

Ethnicity Pay Gap Report Period– 31st March 2024

Publication March 2025

**NHS Greater Manchester**

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| **MEETING:** | | People and Culture Sub Committee |
| **TITLE OF REPORT:** | | Ethnicity Pay Gap report |
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| **WHICH GROUP HAS PRODUCED THIS PAPER (IF APPLICABLE):** | | n/a |
| **PRESENTED BY:** | | Antemeka Cobham-Wilson Race Equality Lead |
| **PURPOSE OF PAPER:**  **Decision Requested:**  **For Discussion:**  **For Noting/Information:**  **Financial Implication:** | **Yes  No**  **Yes  No**  **Yes  No**  **Yes  No** | |

**Purpose OF REPORT:**

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At NHS GM, addressing the Ethnicity Pay Gap (EPG) is not simply about delivering the high-impact actions outlined in the NHS Equality, Diversity, and Inclusion (EDI) Improvement Plan Tackling racial inequalities within our workforce is essential for building a fairer, more inclusive organisation and fostering trust with our colleagues and the communities we serve.

This year’s Ethnicity Pay Gap report provides a detailed snapshot of pay disparities across our workforce as of March 31, 202**4**. However, to fully understand and address these disparities, this report must be read alongside other key data sources, including the Workforce Race Equality Standard (WRES) and the staff survey results. These complementary insights allow us to take a more holistic approach, identifying systemic barriers and prioritising actions that create meaningful change.

**Key Findings**

This year’s report highlights widening pay disparities that demand urgent and sustained action:

* The Mean Hourly Pay Gap for Black staff has widened, increasing from £4.02 in 2023 to £6.67 in 2024.
* The Median Hourly Pay Gap shows that Asian staff earn £1.92 less per hour than White British staff, while Black staff earn £6.34 less, an increase of £5.24 compared to the previous year.

Ethnic minority colleagues make up 17.5% of the NHS GM workforces, however they occupy:

* 15% of the upper hourly pay quarter (highest paid jobs) - down 1% since 2023
* 15% of the upper middle hourly pay quarter – down 3% from 2023
* 20% of the lower middle hourly pay quarter – up 4% from 2023
* 19% of the lower hourly pay quarter (lowest paid jobs) – same as 2023

These findings identify significant challenges, particularly the underrepresentation of ethnic minority colleagues, especially Black, Black British, Caribbean, and African staff in senior leadership roles. This lack of representation at higher levels continues to drive the pay gap.

**Why This Matters**

Addressing these disparities is fundamental to creating an inclusive culture where all colleagues can thrive. With Black, Asian, Minority, Ethnic (BAME) communities making up 28.7% of Greater Manchester’s population, the current underrepresentation of ethnic minority staff in leadership positions highlights the need for sustained action.

The Ethnicity Pay Gap data, when combined with the insights from the WRES and staff survey, helps us understand the broader context, including:

* The impact of workplace culture on recruitment, retention, and career progression.
* Barriers to development and advancement for ethnic minority colleagues.
* The lived experiences of our workforce, enabling us to focus on areas that matter most to our staff.

**A Call to Action**

To address these issues effectively, we must adopt a comprehensive approach that includes:

1. **Enhanced Workforce Insights**: Leveraging the combined findings of the Ethnicity Pay Gap report, WRES, and staff survey to develop targeted and impactful actions.
2. **Revisiting and Accelerating the 12-Point Talent Plan**: This plan provides a roadmap for addressing disparities in recruitment, retention, and progression, particularly for Black colleagues.
3. **Strengthening Progression Pathways**: Identifying and removing structural barriers to leadership roles for ethnic minority colleagues.
4. **Embedding Accountability and Transparency**: Setting clear, measurable targets and ensuring ongoing monitoring to drive sustainable progress.

This report is part of our broader effort to embed equity, inclusion, and antiracism across all aspects of NHS GM. Guided by the North-West Black, Asian, and Minority Ethnic Assembly’s Anti-racist Framework, the EDI Improvement Plan, and a commitment to act on the insights provided by our workforce data, we are dedicated to fostering a workplace where fairness, representation, and opportunity are the norm.

#### Mean Ethnicity Pay Gap in Hourly Pay

The difference between the mean\* hourly rate of pay of staff who have declared their ethnicity as White or BAME, where hourly pay includes basic pay, bonuses, and allowances average pay for all male and female employees.

