

# Ethnicity Pay Gap Report (March 2026)

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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 second year.

The data in this report is based on a snapshot taken on 31st March 2025. Throughout this report, when data is labelled "2026" this refers to the year of publishing our pay gap report (so the data is from 2025).

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 2.08% of staff not having an ethnicity recorded on ESR<sup>1</sup>. Our Workforce Race Equality Standard (WRES) report details at which bandings and staff groups this unknown data is more prevalent. We are pleased that our data is better than the national benchmarking (4.3% unknown as of 2025 reporting<sup>2</sup>) which allows us clarity over existing pay gaps and actions to eliminate them

This Ethnicity Pay Gap Report contains a number of elements:

- Mean ethnicity pay gap
- Median ethnicity pay gap
- Quartile distribution
- Bonus pay gap
- Comparison to previous year
- 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.

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<https://www.torbayandsouthdevon.nhs.uk/uploads/wres-annual-report-2025.pdf>

<sup>2</sup> <sup>[1]</sup> <https://www.england.nhs.uk/publication/nhs-workforce-race-equality-standard-2024-data-analysis-report-for-nhs-trusts/>

## Hourly rate pay gap

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

BME hourly rate is	
<b>13.86% HIGHER</b> (mean)	<b>9.15% HIGHER</b> (median)
Unknown ethnicity hourly rate is	
<b>1.84% LOWER</b> (mean)	<b>2.69% HIGHER</b> (median)

The above data shows that both the mean and median hourly rate is higher for BME staff when compared to White staff. Staff whose ethnicity is recorded as 'Not Known' have a slightly lower mean hourly rate but a slightly higher median hourly rate 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	£21.13	£18.18	
BME	£24.06	£19.84	<b>-9.15%</b>
Unknown	£20.74	£18.67	<b>-2.69%</b>

Ethnic origin grouping	Mean Hourly Rate	Median Hourly Rate	Median Pay Gap %
White British	£20.89	£17.79	
White Other	£23.45	£19.09	<b>-7.36%</b>
Asian or Asian British	£24.24	£19.87	<b>-11.74%</b>
Black or Black British	£22.06	£20.40	<b>-14.68%</b>
Mixed or Multiple ethnic groups	£24.07	£18.66	<b>-4.91%</b>
Other ethnic group	£26.29	£19.33	<b>-8.67%</b>
Unknown	£20.74	£18.67	<b>-4.96%</b>

The table above shows the average and median hourly pay by ethnic origin groups. Median pay is highest for Black or Black British staff (£20.40) and lowest for White British staff (£17.79)

## Quartiles

Pay quartiles		
How many ethnicities are in each quarter of the employer's payroll.		
Top quartile		
<b>84.06%</b> White	<b>16.23%</b> BME	<b>2.29%</b> Unknown
Upper middle quartile		
<b>83.06%</b> White	<b>17.55%</b> BME	<b>2.36%</b> Unknown
Lower middle quartile		
<b>85.48%</b> White	<b>14.04%</b> BME	<b>2.52%</b> Unknown
Lower quartile		

<b>92.71% White</b>	<b>5.17% BME</b>	<b>2.13% Unknown</b>
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### Bonus Pay

BME bonus pay is		
<b>18.20% HIGHER (mean)</b>	<b>31.75% HIGHER (median)</b>	
Unknown ethnicity bonus pay is		
<b>14.37% LOWER (mean)</b>	<b>43.50% HIGHER (median)</b>	
Who receives bonus pay		
<b>10.94% of White staff</b>	<b>16.78% of BME staff</b>	<b>9.69% of unknown staff</b>

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

### Comparison with previous year

The ethnicity pay gap figures for 2025 have been revised following the identification of inaccuracies in the underlying data. Updated calculations have been applied to ensure consistency and accuracy in the 2026 analysis.

