



Ethnicity Pay Gap 2025

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 lower banded 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 2024, and a workforce ethnicity profile of 24% from ethnic minority groups and 73.1% white.

2 Workforce profile

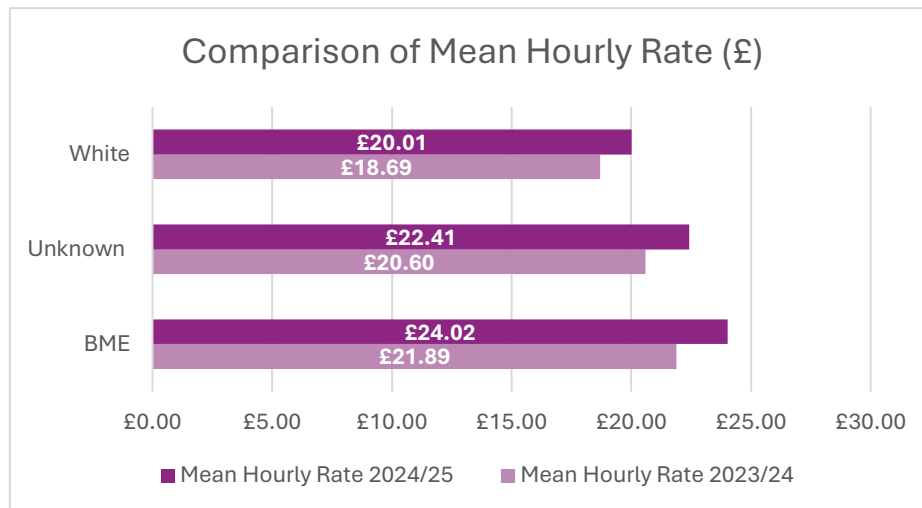
- 2.1 For the purposes of this report "white" refers to A-C on the Electronic Staff Record and "ethnic minority groups" refers to D-S on the Electronic Staff Record, in line with the Workforce Race Equality Standard.

Ethnicity	% of workforce
Ethnic minority groups	24%
White	73.1%
Not stated/not known/blank	.9%
Total	100.00%

2.2 Mean and median ethnicity pay gaps

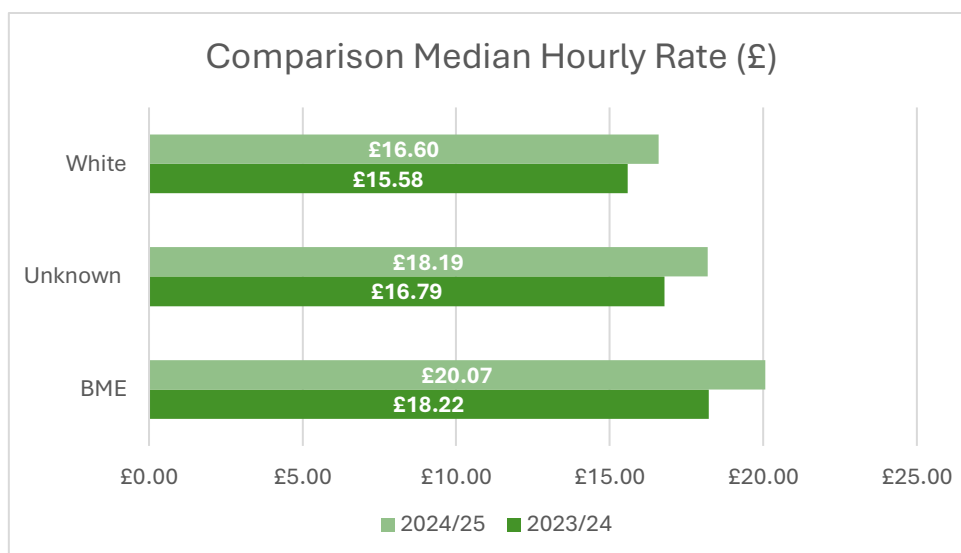
The Trust's mean ethnicity pay gap is a positive gap of 20.01%. This has increased by 2.9% from the previous year.

