

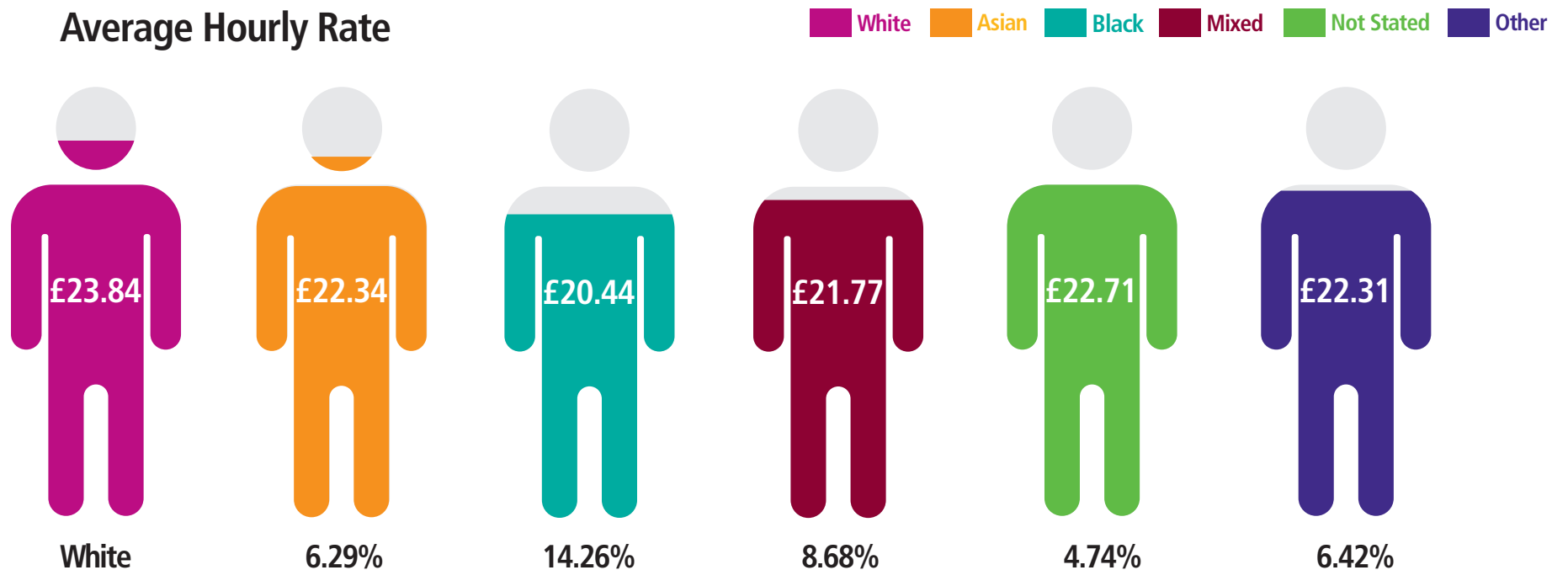


## ETHNICITY PAY GAP 2024

All ethnicity pay gaps are calculated against the average pay of white employees.

### All Trust Staff – Overall Mean vs. Median average hourly rate

#### Average Hourly Rate



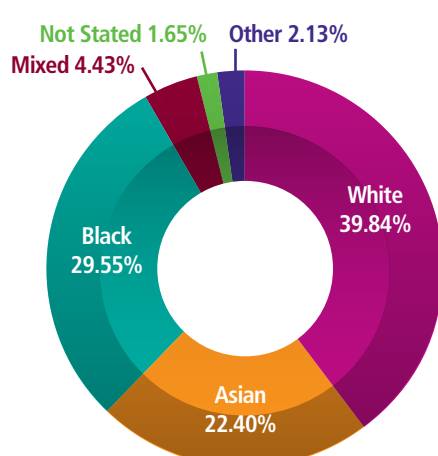
#### Median Hourly Rate



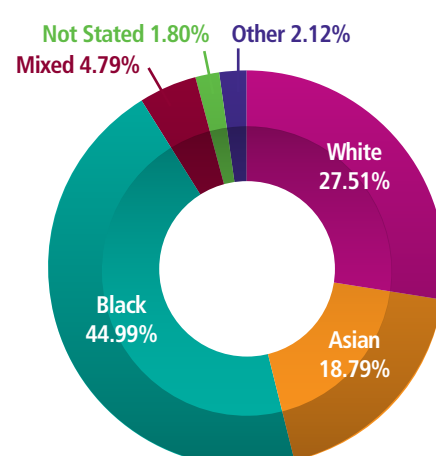
### Quartiles

A quartile divides the workforce into four segments based on their pay. Each quartile represents 25% of the workforce. Employees fall into one of these four quartiles: lower, lower middle, upper middle, and upper quartile pay bands.

