

# Gender Pay Gap Report.

—  
2025-26

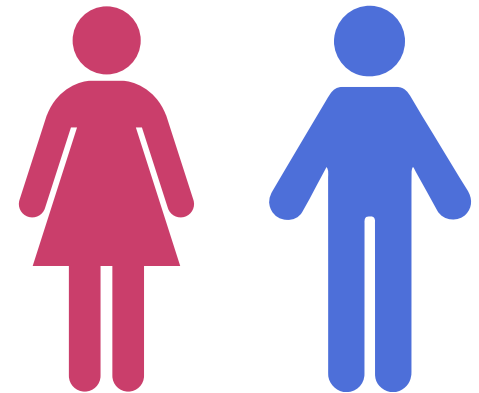


# What is the Gender Pay Gap?

In April 2017, the government introduced annual gender pay gap reporting by law for all companies with more than 250 employees in the UK.

The gender pay gap is calculated by taking all employees across the organisation and comparing the average hourly earnings between men and women. The report does not take account of skills, experience, differing roles, location and seniority.

**2025-26 is the fifth year Northern Healthcare have qualified to report on the Gender Pay Gap.**





# Our 2025-26 Results Show

**Our workforce is made up of 66.45% Women and 33.55% Men.**

We are PROUD to report that:

- Women earned £1.00 for every £1 that men earned (comparing median hourly pay)
- Women made up 68.4% of employees in the highest paid quarter, and 61.0% of employees in the lowest paid quarter
- 78.1% of women received bonus pay, compared with 21.9% of men
- Women's bonus pay was 24.0% higher than men's (comparing median bonus pay)

## Hourly Pay

- Women's median hourly pay was 0.2% higher than men's – this means they earned £1 for every £1 that men earn when comparing median hourly pay
- Women's mean (average) hourly pay was 5.1% higher than men's

## Pay Quarters

- 68.4% of employees in the upper hourly pay quarter (highest paid jobs)
- 71.4% of employees in the upper middle hourly pay quarter
- 64.9% of employees in the lower middle hourly pay quarter
- 61% of employees in the lower hourly pay quarter (lowest paid jobs)

## Bonus Pay

- Women's median bonus pay was 24.02% higher than men's – this means they earned £1.24 for every £1 that men earn when comparing median bonus pay
- Women's mean (average) bonus pay was 4.2% lower than men's
- 78.1% of women and 21.9% of men received bonus pay



**0161 974 7210 | Northern Healthcare Limited  
Barton Hall Business Park, Hardy Street,  
Eccles, Manchester, M30 7NB**

**[northernhealthcare.org.uk](http://northernhealthcare.org.uk)**