

## Ethnicity Pay Gap Report 2024

### 1.0 Introduction

This report is to explore the ethnicity pay gap across PAHT. Understanding our ethnicity pay gap will inform all areas of policy and practice as we continue to work towards an inclusive culture where differences are valued.

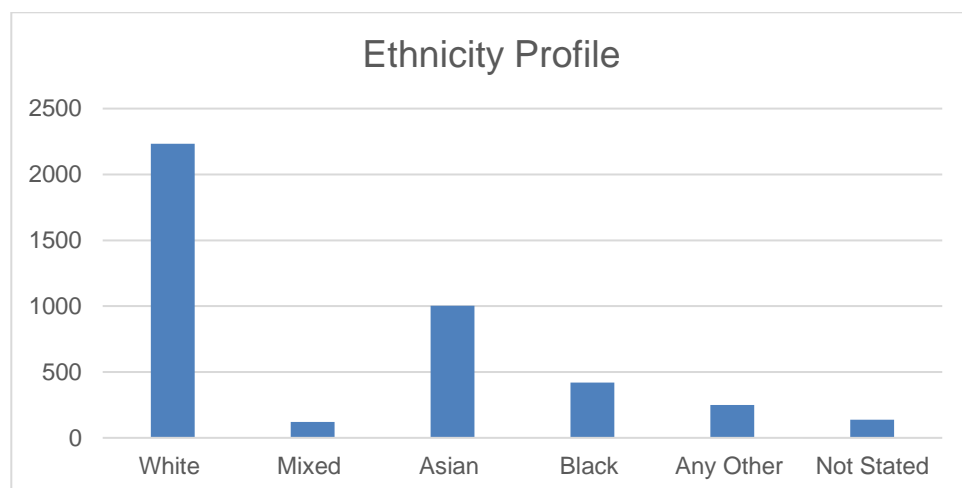
The mean and median report is shown as a snapshot at 31<sup>st</sup> March 2024. Staff who have received reduced pay because of absence has been excluded from the national reporting.

### 2.0 Background and Context

In 2018 the UK Government consulted on mandatory ethnicity pay gap reporting. The NHSE EDI Improvement Plan requires us to implement an improvement plan to close the pay gaps. In the absence of legislation, it is good practice for PAHT to complete ethnicity pay gap reports as part of our approach to improve inclusion and tackle inequality in the workplace.

### 3.0 2024 Ethnicity Profile

The below chart shows the ethnicity profile for all staff employed at PAHT. This represents 1794 BME staff representing 43% of the workforce, 137 not stated representing 3% of the workforce and 2232 white representing 54% of the workforce.



#### 4.0 Mean and Median Basic Pay by Ethnicity

The mean ethnicity pay gap between BME and white staff is -14.52% in favour of BME staff and median pay gap is -20.97% in favour of BME.

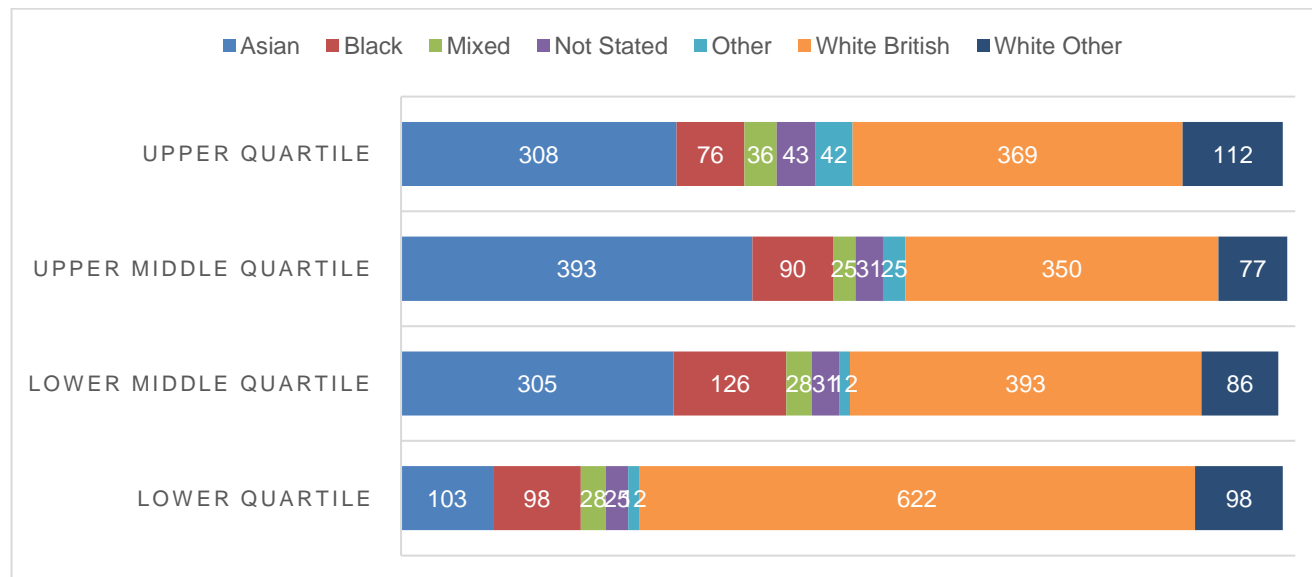
Ethnicity	Mean Hourly Rate	Median Hourly Rate
BME	£23.76	£20.12
Not Known	£24.71	£20.29
White	£20.31	£16.64
% Diff White - BME	-14.54	-20.93
% Diff White - Not Known	-21.63	-21.96