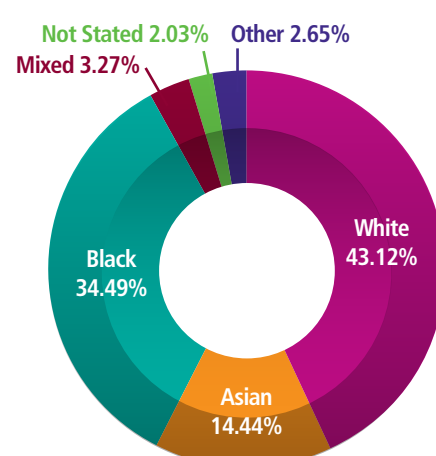
#### Q1: Lower



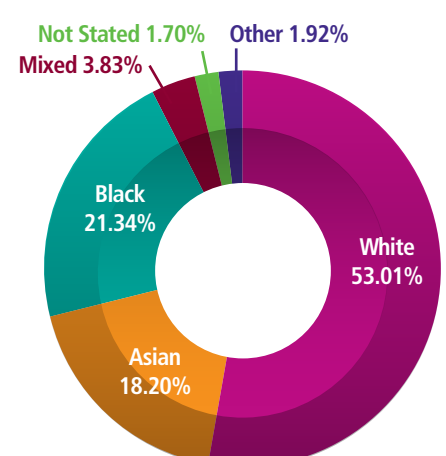
#### Q2: Lower Middle



#### Q3: Upper Middle



#### Q4: Upper