The mean hourly rate for staff from ethnic minority groups is £24.02 and the mean hourly rate for white staff is £20.01. Both ethnic minority groups and white staff have seen an increase in mean hourly rate from 2023/24 of 9.73% and 7.1% respectively.



The median ethnicity pay gap is a positive gap of 20.89%. This has increased by 3.96% from the previous year.

The median hourly rate for staff from ethnic minority groups is £20.07 and the median hourly rate for white staff is £16.60. Both ethnic minority groups and white staff have seen an increase in mean hourly rate from 2023/24 of 10.15% and 6.55% respectively.

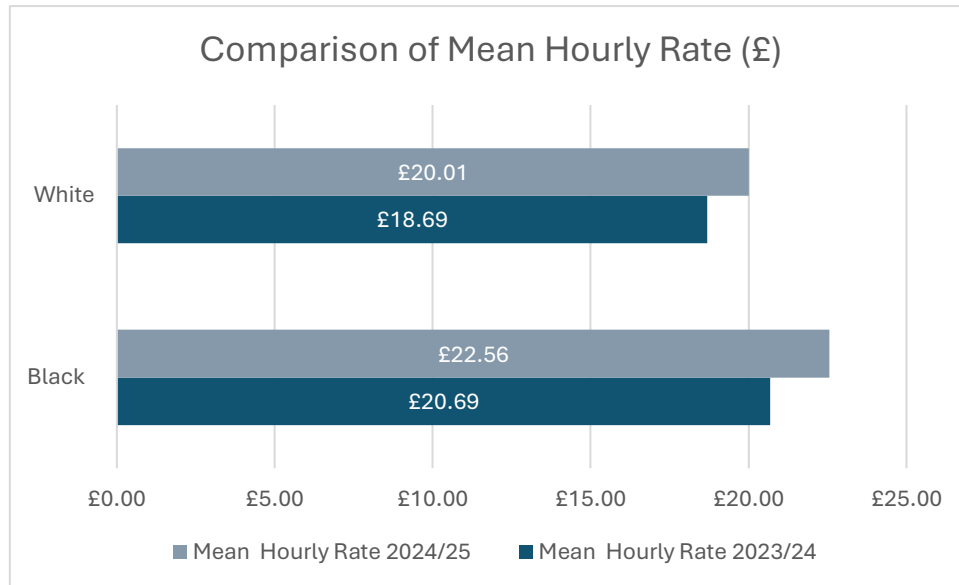


Pay gap by ethnicity	Ethnic minority groups	White	% gap
Mean hourly rate	£24.02	£20.01	+20.01%
Median hourly rate	£20.07	£16.06	+20.89%

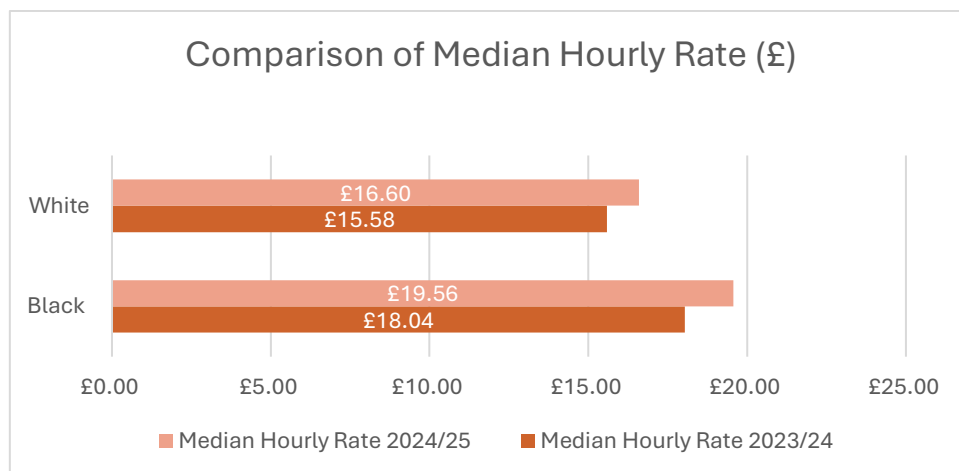
2.3 Disparity between the mean and median pay gaps for Black African/Caribbean/Black British staff and Asian/Asian British staff