#### Median Ethnicity Pay Gap in Hourly Pay

The difference between the median hourly rate of staff who have declared their ethnicity as White or BAME middle rate of pay (when listed in order

#### Mean Ethnicity Pay Gap in Bonus Pay

The difference between the mean\* bonus paid to staff who have declared their ethnicity as White or BAME where bonus refers to a variety of bonus payments (see Point 4 below) \*

#### Median Ethnicity Pay Gap in Bonus Pay

The difference between the median bonus pay paid to staff who have declared their ethnicity as White or BAME \*middle value of bonuses paid to all employees

#### Bonus proportions

The proportions staff who have declared their ethnicity as White or BAME who were paid a bonus

#### Quartile bands

The proportions of staff who have declared their ethnicity as White or BAME in the lower, lower middle, upper middle, and upper quartile pay bands.

NHS GM uses NHS Agenda for Change pay bands for the vast majority of staff. Bands vary by levels of responsibility and each band has a set pay range with increments. In the main colleagues move up the increments in their band on a length of service basis so that generally those who have spent longer in the same grade would be expected to earn more, regardless of ethnicity.

In addition, we have a small group of employees who are on pay scales other than Agenda for Change (Afc). These are our most senior employees who receive NHS Executive and Very Senior Manager salaries.

A significant driver for the pay gap is having a smaller proportion of White staff in lower pay bands compared to their share of the overall employee population, and conversely a higher proportion of White staff in some of the higher bands, such as bands 8b,8c, and 8d. Reducing our ethnicity pay gap implies increasing the proportion of Black, Asian, and Minority Ethnic employees in the organisation and continuing the focus on progression particularly from band 7, creating pay equity across pay bands.

There has been a 3% reduction in the NHS GM workforce over the past 12 months, however, there has been no significant change in the overall ethnic composition of the workforce.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Pay Band** | **Asian or Asian British** | **Black, Black British, Caribbean or African** | **Mixed Multiple Ethnic Groups** | **Not Stated** | **Other** | **White British** | **White Other[[1]](#footnote-2)** | **Proportion of Overall** |
| **AfC2** | 2% | 0% | 0% | 0% | 0% | 0% | 0% | 1% |
| **AfC3** | 6% | 7% | 3% | 3% | 0% | 5% | 2% | 5% |
| **AfC4** | 8% | 2% | 6% | 10% | 20% | 7% | 6% | 7% |
| **AfC5** | 12% | 18% | 10% | 10% | 0% | 11% | 18% | 11% |
| **AfC6** | 10% | 27% | 16% | 13% | 20% | 14% | 10% | 14% |
| **AfC7** | 23% | 29% | 19% | 17% | 20% | 22% | 18% | 22% |
| **AfC8a** | 15% | 9% | 13% | 10% | 0% | 14% | 11% | 14% |
| **AfC8b** | 5% | 9% | 13% | 7% | 0% | 10% | 13% | 10% |
| **AfC8c** | 3% | 0% | 3% | 3% | 0% | 5% | 6% | 4% |
| **AfC8d** | 1% | 0% | 6% | 0% | 0% | 4% | 7% | 4% |
| **AfC9** | 1% | 0% | 3% | 3% | 0% | 1% | 0% | 1% |
| **Other** | 14% | 0% | 6% | 23% | 40% | 6% | 8% | 7% |
| **Grand Total** | **13%** | **3%** | **2%** | **2%** | **0%** | **76%** | **5%** | **100%** |

***Table 1:* Percentage of employees by ethnic group in each pay band at 31st March 2024**

The table above shows that most of our staff are concentrated between bands 5 to 8a. Most roles at NHS GM are at band 7, comprising 22% of all roles. For most ethnic groups, the highest representation is at band 7, even when the representation is not equal to the overall proportion of 22%.

Ethnic minority representation decreases dramatically after band 8b, with no Black representation past band 8b. This remains unchanged from 2023.

The lack of ethnic minority progression beyond band 8a is a direct contributor to the ethnicity pay gap in our organisation.

**Calculation 1: Mean Calculation**

Mean Ethnicity Pay Gap in Hourly Pay - The difference between the mean hourly rate of pay of staff who have declared their ethnicity as White or Black, Asian, and Minority Ethnic, where hourly pay includes basic pay, bonuses, and allowances average pay for all male and female employees.

We have disaggregated data by ethnic group to ensure that an accurate representation of the ethnicity pay gap is reported.

Black, Black British, Caribbean and/or African employees face a mean pay gap of £6.67 per hour when compared to White British employees. This represents a 24% pay gap.

