



Ethnicity Pay Gap

Purpose of the paper	The purpose of the paper is to provide a detailed analysis of the Trust's ethnicity pay gap, ensure compliance with national diversity and inclusion mandates, and outline next steps for addressing any pay disparities.					
	For decision		For assurance	X	For information	X
Sponsor/Author	Sponsor: Steve Aumayer – Deputy Chief Executive and Chief People Officer Author: Sarah Feather – Workforce Equality Diversity and Inclusion Lead.					
Governance overview	The report is part of the Trust's effort to comply with NHS England's Equality, Diversity, and Inclusion (EDI) Improvement Plan, which mandates the analysis of pay gap data by protected characteristics (starting with sex (gender), then race by 2024, and disability by 2025.)					
Strategic objectives	Quality		People		Sustainability	
			X			
Our values	Kindness		Inclusivity		Integrity	
			X			
Recommendation	Recommendation for Approval: The paper also seeks approval for publication on the Trust's website as part of its transparency and accountability efforts.					
Executive summary	<p>This report outlines the 2024 Ethnicity Pay Gap for the East Sussex Healthcare NHS Trust, based on a snapshot of data from 31 March 2023. It aims to inform the Trust's ongoing efforts to address pay disparities and to comply with NHS England's Equality, Diversity, and Inclusion (EDI) Improvement Plan.</p> <p>The analysis reveals the following key figures:</p> <ul style="list-style-type: none">The mean ethnicity pay gap is +17.11%, meaning staff from ethnic minority groups earn, on average, 17.11% more per hour than white staff.The median ethnicity pay gap is +16.93%, indicating a similar trend in median earnings, with ethnic minority staff earning 16.93% more per hour than white staff. <p>The Trust's workforce consists of:</p> <ul style="list-style-type: none">21.5% staff from ethnic minority groups74.6% staff from a white background3.9% unspecified or unknown ethnicity <p>Key Insights:</p> <ul style="list-style-type: none">Positive Pay Gap: Ethnic minority staff, on average, earn higher wages than their white counterparts, particularly in higher-paid roles.Ethnicity Pay Distribution: Ethnic minority staff are underrepresented in the lower pay quartile but overrepresented in the middle and upper pay quartiles, reflecting progress in pay equity for these groups.Specific Group Disparities: While overall figures are positive, further analysis shows nuanced disparities among specific ethnic groups, such as Black African/Caribbean/Black British staff and Asian/Asian British staff.					
Next steps	Actions set out are within the overarching equality, diversity and inclusion plan for the Trust. The results will be published on the Trust's website.					

Ethnicity Pay Gap

1 Background

- 1.1 The ethnicity pay gap is the difference in the average hourly wage of all white staff and all staff from ethnic minority groups across a workforce. If staff from ethnic minority groups do more of the less well-paid jobs within an organisation, the ethnicity pay gap is usually bigger.
- 1.2 High impact action 3 of the NHS England Equality, Diversity and Inclusion Improvement Plan requires NHS organisations to analyse pay gap data by protected characteristic and put improvement plans in place, starting with sex (gender), then race by 2024, and disability by 2025.
- 1.3 This report is based on a snapshot of ordinary pay differences on 31 March 2023, and a workforce ethnicity profile of 21.5% from ethnic minority groups and 74.6% white.

2. Workforce profile

- 2.1 For the purposes of this report "white" refers to A-C on the Electronic Staff Record and "ethnic minority groups" refers to D-S on the Electronic Staff Record, in line with the Workforce Race Equality Standard.

Ethnicity	% of workforce
Ethnic minority groups	21.5%
White	74.6%
Not stated/not known/blank	3.9%
Total	100.00%

2.2 Mean and median ethnicity pay gaps

The Trust's mean ethnicity pay gap is a positive gap of 17.11%.

The mean hourly rate for staff from ethnic minority groups is £21.89 and the mean hourly rate for white staff is £18.69

The median ethnicity pay gap is a positive gap of 16.93%.

The median hourly rate for staff from ethnic minority groups is £18.22 and the median hourly rate for white staff is £15.58.

Pay gap by ethnicity	Ethnic minority groups	White	% gap
Mean hourly rate	£21.89	£18.69	+17.11%
Median hourly rate	£18.22	£15.58	+16.93%

2.3 Disparity between the mean and median pay gaps for Black African/Caribbean/Black British and Asian/Asian British staff

Black African/Caribbean/Black British staff and Asian/Asian British staff make up 5.51% and 15.27% of the Trust's workforce respectively.

For Black African/Caribbean/Black British staff, the mean pay gap is a positive gap of 9.67%. The mean hourly rate for Black African/Caribbean/Black British staff is £20.69.

The median pay gap for Black African/Caribbean/Black British staff is a positive gap of 16.64%.
The median hourly rate for Black African/Caribbean/Black British staff is £18.04.

Pay gap by ethnicity	Black African/ Caribbean/Black British	White	% gap
Mean hourly rate	£20.69	£18.69	+9.67%
Median hourly rate	£18.04	£15.58	+16.64%

For Asian/Asian British staff, the mean pay gap is a positive gap of 14.42%. The mean hourly rate for Asian/Asian British staff is £21.84.