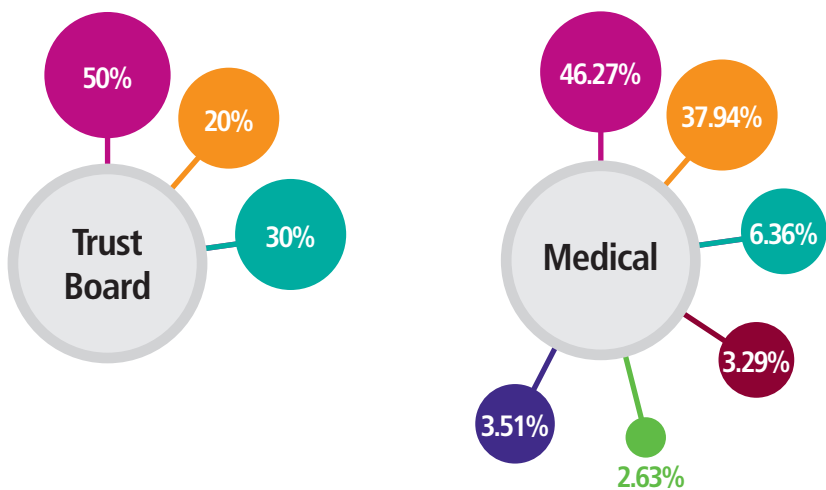
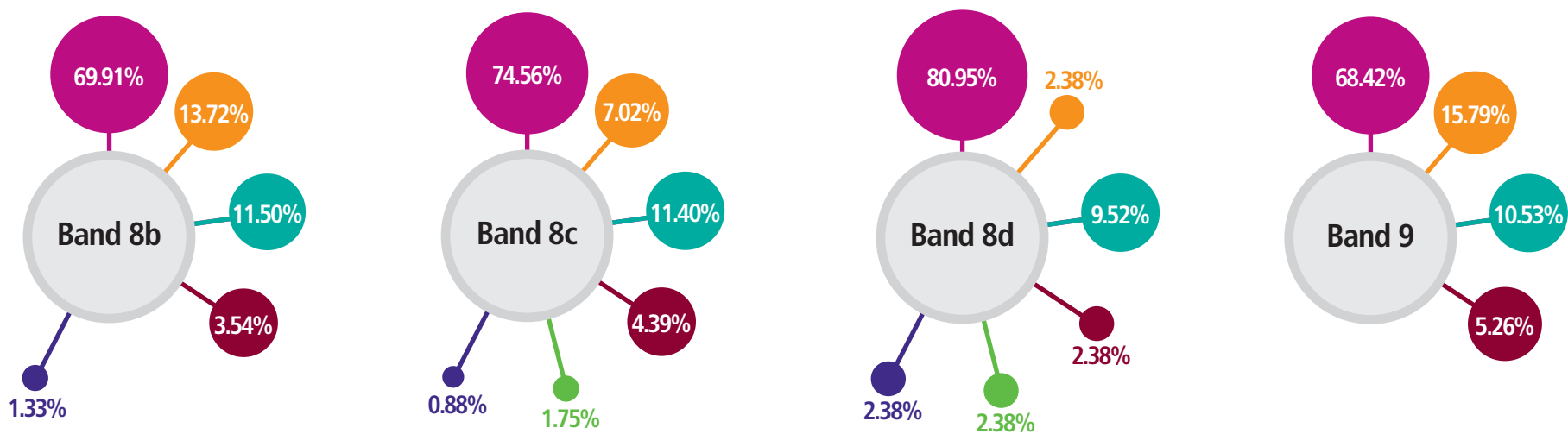
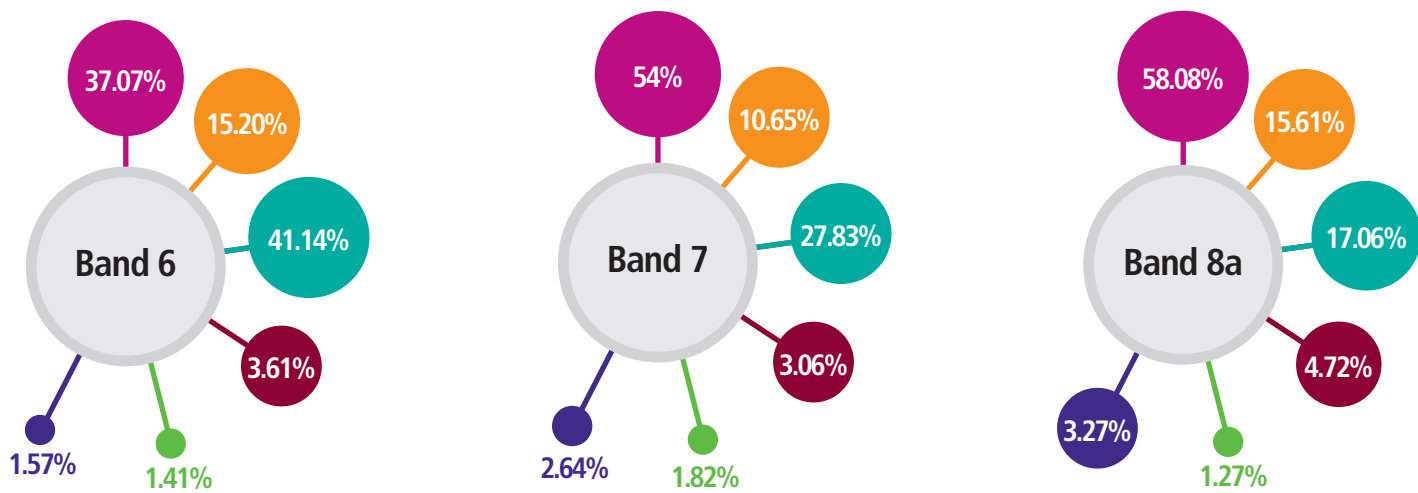
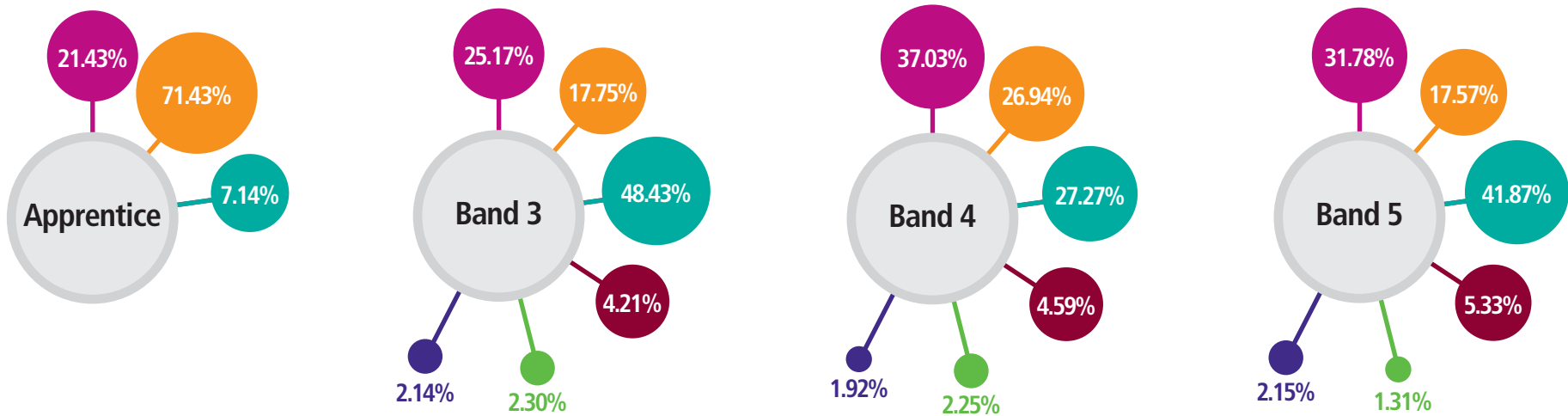




