

Pay Gap Report

East London NHS Foundation Trust

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I. What is the Ethnicity Pay Gap report?

The Ethnicity Pay Gap is the differences in pay between employees from various ethnic backgrounds. This is the first year East London NHS Trust have produced Pay Gap reporting for Ethnicity. We are committed to fostering transparency, accountability, and equity within our organisation. Through these reports, we aim to identify and address any disparities in pay and opportunities, ensuring that all our employees are treated fairly and have equal access to advancement and development opportunities, regardless of ethnicity.

In this report we have categorised ethnicities according to nationally recognised reporting standards.

II. Exclusions

We have excluded the following from our calculations:

Elements related to: Salary sacrifice

Arrears

Overtime

Staff on reduced pay due to long term sickness, maternity/paternity

Hours worked and paid whilst 'on call' (on call allowance is included)

Career Break, maternity Leave, Inactive,

III. The Ethnicity Pay Gap Indicators

An employer must publish six calculations showing:

- i. Average gender pay gap as a mean average
- ii. Average gender pay gap as a median average
- iii. Proportion of males and females when divided into four groups ordered from lowest to highest pay
- iv. Ethnicity Pay Gap by Staff Group
- v. Ethnicity Pay Gap by Band

IV. East London NHS Foundation Trust Workforce

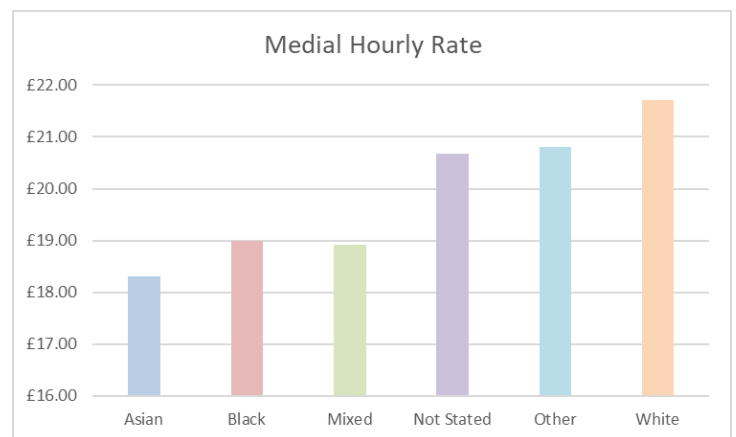
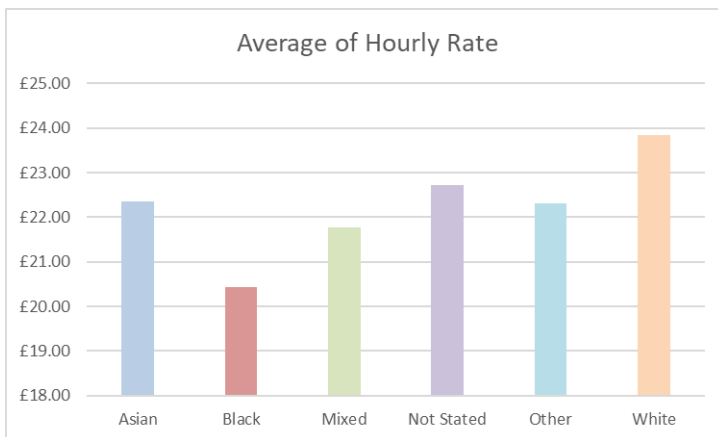
Ethnicity	Apprentice	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a	Band 8b	Band 8c	Band 8d	Band 9	Trust Board	Medical
Asian	10	232	323	188	194	129	86	31	8	1	3	2	173
Black	1	633	327	448	525	337	94	26	13	4	2	3	29
Mixed	0	55	55	57	46	37	26	8	5	1	1	0	15
Not Stated	0	30	27	14	18	22	7	0	2	1	0	0	12
Other	0	28	23	23	20	32	18	3	1	1	0	0	16
White	3	329	444	340	473	654	320	158	85	34	13	5	211
Asian %	71.43%	17.75%	26.94%	17.57%	15.20%	10.65%	15.61%	13.72%	7.02%	2.38%	15.79%	20.00%	37.94%
Black %	7.14%	48.43%	27.27%	41.87%	41.14%	27.83%	17.06%	11.50%	11.40%	9.52%	10.53%	30.00%	6.36%
Mixed %	0.00%	4.21%	4.59%	5.33%	3.61%	3.06%	4.72%	3.54%	4.39%	2.38%	5.26%	0.00%	3.29%
Not Stated %	0.00%	2.30%	2.25%	1.31%	1.41%	1.82%	1.27%	0.00%	1.75%	2.38%	0.00%	0.00%	2.63%
Other %	0.00%	2.14%	1.92%	2.15%	1.57%	2.64%	3.27%	1.33%	0.88%	2.38%	0.00%	0.00%	3.51%
White %	21.43%	25.17%	37.03%	31.78%	37.07%	54.00%	58.08%	69.91%	74.56%	80.95%	68.42%	50.00%	46.27%

