



 <p>GIG CYMRU NHS WALES Iechyd Cyhoeddus Cymru Public Health Wales</p>	<p>Name of Meeting People and Organisational Development Committee</p> <p>Date of Meeting 20 January 2026</p> <p>Agenda item: 7</p>
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Gender Pay Gap Report 2024-25	
Executive lead:	Neil Lewis, Director of People & OD
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Approval/Scrutiny route:	Business Executive Team 17 th December 2025 People & OD Committee 20 th January 2026
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Purpose
The purpose of this paper is to provide background information to accompany the Annual Equality and Workforce Report 2024-25 and provide a summary of the findings and background explanation to accompany PHW's Gender Pay Gap Report 2024-25.

Recommendation:				
APPROVE <input checked="" type="checkbox"/>	CONSIDER <input type="checkbox"/>	RECOMMEND <input type="checkbox"/>	ADOPT <input type="checkbox"/>	ASSURANCE <input type="checkbox"/>
The Committee is asked to: <ul style="list-style-type: none"> • Approve the Gender Pay Gap Report 2024-25. 				



Link to Public Health Wales [Strategic Plan](#)

Public Health Wales has an agreed strategic plan, which has identified seven strategic priorities and well-being objectives.

This report contributes to the following:

Strategic Priority/Well-being Objective	All Strategic Priorities/Well-being Objectives
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Summary impact analysis

Equality and Health Impact Assessment	No EHIA is required as this work specifically addresses identified inequalities and mitigating actions
Risk and Assurance	As a Public Body, we are legally obligated to publish information about our Gender Pay Gap. Failure to do this would link to risk number 727: There is a risk that Public Health Wales will not comply with its statutory and regulatory obligations to such a degree that it fails to achieve its strategic priorities.
Health and Social Care (Quality and Engagement) (Wales) Act	Clearly setting out the work undertaken and how this fits with our strategic priorities helps to make links between work programmes and provide a better quality of service.
Financial implications	There are no financial implications other than translation of the GPG report.
People implications	People implications include opportunities and development for the groups where inequalities have been identified to level the playing field.



1. Purpose / situation

The purpose of this paper is to:

- Provide a summary of the findings to accompany PHW's Gender Pay Gap Report 2024-25.

2. Background

2.1 Gender Pay Gap Report

In March 2017, the Gender Pay Gap Reporting Regulations came into force, requiring organisations with 250 or more employees to publish specific figures about their gender pay gap.

Although these regulations were enforceable for organisations in England, Public Health Wales, along with several other organisations in Wales, took the step to publish their Gender Pay Gap information to be open and transparent.

We have also published our Disability and Ethnicity Pay Gap Data for the past three years to show openness and transparency.

3. Description/Assessment

3.1 Gender Pay Gap Report

This year, we once again appointed an external consultancy firm, Incomes Data Research (IDR), to undertake a full equal pay audit, encompassing pay gap information for Gender, Disability and Ethnicity. This enables us to identify and understand issues at a more granular level.

As in previous years, we have produced two versions of our Pay Gap Report; a shorter version for publication which contains all of the data we are legally required to publish and a deeper dive into the issues which drive our Pay Gaps. The second is analysed and written by colleagues in Research, Data and Digital and will be available soon.

Key findings from the report are as follows, and explain the reasons for the increases:

Gender Pay Gap



- The mean Gender Pay Gap (the most used GPG figure) has decreased from 14.5% in 2024 to 13.6 % in 2025. The median gender pay gap has decreased from 17% to 15.5%.
- On 31 March 2025, women account for 72.5% of the workforce and outnumber men at all levels of the organisation, despite this, a significant gender pay gap (in favour of men) still occurs.
- Due to small changes in the composition of the workforce, the gender pay gap remains below levels seen prior to 2022.
- The gender gap is significantly smaller when medical and dental staff are excluded. This is because a relatively small number of highly paid men in medical roles have a disproportionate impact on the overall organisational gender pay gap figures.
- The primary cause of our gender pay gap is that whilst across most bands the gender pay gaps are either zero or very small, and in some cases even favour women, noticeable gaps appear at senior levels in bands 8 and 9.
- Band 9 has the largest proportion of men and is also the main pay band for consultants, whose salaries are higher than those for other senior roles at this level, resulting in the widest gender pay gap by band. This pattern reinforces the earlier point: the overall gender pay gap is not driven by unequal pay within bands, but by the higher concentration of men in the top part of the pay structure, particularly among medical and dental staff.

Ethnicity Pay Gap

- The overall mean ethnicity pay gap at Public Health Wales in 2025 is 2.2% compared to -2.5% in 2024. The median ethnicity pay gap has increased from 2.3% in 2024 to 5.2% in 2025. However, further analysis by ethnic group shows variations among different ethnic groups, with the widest gap between Black, Black Welsh and Black British ('Black') and White staff.

Disability Pay Gap

- The mean disability pay gap has increased to 7.7% in 2025 from 5.4% in 2024. The median disability pay gap has increased to 6.2% in 2025 from 2.3% in 2024. Disability declaration rates have increased; however, disabled staff remain concentrated in lower pay bands, with relatively few disabled staff higher up the hierarchy.

As in previous years, our Gender Pay Gap must be published before 31 March 2025 in line with the Gender Pay Gap Reporting Regulations.

The intention is to publish this Gender Pay Gap Report on our website, as well as the Government's Gender Pay Gap reporting portal.



4.1 Well-being of Future Generations (Wales) Act 2015

Hirdymor		Long Term	The report sets out work that has been undertaken, as well as work planned to continue in a sustained way in the future
Atal		Prevention	Taking action to address the Gender Pay Gap will prevent the gap from widening and help us to achieve fairer pay, structures and outcomes. By focusing on the work undertaken with various groups enables us to ensure equity of access to our services, thus preventing problems in future
Integreiddio		Integration	The work focuses on all the Well-being goals, in particular, a more equal Wales.
Cydweithio		Collaboration	There are examples given in the reports showing collaborative working between different parts of the organisation, our staff networks, and with other organisations.
Cynnwys		Involvement	The report explains in detail how it has involved diverse stakeholders and worked with them to further develop and inform people of our services.

4. Recommendation

The Committee is asked to:

- **Approve** the Gender Pay Gap Report 2024-25.