Employees from Asian or Asian British, Mixed Multiple Ethnic Groups, Other White Groups and those who did not specify their ethnicity (not stated and null) experience a pay advantage when compared to White employees, with their mean hourly pay being higher than White employees, ranging from £1.75 to more per hour for Mixed Multiple Ethnic Group employees to £2.57 more per hour for Asian or Asian British employees. Employees who did not specify their ethnicity earn up to £31.01 more per hour on average that White British employees.

Pay gap trends are affected by whether the staff occupy clinical or non-clinical roles.

Staff from Black groups have a mean pay gap when compared to White British staff across all measures – overall workforce, clinical, and non-clinical roles, ranging from 21% in non-clinical roles to 37% in clinical roles.

Staff from Asian (15%), Other Ethnic groups (25.2%), and those who did not state their ethnicity (5.9%) experience a mean pay gap when compared to White British staff when in non-clinical roles.

Staff from Mixed Ethnic background experience a mean pay gap in clinical roles of 26% when compared to White British staff. However, in non-clinical roles, they have a pay advantage of 18.4% more per hour than their White counterparts.

Staff from other White backgrounds earn more than White British staff across all measures, ranging from 1.6% to 7%.

There has been an increase in the mean hourly pay gap between White British employees and Black, Black British, Caribbean and/or African employees of £2.65 per hour between 2023 and 2024.

The mean pay gap between Asian employees and White British employees reduced by £0.74 per hour. Mean pay gaps for employees from Mixed ethnic groups and those who did not state their ethnicity and White British employees increased over the past 12 months by £1.42 and £1.64 per hour.

**Calculation 2: Median Calculation**

The difference between the median hourly rate of staff who have declared their ethnicity as White or BAME middle rate of pay (when listed in order).

The median is the figure that falls in the middle of a range when the wages of all relevant employees are lined up from smallest to largest. The median gap is calculated based on the difference between the employee in the middle of the range of White staff wages and the middle employee in the range of Black, Asian, and Minority Ethnic staff.

The median salary for White British employees is £25.44 per hour.

The median (mid-point) salary for employees from Other White, and Mixed/Multiple Ethnic Groups, Other Ethnic Groups and those who did not state their ethnicity is £25.60 per hour, which is £0.16 more than White British employees.

Asian groups mid-point salary is £23.52 per hour, 8% less than their White British counterparts. Black, Black British, Caribbean and/or African employees earn £6.34 less at mid-point salary than White British employees, representing a 25% pay gap. Employees who did not specify their ethnicity earn £0.55 (2.45%) less than White, Asian, and Mixed employees.

There are employees in an outlier group labelled (NULL) with a median pay gap of £33.01 per hour when compared with White British employees, however, as their ethnicity has not been disclosed, no inferences can be made using this group.

At median salary point, Asian staff earn less than White British staff overall (8%) and when in non-clinical roles (19%). There is pay parity between Asian and White British staff in clinical roles at mid-point salary.

Black staff experience a pay gap when compared to White British staff a median salary across measures ranging from 9.85% in non-clinical roles to 24% in non-clinical roles.

Staff from Mixed Ethnic groups earn less that White British staff in clinical roles at mid-point salary, however they earn marginally more overall and in non-clinical roles.

Staff from Other Ethnic groups earn 23% less at mid-point salary than White British staff in non-clinical roles.

In clinical roles, staff from Other Ethnic groups and those that did not state their ethnicity earned significantly more than their White British counterparts, however, the number of staff in these in these groups are very low.

The median pay gap between White British employees and Black, Black British, Caribbean and/or African employees has increased by £5.24 per hour.

For Asian employees, there was not a median pay gap as of March 2023, however it has increased to £1.92 per hour by March 2024.

Employees that did not disclose their ethnicity face a median pay gap of £0.55 per hour.

**Calculation 3,4,5: No Bonus schemes operated in this pay period**

**Calculation 6: Number and percentage of staff by ethnic group in each hourly pay quartile**

Pay quartiles show the percentage of White and Black, Asian, and Minority Ethnic employees in four equal sized groups based on their hourly pay.

The pay quartiles are created by ranking each full-time employee in order from lowest earning (first quartile) to highest earning (fourth quartile).

***Number of employees | Quartile 1 = Lowest to Quartile 4 = Highest***

Representation across pay quartiles of employees from Asian, Mixed, Other White groups and those who did not state their identity is largely in keeping with their representation within the organisation.