Black African/Caribbean/Black British staff and Asian/Asian British staff make up 3.82% and 16.02% of the Trust's workforce respectively.

For Black African/Caribbean/Black British staff, the mean pay gap is a positive gap of 14.39%. This is a 2.39% increase from 2023/24. The mean hourly rate for Black African/Caribbean/Black British staff is £22.56.

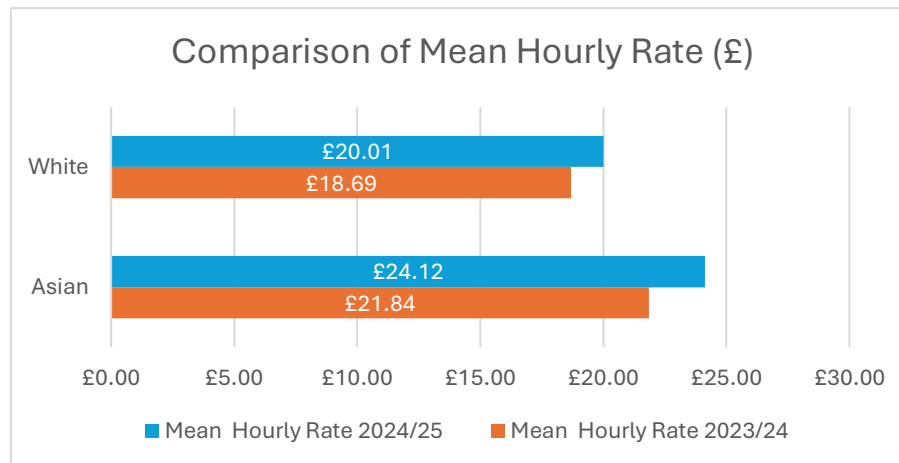


The median pay gap for Black African/Caribbean/Black British staff is a positive gap of 18.17%. This is a 2.18% increase from 2023/24. The median hourly rate for Black African/Caribbean/Black British staff is £19.56.

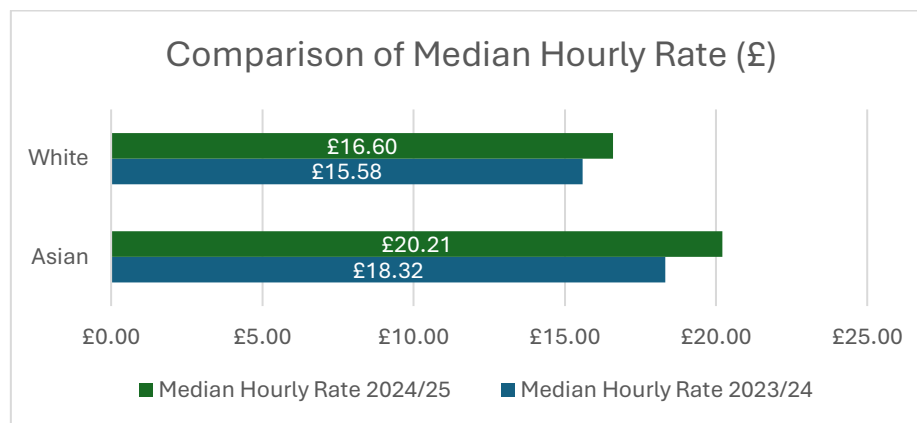


Pay gap by ethnicity	Black African/ Caribbean/Black British	White	% gap
Mean hourly rate	£22.56	£20.01	+14.39%
Median hourly rate	£19.56	£16.06	+18.17%

For Asian/Asian British staff, the mean pay gap is a positive gap of 22.32%. This is a 3.5% increase from 2023/24. The mean hourly rate for Asian/Asian British staff is £24.12.