#### Mean average for hourly rate of pay

	2025	2026	% change
BME	£22.06	£24.06	9.07%
White	£19.73	£21.13	7.10%
Unknown	£18.27	£20.74	13.52%

#### Median average for hourly rate of pay

	2025	2026	% change
BME	£18.57	£19.84	6.84%
White	£16.30	£18.18	11.53%
Unknown	£16.14	£18.67	15.68%

Between 2025 and 2026, mean and median hourly pay increased across all ethnic groups. While mean pay growth was higher for BME staff (9.07%) compared to White staff (7.10%), median pay growth was higher for White staff (11.53%) than for BME staff (6.84%)

### Quartiles

Quartile	% change from 2025		
	White	BME	Unknown
Top	-1.43%	1.64%	-0.53%
Upper middle	2.83%	-1.39%	-1.41%
Lower middle	0.40%	1.96%	-1.56%
Lower	0.48%	0.20%	-0.71%

**Pay gap differences - mean**

	2025	2026	% change
BME	-11.80%	-13.86%	-2.06%
Unknown	7.39%	1.84%	-5.55

**Pay gap differences - median**

	2025	2026	% change
BME	-13.87%	-9.15%	4.72
Unknown	1.02%	-2.69%	-3.71

The data shows that BME staff earn more on average and at the median than White staff in both 2025 and 2026. The mean gap widened slightly in 2026 while median gap narrowed. For staff with The 'Unknown' ethnicity category shows notable year-on-year movement in both mean and median pay gaps. This volatility reflects changes in data completeness and workforce composition rather than pay outcomes. Due to the unstable nature of this category, it is not used to draw conclusions about pay inequality.

**Source of pay gap  
Excluding consultants**

As we know from our Gender Pay Gap reporting, pay gaps are largely driven by consultant pay, below is a comparison of the pay gap when we remove consultants from the analysis

<b>TSDFT Excluding consultants</b>				
	Hourly rate average		Mean pay gap %	
	Mean average	Median average	Mean pay gap %	Median pay gap %
White	£19.34	£17.37		
BME	£21.21	£19.34	-9.67%	-11.34%
Unknown	£19.30	£18.46	0.21%	-6.28%

When consultant roles are excluded, the ethnicity pay gap narrows, particularly at the mean level, confirming that senior medical roles significantly influence the figures.

**AfC banding**

As with previous years reporting we have examined the pay gap by AfC banding, due to some of the small numbers of staff in each banding, particularly at both ends of the spectrum, please see below staff numbers for context:

	White	%	BME	%	Unknown	%	Total
Band 1	5	100.00%	0	0.00%	0	0.00%	5
Band 2	956	93.27%	62	6.05%	7	0.68%	1025
Band 3	1312	88.95%	111	7.53%	52	3.53%	1475
Band 4	540	94.90%	13	2.28%	16	2.81%	569

Band 5	903	71.05%	329	25.89%	39	3.07%	1271
Band 6	1154	90.58%	98	7.69%	22	1.73%	1274
Band 7	618	94.35%	30	4.58%	7	1.07%	655
Band 8a	171	94.48%	7	3.87%	3	1.66%	181
Band 8b	73	97.33%	1	1.33%	1	1.33%	75
Band 8c	40	97.56%	0	0.00%	1	2.44%	41
Band 8d	13	92.86%	1	7.14%	0	0.00%	14
Band 9	15	100.00%	0	0.00%	0	0.00%	15
<b>Total</b>	<b>5800</b>	<b>87.88%</b>	<b>652</b>	<b>9.88%</b>	<b>148</b>	<b>2.24%</b>	<b>6600</b>

## Closing the Ethnicity pay gap and Action Planning

Ethnicity Pay Gap reporting remains more complex in nature than Gender Pay Gap reporting for a number of reasons. Gender is mandated on ESR, which means we have overall data which reflects the workforce, whereas we have a much lower sharing rate on ethnicity on ESR which makes the data less reliable. Overall, we can see some positive trends in our data, but there remains a concern around representation at senior management and leadership roles.

The reporting is also complex as the median pay gap does not reflect the full story, it is clear from looking at data from a banding level that you can begin to see where the issue around lack of representation lies. Band 4 is a supervisor level role, Band 7 is a first step management role and Band 8a and above are leadership positions. Viewing the data from the perspective of leadership and management at banding levels allows us to action plan more effectively. Currently at Band 8a and above there are only 9 individuals who identified as being from a BME background across the organisation, representing a much smaller percentage of our overall workforce numbers for people from similar backgrounds.

It is proposed that our action planning must include leadership opportunities and support for people from a BME background at leadership levels and an understanding of barriers which are getting in the way of progress.