

Ethnicity Pay Gap Report (March 2025)

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Introduction

Submitting Ethnicity Pay Gap data or producing a report is not a statutory requirement in the same way as the Gender Gap reporting.

As part of the Trust's ongoing commitment to inclusion we have created this report to ascertain if there is a difference between the average pay for our colleague's dependant on ethnicity for the first time.

The data in this report is based on a snapshot taken on 31st March 2024. Throughout this report, when data is labelled "2025" this refers to the year of publishing our pay gap report (so the data is from 2024).

The pay gap is different from equal pay. Equal pay is covered by the Equality Act 2010, and requires all employers to pay the same for work of equal value

Executive summary

Due to the recording of ethnicity status not being mandated on ESR, there will be colleagues missing from the data due to the Trust having 3.56% of staff not having an ethnicity recorded on ESR¹, Our Workforce Race Equality Standard (WRES) report details at which bandings and staff groups this unknown data is more prevalent.

This Ethnicity Pay Gap Report contains a number of elements:

- Mean ethnicity pay gap
- Median ethnicity pay gap
- Quartile distribution
- Bonus pay gap
- Source of pay gap

The pay gap based on the median average is the most reliable and widely used measure of pay equity. When the pay gap is measured using the mean average, this allows "outliers" at either end to distort the measure.

¹ Workforce Race Equality Standards (WRES) Report 2024
<https://www.torbayandsouthdevon.nhs.uk/uploads/wres-annual-report-2024.pdf>

Hourly rate pay gap

The below is expressed relative to the earnings of White staff members

BME hourly rate is	
12.25% HIGHER (mean)	12.21% HIGHER (median)
Unknown ethnicity hourly rate is	
3.78% HIGHER (mean)	7.40% HIGHER (median)

The above data shows that both the mean and median hourly rate is higher for both BME and staff with an unknown ethnicity when compared to White staff.

Ethnicity groupings

The below pay gaps are expressed relative to the earnings of White British staff members, a negative number means that the average earnings of that ethnic grouping are higher than White British staff

Ethnic origin grouping summary	Mean Hourly Rate	Median Hourly Rate	Median Pay Gap %
White	£19.64	£17.02	
BME	£22.04	£19.10	-12.21%
Unknown	£20.38	£18.28	-7.40%

Ethnic origin grouping	Mean Hourly Rate	Median Hourly Rate	Median Pay Gap %
White British	£19.42	£16.52	
White Other	£21.53	£18.10	-9.56%
Asian or Asian British	£21.98	£19.10	-15.62%
Black or Black British	£21.15	£18.73	-13.46%
Mixed or Multiple ethnic groups	£21.62	£17.44	-5.59%
Other ethnic group	£24.93	£20.52	-24.23%
Unknown	£20.38	£18.28	-10.67%

As we can see from the above all other ethnic groupings have higher mean and median hourly rates compared to White British staff. Those in the other ethnic groupings have the highest average hourly rate.

Quartiles

Pay quartiles		
How many ethnicities are in each quarter of the employer's payroll.		
Top quartile		
88.93% White	9.09% BME	1.98% Unknown
Upper middle quartile		
83.51% White	13.52% BME	2.97% Unknown
Lower middle quartile		
89.05% White	9.08% BME	1.87% Unknown
Lower quartile		
94.83% White	3.64% BME	1.52% Unknown

Bonus Pay

BME bonus pay is		
28.14% LOWER (mean)	0.00% LOWER (median)	
Unknown ethnicity bonus pay is		
27.95% LOWER (mean)	2.50% LOWER (median)	
Who receives bonus pay		
1.12% of White staff	1.19% of BME staff	0.60% of unknown staff

Please note that due to the small numbers of unknown staff receiving bonus pay, these figures should be interpreted with caution.

Source of pay gap

As we know from our Gender Pay Gap reporting, pay gaps are largely driven by medical and dental pay, below is the difference in pay gaps when we separate into AfC and Medical and Dental staffing

Mean hourly rate and pay gap AfC/Medical and Dental

Mean	AfC hourly rate	AfC pay gap	Medical and Dental hourly rate	Medical and Dental pay gap
White	£17.69		£47.15	
BME	£18.25	-3.16%	£39.34	16.57%
Unknown	£18.67	-5.51%	£42.64	9.56%

Median hourly rate and pay gap AfC/Medical and Dental

Median	AfC hourly rate	AfC pay gap	Medical and Dental hourly rate	Medical and Dental pay gap
White	£15.67		£50.60	
BME	£18.10	-15.54%	£34.10	32.61%
Unknown	£17.86	-13.96	£34.10	32.61%

We can see that for both the mean and the median average for AfC staff, both BME and staff with an unknown ethnic origin have a higher hourly rate than White staff. When we look at medical and dental staff this pay gap is reversed and both the mean and median hourly rates are higher for White staff.

Closing the Ethnicity pay gap and Action Planning

As a Trust, we welcome the introduction of ethnicity pay gap reporting and are fully supportive of equality of opportunity within our workforce. We recognise that this data tells us that there is further work to be undertaken to achieve that equality of opportunity.

As this is our first year of reporting, next year we will be able to begin a year-on-year comparison.

Further analysis looking into the impact of factors such as location, time in post, specific role, and other protected characteristics etc, especially at bandings where the pay gap is highest would help provide a more targeted approach for the Trust to reduce the pay gap between all colleagues.

We aim to engage with our global majority colleagues in medical and dental to identify and understand any barriers they face, enabling us to provide effective support.