The current Ethnicity split within the overall workforce is Asian 18.43%, Black 32.53%, Mixed 4.07%, Not Stated 1.80%, Other 2.21%, White 40.96%

V. Snapshot 31st March 2023

Pay Gap

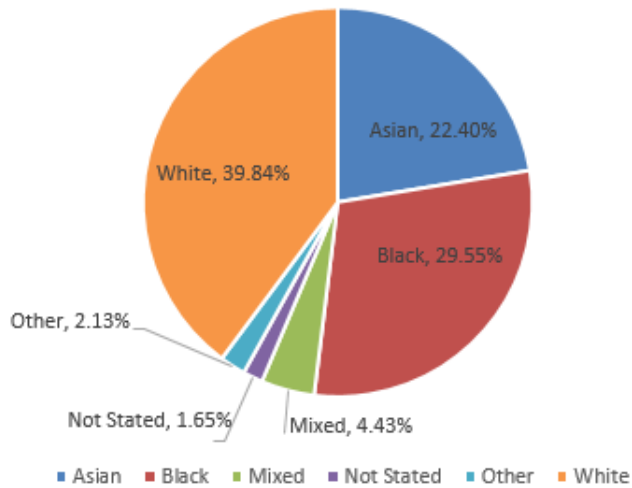
Pay Gap		
Ethnicity	Avg. Hourly Rate	Median Hourly Rate
Asian	£22.34	£18.31
Black	£20.44	£18.99
Mixed	£21.77	£18.91
Not Stated	£22.71	£20.68
Other	£22.31	£20.81
White	£23.84	£21.72



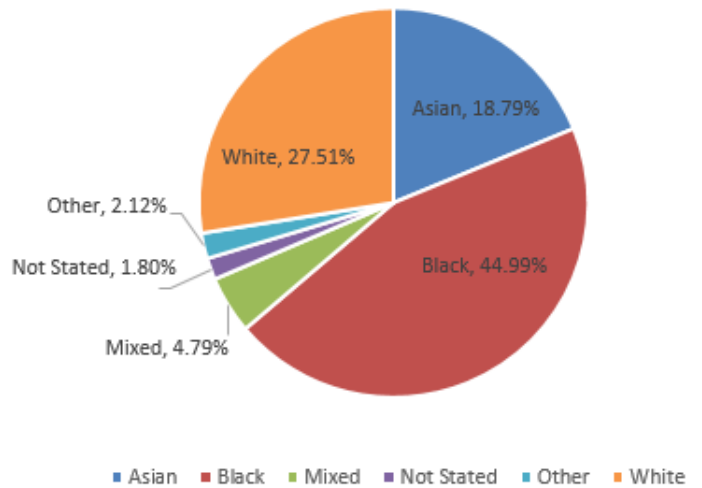
Quartiles

Quartiles						
Quartile	Asian	Black	Mixed	Not Stated	Other	White
1	22.40%	29.55%	4.43%	1.65%	2.13%	39.84%
2	18.79%	44.99%	4.79%	1.80%	2.12%	27.51%
3	14.44%	34.49%	3.27%	2.03%	2.65%	43.12%
4	18.20%	21.34%	3.83%	1.70%	1.92%	53.01%

