

GENDER PAY GAP REPORT 2025-2026

The Royal Hospital for Neuro-disability (RHN) takes its statutory reporting responsibilities seriously and is fully compliant with the reporting requirements.

Our review of the Gender Pay Gap sits within our broader Equality, Diversity and Inclusion Strategy, which the organisation is committed to and is a pivotal strategy within our organisation.

Overview

Our analysis is based on The RHN's relevant employees in post at 17 March 2026. Our gender balance on this date was:

- 529 women
- 244 men

		Female	Male	% Variance
The Mean Gender Pay	Mean	£20.61	£21.19	2.8%
The Median Hourly Rate	Median	£17.24	£15.57	(10.77%)

Ordinary Pay

The RHN follows an equitable approach to pay, with employees on spot salaries linked to defined pay scales for the role, or graded pay bands.

Bonus Pay

The RHN does not pay bonuses to any employees.

Gender Pay Gap Report

The RHN have reported a pay gap of 10.77% in favour of women in 2025/2026. We will continue to monitor the situation. This compares to 10.41% in 2024/2025.