

Pay gap reporting on ethnicity

The ethnicity pay gap is the difference in average earnings between all ethnic groups. Currently there is no legislative requirement for organisations to carry out ethnicity pay gap reporting. Whilst reporting is not mandatory, as part of the Service's approach to improving inclusion and tackle inequality within the workplace, this data is being provided from 2023. In reporting this data, we have followed guidance for employers as detailed on the [GOV.UK](https://www.gov.uk) website.

Using the principles of the gender pay gap reporting, data has been based on the snapshot date of 31 March 2023 and captures three pay statistics:

1. Mean ethnicity pay gap – the difference between the mean hourly rate of pay of all white British full-pay relevant employees and that of full-pay relevant employees from other ethnic backgrounds
2. Median ethnicity pay gap – the difference between the median hourly rate of pay of all white British full-pay relevant employees and that of full-pay relevant employees from other ethnic backgrounds
3. Quartile pay bands - the proportions of full-pay relevant employees from white British and other ethnic backgrounds in the lower, lower-middle, upper-middle and upper quartile pay bands

In addition to the pay statistics above, the Chartered Institute of Personnel and Development (CIPD) has also recommended reporting on two additional statistics:

4. Proportion of the total workforce from other ethnic backgrounds
5. Proportion of employees who have disclosed their ethnicity

Whilst gender pay gap reporting compares the data of two groups (males and females) ethnicity pay gap reporting is more complex and involves more groups, some of which have fewer numbers.

Combining different ethnic groups into the five categories as defined in the 2021 Census of England and Wales is something the Service will aspire to as diversity within the workforce improves:

- Asian or Asian British
- Black, Black British, Caribbean or African
- Mixed or multiple ethnic groups
- White
- Other ethnic group

As there is a requirement to protect confidentiality, different ethnic groups have been combined and for 2023 the categories include:

- White British
- Other ethnic backgrounds
- Not known

Whilst it is acknowledged having fewer categories masks the variations between ethnic groups and provides pay gap data comparing the earnings of ethnic minority employees as a percentage of all white British employees, using the five-category breakdown results in many of the categories with insufficient numbers to be able to report the data.

Reportable data

The table below details the total number of employees in scope for 2023:

Year	Total number of employees in scope	White British	Other ethnic backgrounds	Not known	Total
2023	Full-pay relevant employees	388	46	38	472
	Relevant employees	413	52	46	511

The ethnicity pay gap calculation is based on full-pay relevant employees. To be included as a full-pay relevant employee, the employee must be:

- Employed on the snapshot date; 31 March each year
- Paid their usual full-pay in the pay period ending on the snapshot date

1. The mean ethnicity pay gap:

Year	White British hourly pay £	Other ethnic backgrounds hourly pay £	Pay gap £	Pay gap %
2023	21.74	19.14	2.59	11.9

The difference between the mean hourly rate of pay for full-pay relevant employees, as a percentage. The mean gap provides an overall indication of the size of the gap. A high mean indicates that the remuneration structure disadvantages employees from other ethnic backgrounds.

The mean ethnicity pay gap is 11.9 per cent (or £2.59).

2. The median ethnicity pay gap:

Year	White British hourly pay £	Other ethnic backgrounds hourly pay £	Pay gap £	Pay gap %
2023	19.76	18.26	1.50	7.59

The difference between the median hourly rate of pay for full-pay relevant employees, as a percentage.

The median (mid-point) ethnicity pay gap is 7.59 per cent (or £1.50).

3. Pay quartiles:

Quartile	White British	% of total group	% of total quartile	Other ethnic backgrounds	% of total group	% of total quartile	Not known	% of total group	% of total quartile
Upper (U)	105	22.2	89.0	7	1.5	5.9	6	1.3	5.1
Upper Middle (UM)	94	19.9	79.7	9	1.9	7.6	15	3.2	12.7
Lower Middle (LM)	96	20.3	81.4	10	2.1	8.5	12	2.5	10.2
Lower (L)	93	19.7	78.8	20	4.2	16.9	5	1.1	4.2
Total	388	-	-	46	-	-	38	-	-

The proportions of white British, other ethnic backgrounds and not known full-pay relevant employees in the lower (L), lower middle (LM), upper middle (UM) and upper (U) quartiles and the equally distributed pay bands.

The highest proportion of white British employees is within the upper quartile, representing 22.2 per cent of the total group. In comparison, the highest proportion of employees from other ethnic backgrounds is within the lower quartile, representing 4.2 per cent of the total group. The category representing not known data has the highest proportion of employees within the upper middle quartile, representing 3.2 per cent of the total group.

4. Proportion of the total workforce from other ethnic backgrounds:

For 2023, the proportion of the total workforce from other ethnic backgrounds is 10 per cent.

5. Proportion of employees who have disclosed their ethnicity:

For 2023, the proportion of employees who have disclosed their ethnicity is 91 per cent.