The median pay gap for Asian/Asian British staff is positive gap of 14.96%. The median hourly rate for Asian/Asian British staff is £18.32.

Pay gap by ethnicity	Asian/Asian British	White	% gap
Mean hourly rate	£21.84	£18.69	+14.42%
Median hourly rate	£18.32	£15.58	+14.96%

10.20% of all Asian/Asian British staff are in Band 2 and Band 3 roles compared to 1.94% of Black African/Caribbean/Black British staff.

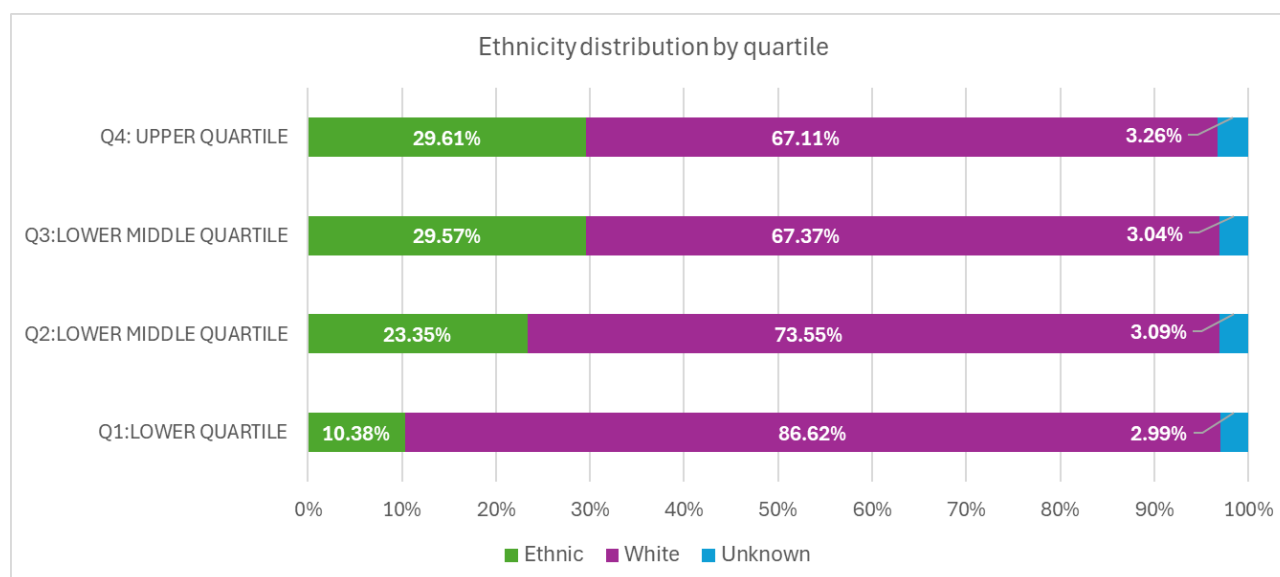
Only 6.65% of Black African/Caribbean/Black British staff are in the Medical and Dental staff group, compared to 38.04% of Asian/Asian British staff.

2.4 Ethnicity distribution by pay quartiles

Quartiles are calculated by ranking the hourly pay rates for each member of staff from lowest to highest, before splitting the ranking into four equal-sized groups and calculating the percentage of staff from ethnic minority groups and the percentage of white staff in each group.

The upper quartile (Q4) includes the highest earners, and the lower quartile (Q1) includes the lowest earners.

Based on the Trust's overall workforce ethnicity profile of 21.5% from ethnic minority groups and 74.6% white, staff from ethnic minority groups are under-represented in Q1, and they are over-represented in Q2, Q3 and Q4.



3. Implications

3.1 Ethnicity pay gap action plan 2024/26

The actions planned are part of the Trust's Equality, Diversity and Inclusion Improvement Plan 2024-26. The table below sets out each action alongside its responsible lead.

Action	Responsible lead
Deliver Trust-wide communications to raise awareness of the Equality, Diversity, Inclusion and Human Rights Policy and the Equality, Diversity and Inclusion Improvement Plan 2024-26	Workforce Equality, Diversity and Inclusion Lead
Launch Trust-wide talent management and leadership plan	Assistant Director of Resourcing Organisational Development Lead Retention Manager
Review of induction and onboarding for internationally recruited staff	Retention Manager
Establish learning from appraisals on readiness for promotion	Workforce Equality, Diversity and Inclusion Lead

4. Conclusion/Recommendations

4.1 Ethnic minority staff are disproportionately represented in higher-paying job categories or roles, such as medical and dental positions, which are typically more lucrative. As highlighted in the report 38.04% of Asian/Asian British staff are in the Medical and Dental staff group, which tends to have higher wages compared to lower-banded roles.

Ethnic minority staff are underrepresented in the lower pay quartiles. With fewer ethnic minority employees in low-paying, entry-level jobs (Band 2), this contributes to the overall higher average pay for ethnic minority groups.

The actions planned, outlined in section 3, are part of the Trust's overarching Equality, Diversity and Inclusion Improvement work 2024-2026. They support high impact action 3 of the NHS England Equality, Diversity and Inclusion Improvement Plan on developing and delivering improvement plans to eliminate pay gaps.

The Committee are asked to approve publication for the Trust's website.