The median pay gap for Asian/Asian British staff is positive gap of 22.08%. This is a 4.92% increase from 2023/24. The median hourly rate for Asian/Asian British staff is £20.21.



Pay gap by ethnicity	Asian/Asian British	White	% gap
Mean hourly rate	£24.12	£20.01	+22.32%
Median hourly rate	£20.21	£16.06	+22.08%

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.

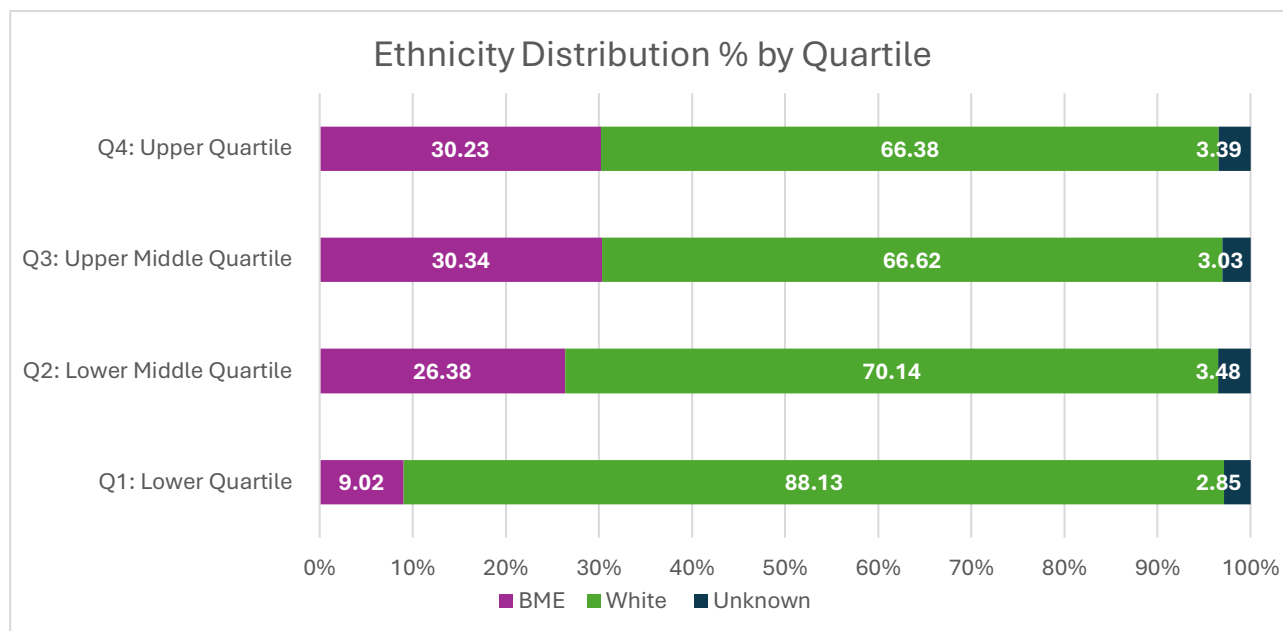
Only 6.65% of Black African/Caribbean/Black British staff are in the Medical and Dental staff group, compared to 38.04% of Asian/Asian British staff.

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 24% from ethnic minority groups and 73.1% 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
Promote structures that support career progression and opportunities for ethnic minorities	Organisational Development Lead Workforce Equality, Diversity and Inclusion Lead
Celebrate the contribution of ethnic minority staff to the experience of patients at ESHT	Workforce Equality, Diversity and Inclusion Lead
Regular review of recruitment processes to ensure they are fair and inclusive.	Workforce Equality, Diversity and Inclusion Lead Recruitment manager