The table shows that, information on the mean and median hourly rate is in favour for all listed against white British.

Ethnic Origin	Mean Hourly Rate	Median Hourly Rate
Asian	24.01	21.13
Black	19.80	17.39
Mixed	23.05	19.14
Not Stated	24.71	20.30
Other	29.31	24.43
White British	19.77	16.07
White Other	22.84	19.00
% Diff White British - White Other	-15.52	-18.23
% Diff White British - Asian	-21.45	-31.49
% Diff White British - Black	-0.15	-8.21
% Diff White British - Mixed	-16.59	-19.10
% Diff White British - Other	-48.25	-52.02
% Diff White British - Not Stated	-24.99	-26.32

## 5.0 Pay distribution by ethnicity

The chart below shows the proportion of ethnic staff in each quartile. Employees are allocated into each quartile based on their hourly rate of pay. Lower quartile is our lowest pay quartile and upper quartile is our highest pay quartile as per the requirement



Job roles included in each quartile are as follows:

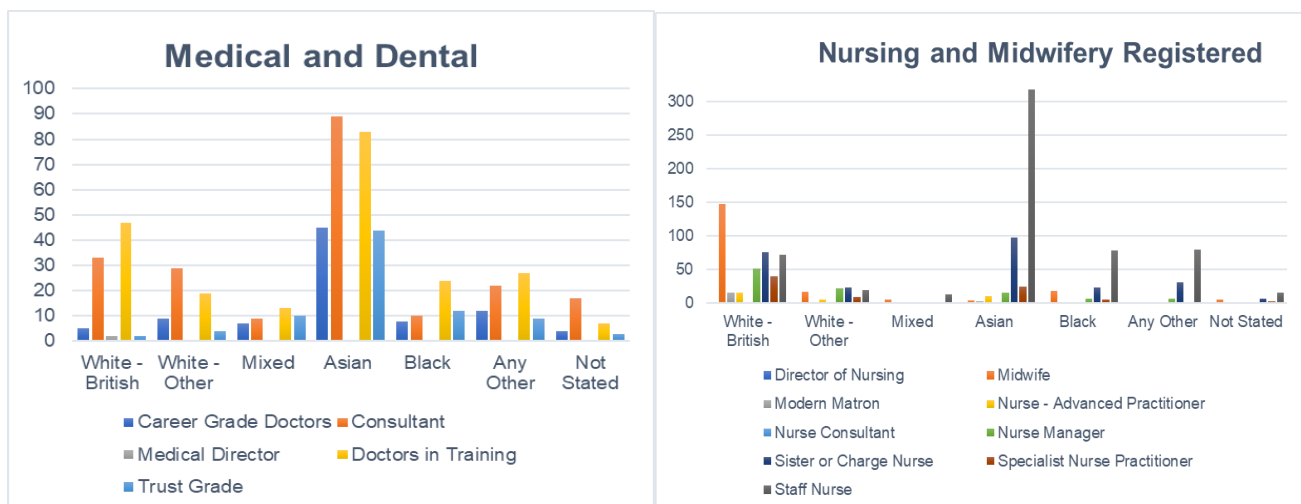
Lower quartile – roles include domestics porters, HCA and clerical staff