However,Black, Black British, Caribbean, or African employees are represented in line with their overall representation at Quartile 1 and overrepresented at Quartile 2. However, representation reduces to 1% at Quartiles 3 and 4. This lack of representation in the upper quartiles directly relates to the mean and median pay gaps for Black employees.

White employees are equitably represented at Quartiles 1, 2 and 5, and overrepresented at Quartile 3.

The most significant change across pay quartiles over the past 12 months has been the marked reduction in the number of Black, Black British, Caribbean, or African employees in quartiles 3 and 4. This has directly contributed to the increased pay gap in 2024. While there has been no change in overall numbers of Black, Black British, Caribbean, or African employees, there has been a change in the distribution across pay quartiles, with a significant increase in quartiles 1 and 2.

There has been a decrease in the number of employees who did not specify their ethnicity in quartiles 2 and 3.

There have been changes across all 4 quartiles for employees from White and Asian Groups, with reductions in quartile 4 for both groups. There was also a reduction in pay quartile 2 for White groups.

There was a reduction in quartile 2 and an increase in quartile 3 of employees from Mixed/Multiple Ethnic Groups, of approximately equal measure.

Pay quartiles give an indication of Black, Asian, and Minority Ethnic representation at different levels of the organisation. In the NHS GM in each pay quartile, as illustrated in the chart above, ethnic minority colleagues occupy:

* 15% of the upper hourly pay quarter (highest paid jobs) - down 1% since 2023
* 15% of the upper middle hourly pay quarter – down 3% from 2023
* 20% of the lower middle hourly pay quarter – up 4% from 2023
* 19% of the lower hourly pay quarter (lowest paid jobs) – same as 2023

**NON-CLINICAL ROLES**

In non-clinical roles, there is a reduction in representation of staff from Asian (-2.7%), Black (-0.7%), Other Ethnic (-0.1%) and other White (-0.9%) groups when compared to the ethnicity profile of the overall workforce.

There is an increase in representation of staff from White (+3.2%), Mixed Ethnic (+0.2%), and those who did not declare their ethnicity (+0.2%).

Staff from Asian, Black, Other Ethnic groups, and those that did not state their ethnicity earn less on average per hour that White British colleagues in non-clinical roles.

The largest pay gap is faced by staff from Other Ethnic groups of £6.36 per hour.

Staff from Mixed Ethnic groups earn £4.64 more per hour on average than White British staff in non-clinical roles.

Staff from other White ethnic groups earn £0.14 more than their White British counterparts.

The median hourly pay gap is higher for staff from all ethnic groups in non-clinical roles than in the overall workforce, except for those from Mixed Ethnic groups and those in group ‘Null’.

The largest pay gap in non-clinical roles is experienced by Black staff (£5.63), however, this is lower than the overall mean pay gap for Black staff of £6.34 per hour.

Staff in clinical roles from Other Ethnic groups (5.42), and Asian groups (£4.42) also earn less than

White British staff, however, the gaps are larger in clinical roles, than the overall pay gaps for ethnic groups.

Staff who did not state their ethnicity earn £0.97 less per hour on average that White British staff in non-clinical roles at mid-point salary.

Staff from Mixed Ethnic groups earn £0.46 per hour at mid-point salary than White British staff in non-clinical roles.

Asian staff in non-clinical roles are over-represented in quartiles 1 (+4%) and 2 (+1%) and under-represented in quartiles 3 (- 2%) and 4 (-3%) when compared to the ethnicity profile.

Black non-clinical staff are over-represented in quartile 1 (+1%) and under-represented in quartiles 3 (-1%) and quartiles 4 (-1%). There is representational parity in quartile 2.

Non-clinical staff from Mixed Ethnic groups are under-represented in quartiles 1 (-1%) and 3 (-1%) and over-represented in quartile 2 (+1%) and 3 (+2%).

Non-clinical staff from Other White groups are under-represented in quartile 4 (-3%) when compared to the ethnicity profile. There is representational parity across all other quartiles in line with the ethnicity profile.

Non-clinical staff that did not declare their ethnicity are under-represented in quartile 4 (-1%) when compared to the ethnicity profile for non-clinical roles.

White British staff in non-clinical roles are over-represented in all quartiles, except quartile 1 where there is parity with the overall ethnicity profile.

**CLINICAL ROLES**

In comparison to the ethnicity profile of the overall workforce, in clinical roles there is a higher representation of Asian groups (+7.3%), Black (+1.3%), and other White groups (+1.1%), and Other Ethnic group (+0.15%)

However, the representation of Mixed (-0.8%), White British (-9.8%) groups is lower than in the overall workforce.

