



GREAT ORMOND STREET

HOSPITAL CHARITY

GOSH Charity Gender Pay Gap Report 2025

Introduction:

Our Gender Pay Gap results cover the 2025-26 reporting period, with a snapshot date of the 5th April 2025. As of this date, GOSH Charity had 275 employees, and our gender balance was:

216 females (79%)

59 males (21%)

From 2024 to 2025, our mean gender pay gap has decreased from 15.4% to 11.2%, while the median gender pay gap has decreased from 14.3% to 12%. We remain firmly committed to closing the gap further through our Equity, Diversity & Inclusion (EDI) and People Strategy efforts. It is worth noting that minor shifts in headcount can significantly affect results due to our relatively small size.

Gender Pay Gap 2025

Our gender pay gap data remains an important measure in our workforce and will continue to inform our priorities as we continue to implement our current EDI Strategy.

A Note on Gender Identity

In alignment with requirements for gender pay gap reporting, gender is reported in a binary way. We use HMRC payroll records in the binary of 'female' and 'male'. For this report, we have used the terms 'females' and 'males' though we recognise that for some, these terms are a declaration of legal sex rather than gender identity.

What is the difference for Mean and Median?

It is good practice to track both mean and median gaps in order to get a fuller understanding:

- The mean is the average of all salaries and can be skewed by a small number of high or low earners
- The median is the middle salary and shows the middle value of the distribution, it is therefore less affected by outliers, making it a more stable indicator of typical pay.

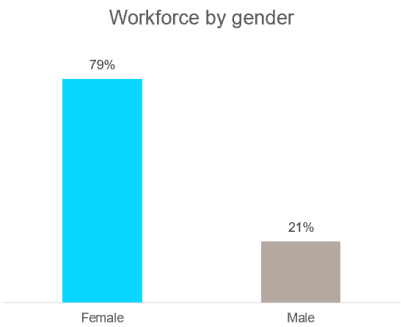
Key points:

- In 2025 the mean gender pay gap decreased from 15.4% (in 2024) to 11.2%
- In 2025 the median gender pay gap decreased from 14.3% (in 2024) to 12%
- The gap is mostly driven by the overrepresentation of males in our upper quartile, combined with the fact that females are represented on both the lower and upper spectrum of the upper quartile, whilst males are concentrated in the most highly paid roles. 40% of males are concentrated in the upper quartile compared with 20% of females, combined with a low concentration of male in lower quartiles.
- Compared to the previous year there has been a slight increase in female representation across lower middle, upper middle and upper quartile while there was a slight decrease in female representation in the lower quartile which overall is positive
- A focus on achieving a balanced gender representation across all pay quartiles remains key.

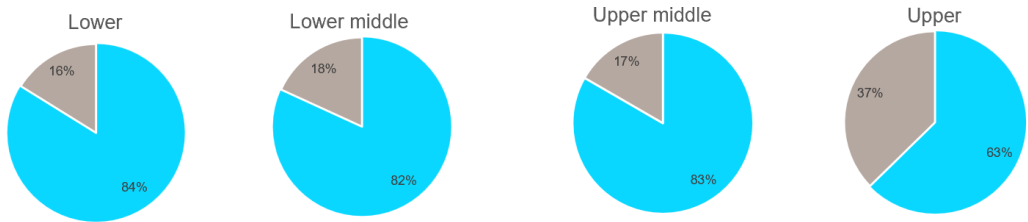
Gender pay gap data 2025

Mean Gender Pay Gap
11.2%

Median Gender Pay Gap
12%



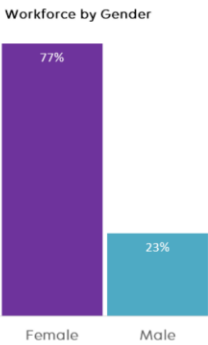
Gender diversity in each quartile



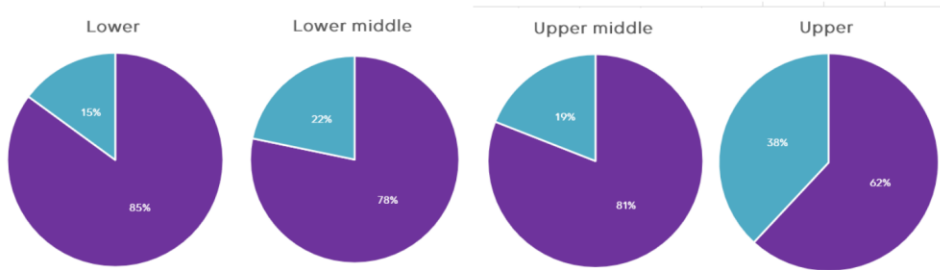
Gender Pay Gap Data 2024

Mean Gender Pay Gap
15.4%

Median Gender Pay Gap
14.3%



Gender Diversity in Each Quartile:



These improvements bring us closer to our previous levels and reflect some of the deliberate changes we’ve made across our recruitment and pay practices. However, we know the work is not done.

Bonuses

Last year we decided that we would no longer include the employee recognition (ABCD scheme) under Bonuses for gender pay gap reporting given that this does not provide meaningful or impactful data. We did, however, commit to continue to share this information internally with colleagues. We include an overview below:

GOSH Charity does not offer traditional bonuses, but recognition is provided through ABCD awards and long service vouchers. In 2025, 199 awards were made: 82% to females and 18% to males. The mean bonus gap is -15.1% (i.e. in favour of females), and the median remains 0%.

Closing the Gender Pay Gap

Over the past year, we:

- Adopted a new Applicant Tracking System (Pinpoint) with anonymised applications and scorecards
- Launched our new EDI Strategy
- Engaged with Staff Networks including Women's Network engagement
- Introduced fixed salaries for each role aligned with industry benchmarks
- Launched an early careers pilot programme: aiming to bring people with a diverse background into the Charity sector
- Promoted diverse shortlisting practices

Our commitment

Our 2025 Gender Pay Gap report indicates that we must continue our work in ensuring all candidates and colleagues at the Charity have equal opportunities to succeed, thus increasing representation of diverse talent across all grades and pay quartiles.

We will continue to work on delivering our EDI Strategy in particular our strategic priority one, which refers to continuing to create a diverse and

inclusive environment at GOSH Charity. As such we will be working to improve further our gender and ethnicity pay gaps.

Based on our EDI strategy this means:

- Taking an equity approach to reviewing our talent attraction, progression, and retention processes: recruitment based on skills (appointments made selecting the best person for the role) and strive to remove barriers that may limit access to higher paid roles.
- Providing people managers with the support and guidance they need to embed EDI at a local level and in their ways of working.
- Cultivate an environment of respectful challenge, where people feel safe to speak up, and know they will be heard, valued, and respected

Next Steps

Over the coming year, we aim to:

Deepen engagement with staff networks including Women Staff Network

- Continue embedding anonymised, skills-based recruitment whilst exploring competency-based recruitment
- Enhance HR systems for more granular pay data analysis and progression within the Charity
- The Gender Pay gap and Ethnicity Pay gap reports will play an important role in informing our EDI metrics for next financial year
- Continue to undertake Equality Impact Assessments to assess the impact of pay decisions
- Continuing to benchmark our salaries every two years

Equal Pay

GOSH Charity is an equal-pay employer, and we are confident that our gender pay gap is not a result of unequal pay between males and females for the same work or work of similar nature. Pay gaps result from structural representation, not unequal pay for the same roles.

Declaration

I can confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and is accurate at the time of publication.

Tamsin Giles

A handwritten signature in dark ink, appearing to read 'T. Giles.' The signature is written in a cursive, flowing style.

Deputy Director of People & Culture