Lower middle quartile – roles included staff nurse

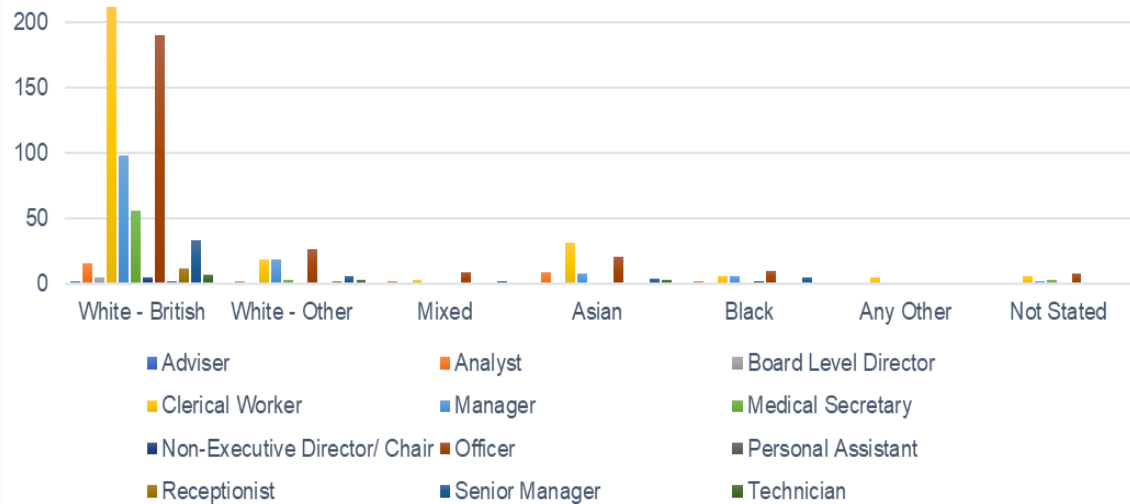
Upper middle quartile – roles include manager, F1, F2 doctors and specialists

Upper quartile – consultants, senior managers, heads of service and directors

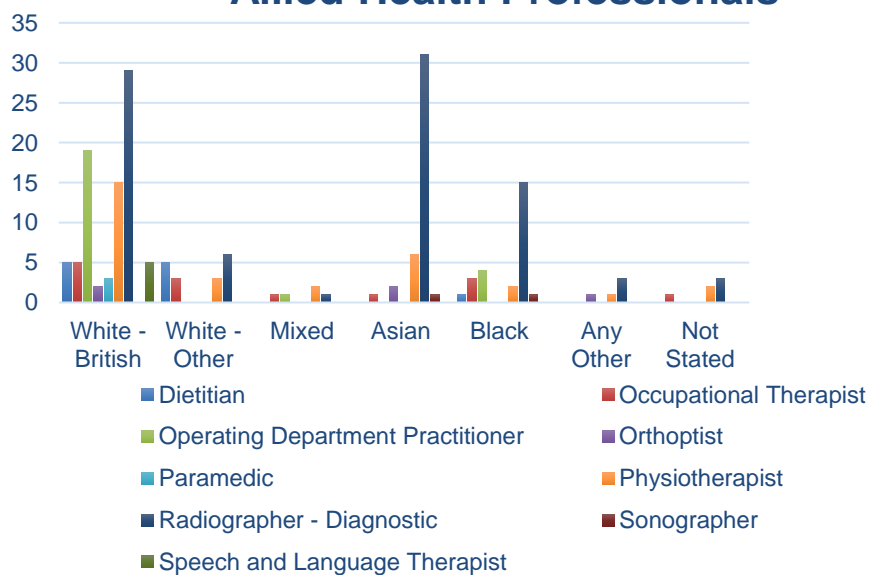
The below charts show a breakdown of ethnicity for the following staff group and job roles:

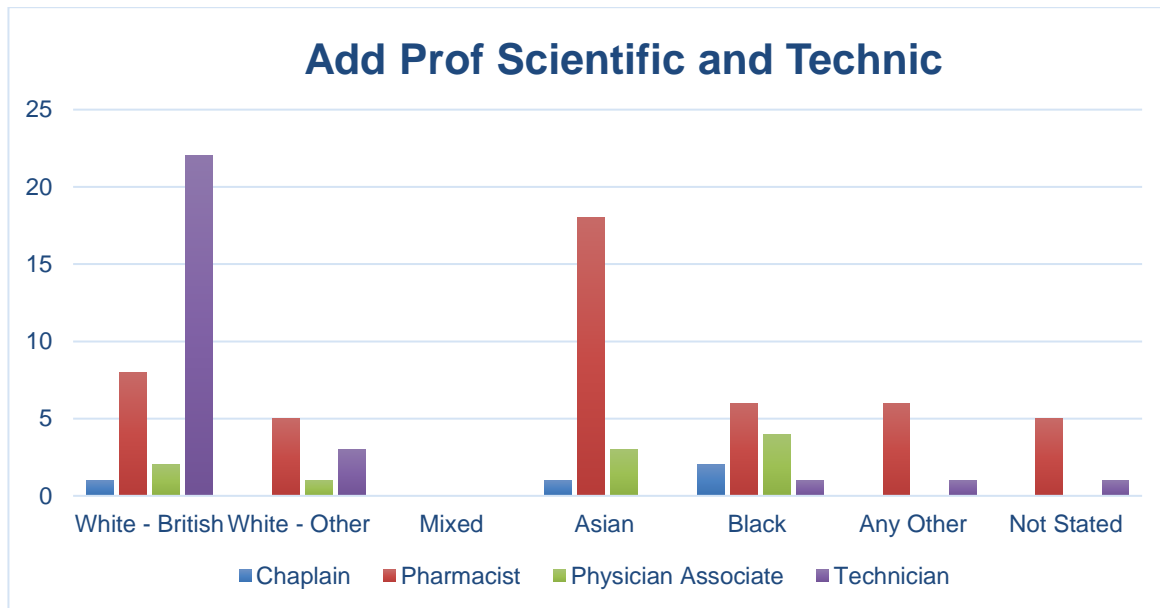


## Administrative and Clerical



## Allied Health Professionals





## 6.0 Mean and median bonus pay by ethnicity

The below charts show the proportion of staff by ethnicity who received a bonus during the reporting period. For the purposes of this report, bonuses are exclusively made up of local and national consultant clinical excellence awards, discretionary points and welcome bonus payments for international nurses. Chart 1 show that more Asian staff receive welcome bonuses than all the other ethnicity due to the focused international recruitment campaign from India. Chart 2 show that more Asian staff receive CEA payments than all other ethnicities followed by white British.

Chart 1

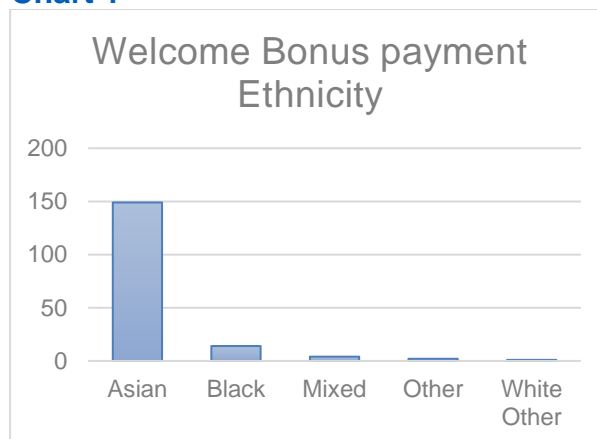
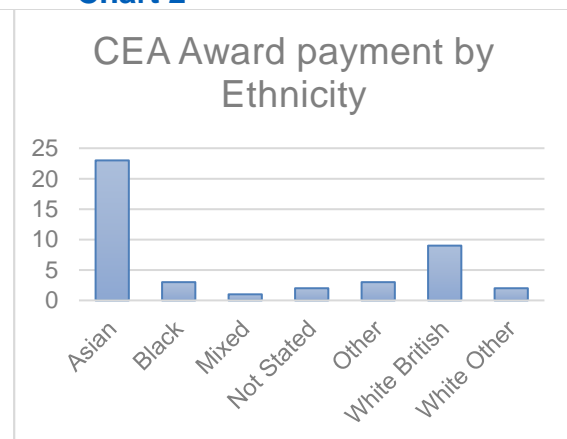


Chart 2



### Next Steps

Submission of this report is an action from the Workforce Race Equality Standards (WRES) Report in 2023 which should align with the Trust's EDI strategy.

## Appendix 1

### Mean/Median Ethnic Pay Gap % calculation

This is calculated as follows from the national electronic staff record (ESR) guidance and report framework. For example, % difference White – BME is £23.26-£20.31= £2.95. use the answer divided by the lower mean hourly rate to get the percentage = £2.95/£20.31 \* 100 = 14.52%

## Appendix 2

This is presented for information and highlights the number of staff, within each ethnicity group by pay band

Band/Grade	BME	White	Not Stated	Grand Total
Band 1	2	10	2	14
Band 2	133	429	23	585
Band 3	173	412	15	600
Band 4	68	241	5	314
Band 5	541	199	18	758
Band 6	243	299	17	559
Band 7	126	271	15	412
Band 8 - Range A	55	129	5	189
Band 8 - Range B	15	39	4	58
Band 8 - Range C	5	19	1	25
Band 8 - Range D	3	15		18
Band 9	2	7		9
VSM	1	8	0	9
NED	3	5	1	9
Medical & Dental	424	149	31	604
<b>Grand Total</b>	<b>1794</b>	<b>2232</b>	<b>137</b>	<b>4163</b>

## Appendix 3

### Definitions

- **Mean ethnicity pay gap** – the difference between the mean (average hourly earnings, excluding overtime) of relevant employees from different ethnic backgrounds
- **Median ethnicity pay gap** – the difference between the median (the difference between the midpoints of hourly rates of earnings, excluding overtime) of relevant employees from different ethnic backgrounds
- **Mean bonus gap** – the difference between the mean bonus paid to staff from different ethnic backgrounds (bonus pay exclusively made up of local and national consultant clinical excellence awards, discretionary points and the welcome bonus for our international Nurses)

- **Pay distribution by ethnicity** – the proportion of relevant employees in the lower, lower middle, upper middle and upper quartile pay bands by ethnicity