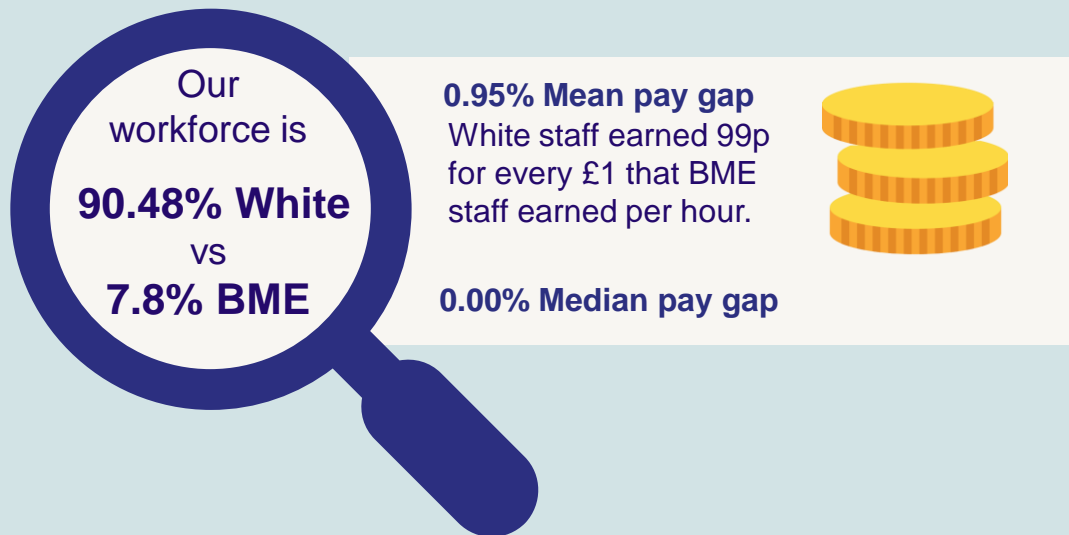




Ethnicity pay gap highlights – as at 31st March 2024



- 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%



Ethnicity pay gap highlights – as at 31st March 2024

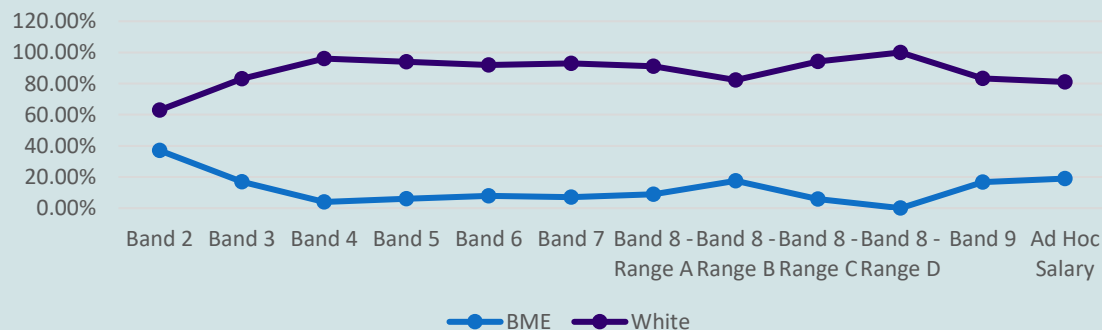


All Staff - Operations	BME	White	Not Stated
Bands 1-4	154	1481	12
Bands 5-7	203	2704	63
Bands 8+	18	163	6
Ad hoc	4	0	17

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