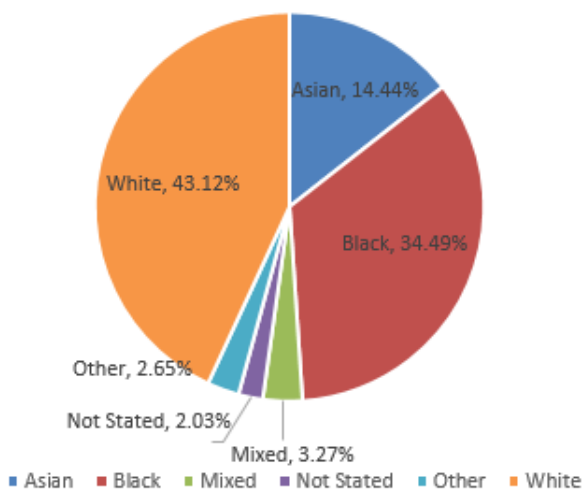
Q1: Lower



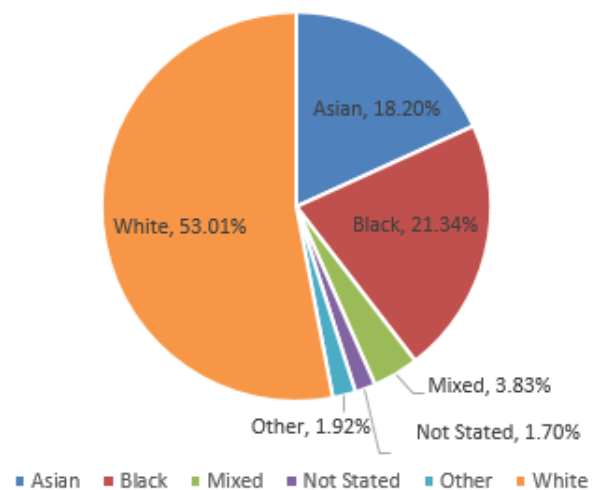
Q2: Lower Middle



Q3: Upper Middle



Q4: Upper



Ethnicity Pay Gap By Staff Group

Staff Group	Asian	Black	Mixed	Not Stated	Other	White
Add Prof Scientific and Technic	£25.07	£25.02	£26.55	£27.54	£25.79	£27.51
Additional Clinical Services	£15.35	£15.95	£15.16	£15.76	£15.39	£14.74
Administrative and Clerical	£18.14	£19.25	£18.98	£17.88	£18.33	£20.81
Allied Health Professionals	£23.47	£21.62	£23.08	£25.40	£22.34	£24.36
Estates and Ancillary	£15.50	£15.48	-	£15.48	-	£13.75
Medical and Dental	£41.73	£47.91	£46.54	£32.79	£35.11	£46.10
Nursing and Midwifery Registered	£23.08	£23.03	£24.54	£24.54	£23.69	£24.16

Ethnicity Pay Gap By Pay Band

Band	Asian	Black	Mixed	Not Stated	Other	White
Band 3	£14.50	£15.81	£14.78	£15.51	£14.93	£13.31
Band 4	£15.17	£15.49	£15.00	£15.55	£14.66	£14.16
Band 5	£17.70	£18.55	£17.37	£20.55	£17.47	£16.72
Band 6	£21.46	£22.70	£20.87	£21.47	£21.67	£20.59
Band 7	£25.73	£25.48	£29.62	£25.60	£24.58	£25.12
Band 8a	£28.69	£28.18	£27.96	£30.63	£27.48	£28.37
Band 8b	£32.86	£32.29	£33.37	-	£31.16	£33.19
Band 8c	£37.68	£39.00	£37.81	£44.71	£34.98	£38.43
Band 8d	£44.48	£43.88	£44.48	£45.29	£50.71	£46.84
Band 9	£57.32	£52.43	£52.43	-	-	£55.45

VI. Summary of results and initial assessment of implications/actions

Metric	Analysis	Implications/Actions