

**Royal Devon University Healthcare NHS
Foundation Trust**

**Ethnicity Pay Gap Report
(2024)**

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1. INTRODUCTION

Unlike Gender Pay Gap reporting, there is no requirement to report on or submit Ethnicity Pay Gap data under the Equality Act (2010).

As part of Royal Devon's ongoing commitment to inclusion, and in line with our Trust values, we have created this report to ascertain if there is a difference between the average pay for our colleagues dependant on ethnicity.

3. TRUST AND NATIONAL ETHNICITY PROFILE

Please note the below is taken from our latest WRES (2023) report.

From ESR data, staff with a Black or Minority Ethnicity (BME) represent 9.74% of total workforce population, however 8.52% do not have ethnicity recorded. This is in contrast to only 6.79

The latest ONS national Ethnicity Pay Gap data³ is from 2022:

Ethnicity	Median Hourly Rate	Pay Gap %
White	£14.35	
Asian or Asian British	£14.83	-3.3%
Black, African, Caribbean or Black British	£13.53	5.7%
Mixed or Multiple ethnic groups	£15.38	-7.2%
Other ethnic group	£15.00	-4.5%

Nationally, Black, African, Caribbean or Black British employees earned less than White employees with a pay gap of 5.7%, this has been the case since 2021. All other ethnicities earn more on average than their White counterparts. An important factor in this analysis is the country of birth, as UK born Black, African, Caribbean or Black British employees earned more (£15.18) when compared with UK-born White employees (£14.26). There are other key factors such as occupation, qualifications, geography, age and sex that have a significant impact on the pay gap.⁴

4. DATA

We can see from the above data that the only ethnicity grouping who earn less than White employees is those with an unknown ethnicity recorded onto ESR.

As we know from our Gender Pay Gap reporting, pay gaps are often driven by consultant pay. Below is a comparison of the pay gap when we remove consultants from the analysis. In line with other pay gap reporting, we can see that removing consultants from the analysis does reduce the pay gap for both the mean and the median average by **6.07%** and **6.09%** respectively.

	RDUH Excluding Consultants			
	White Staff Hourly Rate	BME Staff Hourly Rate	Unknown Ethnicity Staff Hourly Rate	Pay Gap %
Mean average	£17.25	£18.24	£17.01	-5.74%
Median average	£15.33	£17.13	£15.04	-11.74%

If we examine the pay gap by quartiles, the below tables show the pay gap both for all employees and when we rep1 392.11 589.18 Tm0 g0 G0t the m the analysis

The below illustrates the pay gap within each Agenda for Change (AfC) band, which does not include medical staff, Non-Executive Directors or Very Senior Managers:

Banding	Median pay gap
Band 1	-2.42%
Band 2	-14.98%
Band 3	0.00%
Band 4	3.98%
Band 5	-2.86%
Band 6	9.41%
Band 7	2.64%
Band 8 - Range A	0.00%
Band 8 - Range B	0.00%
Band 8 - Range C	0.00%
Band 8 - Range D	
Band 9	
Other	12.21%

Band 1 is now closed to new applicants, the large pay gap at band 2 is driven by roles in Additional Clinical Services and Estates and Ancillary. Further analysis into this pay gap would be helpful for targeted action.

We can see that there is also a large pay gap at band 6 (and to a lesser extent band 7) where Black and Minority Ethnic staff earn less than their White counterparts, this fits in with our WRES data where Black and Minority Ethnic staff feel there is a difficulty in career progression at that level (these bandings will include Nursing and Midwifery registered staff where Black and Minority staff are over represented compared to other staff groups – although this pay gap is not present at Band 5 where most Nursing and Midwifery staff sit).

There is missing analysis in the above table for bands 8d and 9 due to a lack of data (no Black and Minority Ethnic representation at the time of the snapshot). We know from our Model Employer data that there is an under representation of Black and Minority staff at senior levels (band 8a to VSM) which will be a focus for the Trust.