The mean hourly pay gap for increases for staff in clinical roles.

The pay gap for staff from Mixed Ethnic groups is £9.07 per hour and for Black staff it is £12.92, nearly double the overall pay gap of £6.67.

Staff from other White ethnic groups, Asian groups, and ‘Any Other Ethnic Group’ earn more on average per hour than White British staff, ranging from £2.07 to £41.09 more per hour.

The median hourly pay gap across groups is lower for clinical roles than the overall workforce.

The median hourly pay gap for Black staff overall is £6.34, however, this reduces to £2.56 in clinical roles.

Staff from Mixed groups in clinical roles experience a £0.46 pay gap, however at the macro analysis of the organisation, these groups ear £0.16 more that White British staff in the NHS GM workforce.

Staff from the ‘Any Other Ethnic Group’ earn £49.90 more than White British staff.

Asian staff in clinical roles are underrepresented in quartiles 1 and 2 and marginally over-represented in quartiles 3 and 4 compared to the ethnicity profile across clinical roles.

Black staff in clinical roles are over-represented in quartile 2, 3 times the 4% representation across all clinical roles. These groups are under-represented in quartiles 1, 3, and 4. Under-representation in upper quartiles directly contributes to mean and median pay gaps.

Mixed Ethnic staff in clinical roles are only represented in quartiles 2 and 3, and they are over-represented in both quartiles.

Clinical staff from Other White groups are over-represented in quartiles 1 and 4 and under-represented in quartiles 2 and 3.

Clinical staff that did not declare their ethnicity are over-represented in quartiles 1 and 4, under-represented in quartile 3 and have no representation in quartile 3.

White British staff in clinical roles are marginally underrepresented by 1% in quartiles 1 and 4, and 2 % at quartile 2. However, in quartile 3 there is in over-representation by 4%.

**Summary and Conclusion**

This is the second year of reporting on the ethnicity pay gap at NHS GM, providing valuable insights into the factors contributing to pay disparities. Understanding these trends allows us to take a more informed approach to addressing inequalities and shaping our future actions.

The most significant ethnicity pay gaps are largely driven by the underrepresentation of Black, Black British, Caribbean, and African employees in senior roles. While Black employees are well represented in lower-paid positions, their presence decreases significantly at higher pay bands, resulting in lower average hourly earnings compared to other groups. More broadly, ethnic minority staff are overrepresented in lower pay quartiles, which contributes to existing pay gaps. In contrast, White employees are underrepresented in lower-paid roles and more evenly distributed across senior levels, with higher representation in the highest pay quartiles.

Despite these challenges, varying pay trends have emerged. Asian and Other White employees earn more on average than White British staff in certain areas, with Asian staff seeing a higher mean hourly pay in some pay bands and clinical roles. Similarly, staff from Mixed Ethnic groups earn more than their White British counterparts in non-clinical roles. However, these gains do not extend across the entire workforce, and disparities persist.

While progress has been made in understanding the pay gap, the data reinforces the need for continued focus on career progression and equitable representation at all levels. We remain committed to reducing pay gaps wherever they exist and ensuring that our workforce reflects the diverse communities we serve. Through ongoing efforts, including our work with the Anti-Racist Framework, and the establishment of the BAME leadership council we will drive meaningful change, fostering an inclusive and supportive workplace where every employee can thrive.

Overall, this report highlights ongoing disparities in pay and career progression among different ethnic groups within NHS GM. While there have been some improvements in certain areas, challenges remain, particularly for Black, Asian, and Other Ethnic staff, who continue to experience barriers to advancement into senior roles and varying levels of pay inequality, and disparities remain. The underrepresentation of Black, Asian, and Other Ethnic staff in senior roles, combined with persistent pay gaps in both clinical and non-clinical roles, highlights the need for ongoing efforts to create a fair and inclusive workplace. Ensuring equality in opportunities for career progression and pay equity remains a priority for NHS GM moving forward.

**Pay Gaps**

* **Black employees** face the most significant pay gaps, earning on average 24% less per hour than White British staff, with larger disparities in clinical roles (up to 37%). The median gap is similarly high at 25%, there is a 66 % increase in mean hourly pay gap between 2023 and 2024 for Black staff
* **Asian employees** experience a mixed picture. While they face a mean pay gap of 15% in non-clinical roles and an 8% median gap overall, they also earn more than White British staff in some cases, with a mean hourly pay advantage of up to £2.57 per hour.
* **Mixed Ethnic staff** also have varying experiences, earning 18.4% more than White British staff in non-clinical roles but facing a mean pay gap of 26% in clinical roles.
* **Other Ethnic groups** tend to earn less than White British staff in non-clinical roles, with a pay gap of £6.36 per hour.
* **Employees who did not declare their ethnicity** have some of the highest average earnings but still face a median pay gap in non-clinical roles.

