024. In comparison to 2024:

- Quartile 1 – reduction in males by 1%
- Quartile 2 – reduction in males by 1%
- Quartile 3 – increase in males by 2%
- Quartile 4 – increase in males by 2%

These changes, with fewer males in the lowest two quartiles and increase in males in the higher two, will have resulted in an increase to the gender pay gap as detailed below.

Gender pay gap as a Mean Average

What is the 'Mean'?

The mean is the average hourly wage. It is calculated by adding up all the pay of all male employees and dividing it by the number of male employees. The same is then done for all the female employees.

The mean gender gap is the difference between the average hourly earnings of male full-pay employees and female full-pay employees.

In 2024 on average Sulis male employees earned £0.70 per hour more than female employees, a pay gap of 3.4%. Table 4 below demonstrated that this was a significant reduction in the gender pay gap since 2023 when it was 17.32% with an hourly gap of £3.51.

The reduction was due to significant salary increases for employees in Quartiles 1 (81.32% female) and 2 (88.89% female) resulting from Sulis's commitment to the (voluntary) Real Living Wage and roles in these Quartiles being regraded upwards.

However, in 2025 Sulis male employees earned £3.24 more than female employees resulting in a gender pay gap of 15.01%.

Analysis of the increase can be attributed to the development of Sulis Hospital as an NHS Community Diagnostic Centre (CDC) and the recruitment of highly qualified and experienced NHS diagnostic staff in areas such as Radiology and Cardiology. More of the diagnostic staff have been male resulting in an increase in males in Quartile 4. In addition, seven roles in Quartiles 3 and 4 which had previously been carried out by females, if replaced, were all filled by males.

This has therefore resulted in a widening of the pay gap.

Table 4 – Gender Pay Gap

Gender	Mean Hourly Rate 2022	Mean Hourly Rate 2023	Mean Hourly Rate 2024	Mean Hourly Rate 2025
Male	£19.55	£20.10	£20.69	£21.56
Female	£16.68	£16.59	£19.99	£18.32
Difference in hourly rate	£2.87	£3.51	£0.70	£3.24
Pay Gap %	14.70%	17.32%	3.4%	15.01%

Gender pay gap as a Median Average

What is the 'Median'?

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of male and female employees. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary.

In 2024 Sulis male employees earned £2.98 per hour more than female employees, a median pay gap of 15.98%. This was an almost 50% reduction in the median pay gap compared to 2023.

However, the trend reversed in 2025 with male employees earning £5.75 per hour more than female employees resulting in a median pay gap of 29.50%. This is almost double that for 2024 and is close to the result of 2023.

Table 5 – Median Gender Pay Gap

Gender	Median Hourly Rate 2022	Median Hourly Rate 2023	Median Hourly Rate 2024	Median Hourly Rate 2025
Male	£16.85	£18.15	£18.64	£19.50
Female	£11.98	£12.74	£15.66	£13.75
Difference	£4.87	£5.41	£2.98	£5.75
Pay Gap %	28.92%	29.81%	15.98%	29.50%

Bonus gender pay gap as mean and median average

Sulis operates two discrete bonus schemes for employees only:

1. Refer a Friend bonus scheme for employed roles
2. Recruitment and retention bonus scheme to attract and retain employed registered staff

Additionally, one off bonus payments were given to several members of staff for their work on the hospital CDC and Sulis Orthopaedic Centre (SOC).

In terms of respective financial values of the two bonus schemes, the recruitment and retention scheme has the highest value and is worth 3x the value of the Refer a Friend

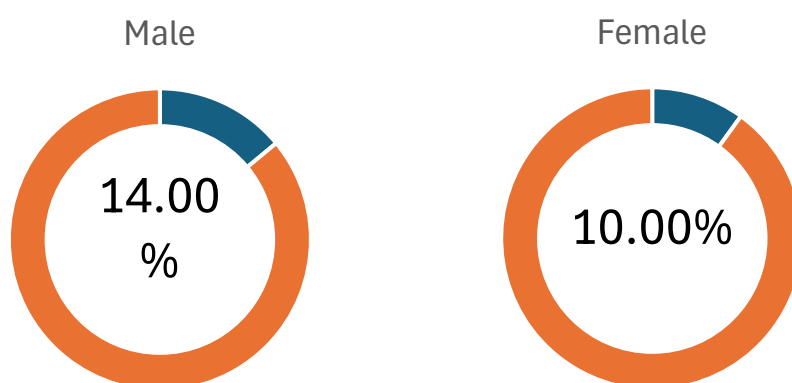
scheme. The amount given under the recruitment and retention scheme is pro-rated for part time staff.

In 2024, 7.14% of female employees received a bonus and 7.69% of male employees.

The mean bonus gap was 27.89% and the median bonus gap 3.34%. The main reason for the gap was due to all the male employees receiving the Recruitment and retention bonus whilst the female employees received the Recruitment and retention bonus and the lower value Refer a Friend bonus.

In 2025, 10% of female employees received a bonus and 14% of male employees, resulting in a mean bonus gap of 35.98%. and a median bonus gap of 0%.

Table 6 – Proportion of Males and Females receiving a bonus payment



The main reason for the mean bonus gap is that proportionally more males were recruited into CDC diagnostic roles which entitled them to the recruitment and retention bonus.

Key findings and actions

As with previous' years report the increased number of men in the highest pay quartile is the key factor driving Sulis' gender pay gap. However, the gap has also increased because of the increased number of men in the upper middle pay quartile.

In common with many organisations more men fill senior/highly qualified clinical and management roles compared to the proportionate number of men in administrative, health care support, and other junior level support services roles. The development of the CDC at Sulis has contributed to the continuation of this issue.

However, Sulis remains committed to removing barriers to roles so that more females are successful in obtaining such positions. We support professional development to enable staff to progress to more senior roles and flexible working continues to be supported at all levels which will positively impact on females.

Simon Milner, Hospital Director

1st April 2026