

GENDER PAY GAP REPORT

2026



SWFT Clinical Services – Gender Pay Gap Report 2025

Snapshot date: 31 March 2025

Published: 30 March 2026

1. Introduction

SWFT Clinical Services Limited (SWFT CS) is a wholly owned subsidiary of South Warwickshire University NHS Foundation Trust and is proud to be part of the wider NHS family. We support clinical teams through the delivery of essential support services, including estates and facilities, pharmacy, and private patient care.

This report presents the Gender Pay Gap for SWFT CS, based on the statutory snapshot date of 31 March 2025, in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. It outlines the difference in average hourly earnings between men and women across the Company.

The Gender Pay Gap is different from equal pay. Equal pay concerns whether men and women are paid the same for work of equal value, whereas the gender pay gap reflects the distribution of men and women across different roles and pay levels within an organisation.

As this is the first year that SWFT CS is required to publish gender pay gap information, this report establishes a baseline against which future progress will be measured. Aligned with our People Strategy and Company values, we are committed to supporting colleagues throughout their careers by promoting development, progression and leadership opportunities, and by reinforcing a culture of fairness, equity and inclusion.

This report also explains how ordinary pay and bonus pay are defined for gender pay gap purposes and provides an overview of how men and women are represented across pay quartiles.

Our baseline analysis shows:

- a mean gender pay gap of 10.70%
- a median gender pay gap of 3.65%

This means that, on average, men earn £1.99 more per hour than women, and £0.50 more per hour at the midpoint of the pay distribution.

2. Workforce Composition and Gender Profile

Our workforce reflects the nature of the services delivered by SWFT CS and the wider NHS, with a concentration of roles in operational, clinical support, estates, facilities, pharmacy and corporate functions.

As at 31 March 2025, the eligible workforce comprised:

- 314 employees
 - 166 female (52.9%)
 - 148 male (47.1%)

This relatively balanced overall gender split provides important context for interpreting the gender pay gap figures, which are influenced not only by pay rates but also by the distribution of men and women across roles, grades and occupational groups.

3. Occupational and Role Distribution

While the overall gender split is balanced, there are differences in the types of roles occupied by men and women.

Female employees are more heavily represented in:

- Administrative and clerical roles
- Patient-facing support roles
- Pharmacy support and clinical support functions
- Roles that are more likely to be part-time or lower banded

Male employees are more prevalent in:

- Estates, facilities and engineering roles
- Technical, maintenance and manual roles
- Some senior specialist and managerial roles within operational and estates functions

These patterns reflect longstanding labour market trends within healthcare and estates-based services and do not indicate differences in pay for the same role.

4. Gender Pay Gap – Hourly Rates

Gender	Mean Hourly Rate (£)	Median Hourly Rate (£)
Male	18.62	13.63
Female	16.63	13.13
Difference (£)	1.99	0.50
Pay Gap (%)	10.70%	3.65%

The median gender pay gap compares the midpoint hourly rate of men and women and is less affected by very high or very low earners. The median gap of 3.65% indicates a relatively small difference at the centre of the pay distribution.

The mean gender pay gap is calculated by averaging all hourly pay rates and is more sensitive to the distribution of men and women in higher-paid roles. The mean gap of 10.70% indicates that men are more likely to be represented in higher-paid positions.

The difference between the mean and median pay gaps suggests that the overall gender pay gap is primarily driven by workforce composition and representation in higher-paid roles, rather than unequal pay for equivalent work.

5. Pay Quartile Distribution

Pay quartiles rank all employees by hourly rate of pay from lowest to highest and divide them into four equal-sized groups. This shows the proportion of male and female employees in each quartile.

In the lower and lower-middle pay quartiles, women make up a higher proportion of employees. In the upper-middle and upper pay quartiles, the gender split is more even, with a slightly higher representation of men in some quartiles.

Pay Quartile	Female (%)	Male (%)
Upper Quartile	50.68	49.32
Upper Middle Quartile	45.21	54.79
Lower Middle Quartile	62.50	37.50
Lower Quartile	55.56	44.44

This distribution reinforces that the gender pay gap is driven by representation across roles and grades. Men and women undertaking the same roles at the same grade are paid equally in line with NHS Agenda for Change and local pay arrangements.

6. Bonus Pay

Bonus Scheme Overview

SWFT CS operates a discretionary, non-contractual bonus scheme. Eligibility is dependent on overall company performance and requires colleagues to have completed all statutory and mandatory training, an annual performance appraisal, and their performance objectives satisfactorily.

During the reporting period, 40.2% of staff employed on Company Terms and Conditions received a bonus, demonstrating broad access among those who meet the criteria. As bonus payments apply exclusively to colleagues on SWFT CS Terms and Conditions, this percentage reflects only the eligible group rather than the whole workforce. Staff on NHS Agenda for Change contracts are not included, as they are not eligible for bonus payments.

Bonus Gender Pay Gap

The median bonus gender pay gap of 3.91% indicates that typical bonus values for men and women are broadly comparable. The higher mean gap of 26.11% is driven by a small number of higher value bonus awards rather than unequal access or inequity in bonus distribution.

Governance and Eligibility

All bonus awards are determined through a robust, criteria based process overseen annually by a Remuneration Committee, which agrees the total bonus value, in line with the Company's financial performance. Staff are eligible for a bonus only when:

- Agreed objectives have been achieved
- An end-of-year performance review has been completed
- All statutory and mandatory training is up to date
- For managers: all assigned staff appraisals have been completed

These gender-neutral requirements ensure bonuses are awarded on the basis of performance, compliance, and contribution.

Impact of Organisational Structure

Certain senior roles, including directorships, attract higher bonus levels but remain subject to the same eligibility processes. As men are currently proportionally more represented in these senior positions, this influences the mean bonus gap. This reflects the distribution of roles within the Company, rather than any inequity in how bonuses are awarded.

7. How We Are Making a Difference

SWFT CS is committed to reducing the gender pay gap by strengthening fairness, transparency and consistency across pay, reward and development. We are reviewing our policies and assessing the impact of our multi-contractual workforce to identify and address structural barriers that may affect long-term organisational performance.

A key priority is embedding modern, flexible and inclusive working practices. We are expanding access to flexible working, increasing the visibility of development opportunities and ensuring equality and inclusion are integrated into everyday people practices.

We recognise that flexibility, autonomy and inclusive career pathways are central to attracting and retaining today's workforce. By aligning with these expectations, we aim to improve retention, broaden our talent pipeline and make better use of skills across the Company.

Together, these actions establish a stronger foundation for equity and are expected to support continued progress in narrowing the gender pay gap. We will monitor impact through future reporting and remain focused on positioning SWFT CS as a modern employer of choice with a capable, diverse and resilient workforce.

8. Declaration

I confirm that the information contained in this report is accurate and has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Name: Renchu Hesketh

Role: Chief Executive Officer

Date: 09/03/2026