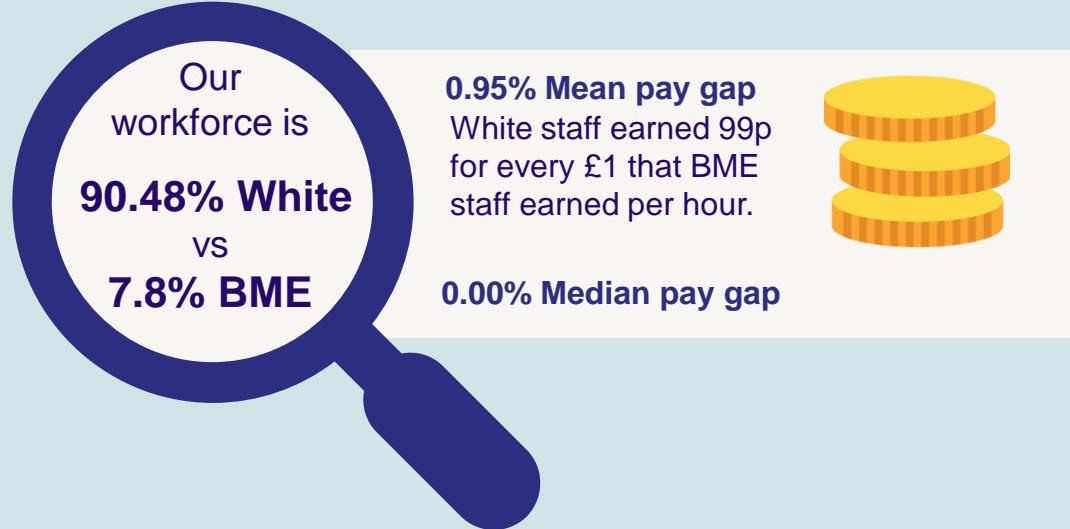




Ethnicity pay gap highlights – as at 31st March 2024

NHS

South East Coast
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- The 0.00% median pay gap suggests that at the middle salary point, White and BME employees are earning equally.
- The biggest proportion of BME colleagues are within our lower quartile pay bands.
- Black colleagues have the lowest median hourly rate.

| Ethnic Origin Grouping | Mean Hourly Rate | Median Hourly Rate |
|------------------------|------------------|--------------------|
| Asian | £20.32 | £18.10 |
| Black | £18.52 | £16.85 |
| Mixed | £18.35 | £17.47 |
| NULL | £19.43 | £18.79 |
| Not Stated | £20.80 | £19.50 |
| Other | £20.14 | £20.69 |
| White British | £18.83 | £17.68 |
| White Other | £20.82 | £18.89 |

| Quartile | BME | White | Other |
|------------------|-------|--------|-------|
| lower -1 | 9.54% | 89.47% | 1.00% |
| lower middle -2 | 6.69% | 92.46% | 0.85% |
| upper middle - 3 | 6.47% | 91.00% | 2.53% |
| upper - 4 | 8.74% | 89.20% | 2.06% |



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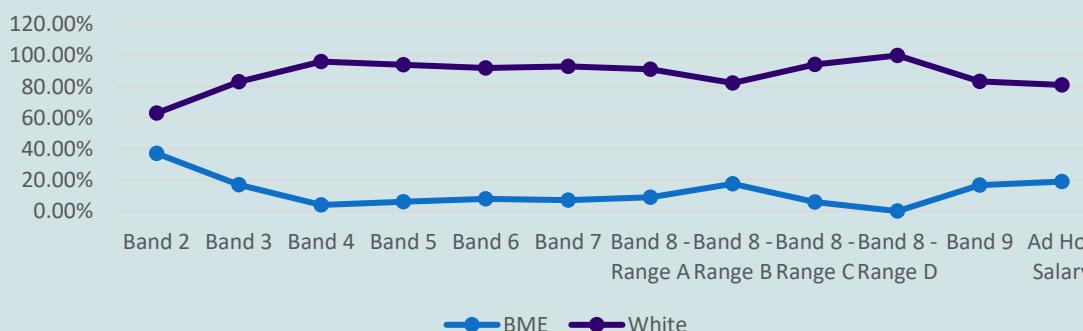


| All Staff - Operations | BME | White | Not Stated |
|------------------------|-----|-------|------------|
| Bands 1-4 | 154 | 1481 | 12 |
| Bands 5-7 | 203 | 2704 | 63 |
| Bands 8+ | 18 | 163 | 6 |
| Ad hoc | 4 | 0 | 17 |

| Operations - Field | BME | White | Not Stated |
|--------------------|-----|-------|------------|
| Bands 1-4 | 28 | 791 | 7 |
| Bands 5-7 | 91 | 1979 | 43 |
| Bands 8+ | 0 | 28 | 0 |
| Ad hoc | 0 | 0 | 0 |

| Operations - 111 & 999 | BME | White | Not Stated |
|------------------------|-----|-------|------------|
| Bands 1-4 | 110 | 591 | 3 |
| Bands 5-7 | 81 | 282 | 5 |
| Bands 8+ | 1 | 13 | 1 |
| Ad hoc | 1 | 0 | 0 |

| Support Staff | BME | White | Not Stated |
|---------------|-----|-------|------------|
| Bands 1-4 | 16 | 99 | 2 |
| Bands 5-7 | 31 | 443 | 15 |
| Bands 8+ | 17 | 5 | 122 |
| Ad hoc | 3 | 0 | 17 |



| Band by Ethnicity Category | | | |
|----------------------------|-----|-------|-------------|
| Band | BME | White | Grand Total |
| Band 2 | 20 | 34 | 54 |
| Band 3 | 94 | 459 | 553 |
| Band 4 | 40 | 988 | 1028 |
| Band 5 | 75 | 1156 | 1231 |
| Band 6 | 88 | 1016 | 1104 |
| Band 7 | 40 | 532 | 572 |
| Band 8 - Range A | 10 | 103 | 113 |
| Band 8 - Range B | 6 | 28 | 34 |
| Band 8 - Range C | 1 | 16 | 17 |
| Band 8 - Range D | 0 | 11 | 11 |
| Band 9 | 1 | 5 | 6 |
| Ad Hoc Salary | 4 | 17 | 21 |
| Grand Total | 379 | 4365 | 4744 |

- There are 16.67% and 19.05% of BME colleagues at Band 9 and on Adhoc salaries, which is contributing towards to the pay gap identified.
- Operations 111 & 999 have the highest number of BME colleagues in Bands 1-4.

*Adhoc salary: Anyone whose salary is not covered under Agenda for Change, e.g. VSMs