**Representation Across Pay Bands and Quartiles:**

* **Black employees** are overrepresented in lower pay quartiles and underrepresented in the highest-paid roles, with a sharp decline in representation beyond band 8b. This limited progression is a key factor contributing to the widening pay gap.
* **Asian employees** are overrepresented in the lower pay quartiles but underrepresented at the most senior levels. However, they are better represented in clinical roles and, in some cases, earn more than their White British counterparts.
* **Mixed Ethnic employees** have uneven representation, with overrepresentation in middle pay bands but lower representation at both entry-level and senior levels.
* **Other White groups[[2]](#footnote-3)** earn more than White British staff across all measures, with pay advantages ranging from 1.6% to 7%.

**Trends Over Time:**

* The pay gap for Black employees has increased by £2.65 per hour since 2023, highlighting a growing challenge.
* The median pay gap for Asian employees has widened to £1.92 per hour, despite some improvements in mean pay.
* Representation of ethnic minority staff in higher pay quartiles has declined slightly, with the most notable reduction seen among Black employees.

**Ongoing/Future Actions**

**Action Plan for Addressing the Ethnicity Pay Gap**

The findings from the ethnicity pay gap analysis highlight significant disparities, particularly for Black staff and other BME groups in both clinical and non-clinical roles. To address these issues effectively, a holistic and intersectional approach is required, aligning with the Workforce Race Equality Standard (WRES) findings and broader workforce equity strategies.

1. Immediate Review and Root Cause Analysis

* Deep-dive analysis of pay disparities, focusing on the 66% increase in the pay gap for Black staff and significant gaps in non-clinical roles.
* Intersectional analysis to assess how race, disability, and gender pay gaps intersect, ensuring a broader Pay Gap Action Plan is developed in conjunction with disability and gender pay gap reports.

2. Mutual Mentoring and Career Progression

* A more focussed mutual mentoring approach, pairing Black staff with senior leaders to foster learning and accountability in career development and tackle structural barriers.
* Targeted leadership development through coaching, sponsorship, and mentoring programs, ensuring fair access to progression opportunities.
* Strengthen succession planning and talent pipelines for BME staff to access higher-band roles (Q3 and Q4).
* Encourage secondments, shadowing, and stretch opportunities on programmes and projects for BME staff particularly black staff.

3. Embedding Positive Action for Fairer Recruitment and Promotion under Equality Act 2010 Positive Action provisions, implement:

* Targeted outreach and development programmes to support underrepresented staff into senior positions.
* Proactive succession planning to increase representation of BME staff in clinical and non-clinical leadership roles.
* Diverse recruitment panels and training for hiring managers on unconscious bias and anti-racist recruitment.

4. Pay Transparency and Systemic Fairness

* Work with trade unions, in partnership with the NHS BAME Leadership Council, Equality Professionals Network (EPN), and Inclusion Staff Networks (ISN) to co-develop solutions and identify additional actions.
* Increase accountability at Board level, ensuring WRES and pay gap actions are embedded into workforce planning and leadership KPIs.
* Regular engagement with BME staff networks, ensuring lived experiences shape policy changes.

6. Addressing Broader Discrimination & Retention Challenges

* Tackle workplace discrimination more robustly, ensuring clear and accountable mechanisms for reporting and addressing racism.
* Align WRES data with pay gap findings to address disparities in disciplinary actions, recruitment outcomes, and career progression.
* Continue anti-racism training for all staff, with a specific focus on senior leadership and recruitment teams.

7. Improve collection of monitoring data

* Use targeted messaging, leadership endorsements, and confidential data handling assurances to build trust and encourage participation for updating ethnicity records and implement regular reminders. Empower managers to support data collection efforts while ensuring employees have an easy, confidential way to provide their information.

8. Next Steps & Long-Term Commitments

* Develop an integrated Pay Gap Action Plan, covering ethnicity, disability, and gender, ensuring a coordinated approach to tackling pay inequalities.
* Set clear, measurable targets for reducing the ethnicity pay gap, with annual progress reviews.
* Ensure ongoing accountability by embedding ethnicity pay gap reduction into Trust-wide workforce equality objectives.