# ETHNICITY PAY GAP 2024

% of Current Ethnicity Split

White Asian Black Mixed Not Stated Other



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



# ETHNICITY PAY GAP 2024

## Ethnicity Pay Gap By Pay Band

White Asian Black Mixed Not Stated Other



Band 3



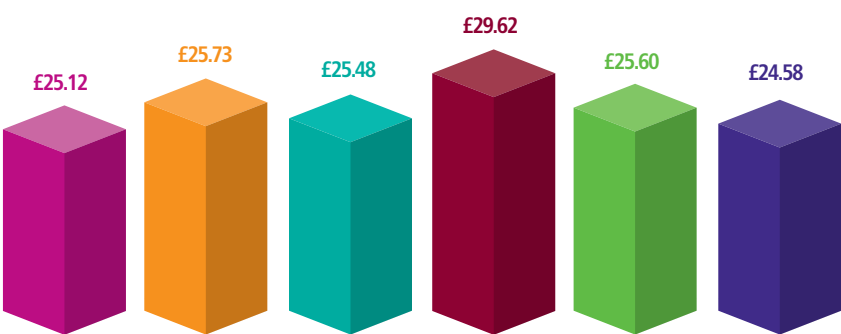
Band 4



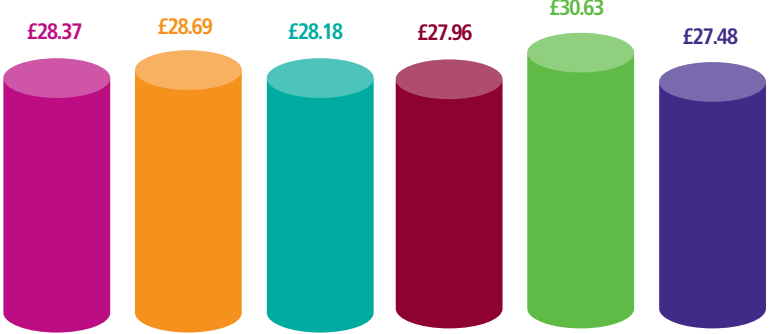
Band 5



Band 6



Band 7



Band 8a



Band 8b



Band 8c



Band 8d



Band 9



# ETHNICITY PAY GAP 2024

## Ethnicity Pay Gap By Staff Group

White Asian Black Mixed Not Stated Other



Add Prof Scientific & Technic



Additional Clinical Services



Administrative & Clerical



Allied Health Professionals



Estates & Ancillary



Medical & Dental



Nursing and Midwifery Registered