By embedding these systemic and structural changes, the NHS can move towards a more equitable workplace, ensuring BME staff experience fair pay, career progression, and an inclusive working environment.

**Declaration**

I confirm the ethnicity pay gap data and information contained in this is accurate.

**Useful Resources**

Further information on national pay gaps and reporting can be found here:

<https://www.gov.uk/government/publications/ethnicity-pay-reporting-guidance-for-employers/introduction-and-overview>

[ONS Ethnicity pay gaps, UK: 2012 to 2022](https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/articles/ethnicitypaygapsingreatbritain/2012to2022)

[CIPD Ethnicity Pay Reporting: A Guide for UK Employers](https://www.cipd.org/uk/knowledge/guides/ethnicity-pay-reporting-guide/)

**The committee is invited to:**

1. Note the contents and discuss the report/make suggestions for further improvement.
2. Approve the data, as set out in the report, to be published on the NHS GM website, and to be uploaded on the government's online reporting service.
3. Support the next steps and actions to reduce the NHS GM’s gender pay gap.
4. Report back to the People and Culture Committee with progress on the Gender Pay gap as part of ongoing reporting.

**APPENDIX**

**Calculations**

**Mean hourly pay gap**

|  |  |  |  |
| --- | --- | --- | --- |
| **Ethnic Origin Grouping** | **Mean Hourly Rate** | **Pay Gap**  **(Difference against White)** | **Mean Hourly Rate (Pay Gap %)** |
| White British | £ 27.45 | -£ 0.00 | 0% |
| White Other | £ 29.44 | -£ 1.99 | -7% |
| Asian or Asian British | £ 30.02 | -£ 2.57 | -9% |
| Black, Black British, Caribbean or African | £ 20.78 | **£ 6.67** | **24%** |
| Mixed Multiple Ethnic Groups | £ 29.20 | -£ 1.75 | -6% |
| NULL | £ 58.46 | -£ 31.01 | -113% |
| Not Stated | £ 33.47 | -£ 6.02 | -22% |
| Other | £ 41.70 | -£ 14.25 | -52% |

**Median Hourly Pay Gap**

|  |  |  |  |
| --- | --- | --- | --- |
| **Ethnic Origin Grouping** | **Median Hourly Rate** | **Pay Gap**  **(Difference against White)** | **Pay Gap %** |
| **Asian** | £23.52 | **£1.92** | 8% |
| **Black** | £19.10 | **£6.34** | 25% |
| **Mixed** | £25.60 | -£0.16 | -1% |
| **NULL[[3]](#footnote-4)** | £58.46 | -£33.01 | -130% |
| **Not Stated** | £25.60 | -£0.16 | -1% |
| **Other** | £25.60 | -£0.16 | -1% |
| **White British** | £25.44 | £0.00 | 0% |
| **White Other** | £25.60 | -£0.16 | -1% |

**Pay quartiles by ethnic group**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Quartile** | **Asian** | **Black** | **Mixed** | **NULL** | **Not Stated** | **Other** | **White British** | **White Other** | **total** |
| **1** | 59 | 14 | 5 |  | 7 | 1 | 311 | 20 | 417 |
| **2** | 54 | 22 | 10 |  | 6 | 1 | 316 | 19 | 428 |
| **3** | 50 | 5 | 6 |  | 6 | 1 | 327 | 16 | 411 |
| **4** | 52 | 4 | 10 | 2 | 9 | 2 | 327 | 28 | 434 |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Quartile** | **Asian** | **Black** | **Mixed** | **NULL** | **Not Stated** | **Other** | **White British** | **White Other** |
| **1** | 14.15% | 3.36% | 1.20% | 0.00% | 1.68% | 0.24% | 74.58% | 4.80% |
| **2** | 12.62% | 5.14% | 2.34% | 0.00% | 1.40% | 0.23% | 73.83% | 4.44% |
| **3** | 12.17% | 1.22% | 1.46% | 0.00% | 1.46% | 0.24% | 79.56% | 3.89% |
| **4** | 11.98% | 0.92% | 2.30% | 0.46% | 2.07% | 0.46% | 75.35% | 6.45% |

**2023 DATA**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Ethnicity Across Pay Bands 2023** | | | | | | |
| **Pay Grade** | **Asian or Asian British** | **Black, Black British, Caribbean or African** | **Mixed Multiple Ethnic Groups** | **Not Specified** | **White** | **Proportion of Overall** |
| **AfC2** | 1.4% | 2.2% | 0.0% | 0.0% | 0.1% | 0.3% |
| **AfC3** | 6.4% | 6.7% | 6.5% | 5.6% | 5.6% | 5.8% |
| **AfC4** | 10.5% | 4.4% | 3.2% | 11.1% | 7.4% | 7.7% |
| **AfC5** | 11.4% | 15.6% | 12.9% | 13.9% | 11.1% | 11.3% |
| **AfC6** | 9.1% | 15.6% | 12.9% | 11.1% | 14.2% | 13.5% |
| **AfC7** | 21.5% | 33.3% | 25.8% | 25.0% | 21.1% | 21.6% |
| **AfC8a** | 12.3% | 8.9% | 12.9% | 11.1% | 14.8% | 14.2% |
| **AfC8b** | 6.4% | 8.9% | 12.9% | 5.6% | 8.8% | 8.5% |
| **AfC8c** | 2.3% | 0.0% | 0.0% | 0.0% | 4.3% | 3.8% |
| **AfC8d** | 0.5% | 0.0% | 3.2% | 0.0% | 3.5% | 2.9% |
| **AfC9** | 0.9% | 0.0% | 3.2% | 0.0% | 1.0% | 1.0% |
| **Apprentice** | 0.5% | 0.0% | 0.0% | 0.0% | 1.8% | 1.5% |
| **Non-AfC** | 16.9% | 4.4% | 6.5% | 16.7% | 6.4% | 7.9% |
| **Grand Total** | **12.5%** | **2.6%** | **1.8%** | **2.1%** | **81.1%** | **100.0%** |

**Mean hourly pay gap 2023**

|  |  |  |  |
| --- | --- | --- | --- |
| **Ethnicity** | **Mean Hourly Rate** | **Pay Gap (Difference against White)** | **Mean Hourly Rate (Pay Gap %)** |
| White | £ 26.01 | N/A | N/A |
| Asian or Asian British | £ 29.32 | -£ 3.31 | -12.74% |
| Black, Black British, Caribbean or African | £ 21.99 | **£ 4.02** | **15.46%** |
| Mixed Multiple Ethnic Groups | £ 26.34 | -£ 0.33 | -1.29% |
| Not Specified | £ 30.38 | -£ 4.38 | -16.82% |

**Median hourly pay gap 2023**

|  |  |  |  |
| --- | --- | --- | --- |
| **Ethnicity** | **Median Hourly Rate** | **Pay Gap**  **(Difference against White)** | **Pay Gap %** |
| White | £ 22.40 | N/A | N/A |
| Asian or Asian British | £ 22.40 | £ - | 0.00% |
| Black, Black British, Caribbean or African | £ 21.30 | £ 1.10 | 4.90% |
| Mixed Multiple Ethnic Groups | £ 22.40 | £ - | 0.00% |
| Not Specified | £ 21.85 | £ 0.55 | 2.45% |

**Pay quartiles by ethnic group 2023**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Quartile** | **Asian or Asian British** | **Black, Black British, Caribbean or African** | **Mixed Multiple Ethnic Groups** | **Not Specified** | **White** |
| **1** | 54 | 9 | 5 | 7 | 276 |
| **2** | 51 | 15 | 7 | 11 | 384 |
| **3** | 48 | 14 | 9 | 7 | 321 |
| **4** | 66 | 7 | 10 | 11 | 438 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Quartile** | **Asian or Asian British %** | **Black, Black British, Caribbean or African %** | **Mixed Multiple Ethnic Groups %** | **Not Specified %** | **White %** |
| **1** | 15% | 3% | 1% | 2% | 79% |
| **2** | 11% | 3% | 2% | 2% | 82% |
| **3** | 12% | 4% | 2% | 2% | 80% |
| **4** | 12% | 1% | 2% | 2% | 82% |

1. White Other groups include White English, White Irish, White Scottish, White Welsh, White Northern Irish, White Mixed, White Italian, White Turkish Cypriot, White Polish, White Mixed, and White Other European. [↑](#footnote-ref-2)
2. White Other groups include White English, White Irish, White Scottish, White Welsh, White Northern Irish, White Mixed, White Italian, White Turkish Cypriot, White Polish, White Mixed, and White Other European. [↑](#footnote-ref-3)
3. For other counts in the report, null (n=2) has been joined with not stated; however, for gap reporting NULL is reported separately as they have the highest mean and median pay [↑](#footnote-ref-4)