

# Ethnicity Pay Gap Report 2025

## 1. What is the ethnicity pay gap?

The ethnicity pay gap (EPG) looks at the difference in the average hourly pay between Global Majority staff and White staff, taking account of the full range of jobs and salaries.

The EPG is not about equal pay for work of equal value, which looks at the pay differences between men and women of all ethnicities for doing work of equal value. Our arrangements for ensuring equal pay for work of equal value are detailed in section 6.

This report is based on 31 March 2025 data. This is the second year that this report has been run, so this data will only be compared to data from 2023-2024.

## 2. How is the ethnicity pay gap expressed?

A positive pay gap means that, on average, Global Majority colleagues are paid less overall than White colleagues. A negative pay gap means the average pay for Global Majority colleagues is higher than White colleagues. A pay gap of zero means that the average pay across the workforce is the same for Global Majority colleagues and White colleagues.

The EPG is reported using six different measures:

- Mean ethnicity pay gap: The difference between the mean hourly rate of pay of Global Majority full-pay employees and that of White full-pay employees.
- Median ethnicities pay gap: The difference between the median hourly rate of pay of Global Majority full-pay employees and that of White full-pay employees.
- Mean bonus gap: The difference between the mean bonus pay paid to Global Majority employees and that paid to White employees.
- Median bonus gap: The difference between the median bonus pay paid to Global Majority employees and that paid to White employees.
- Bonus proportions: The proportions of Global Majority and White employees who were paid any bonus pay during the relevant period.
- Quartile pay bands: The proportions of Global Majority and White full-pay employees in the lower, lower middle, upper middle and upper quartile pay bands.

### 3. Ethnicity Pay Gap - Average Pay

The figures reported below for 2024/25 show West Suffolk NHS Foundation Trust's EPG in two ways – as median and mean average hourly rates. The mean calculates the total amount earned across the organisation, divided by the number of people employed. The median looks at all the salaries in the range and identifies the mid-point.

Table 1: Average hourly rates by ethnic origin grouping summary in 2023-24 and 2024-25

Ethnic origin grouping summary	2023-2024		2024-2025	
	Mean hourly rate	Median hourly rate	Mean hourly rate	Median hourly rate
White <sup>1</sup>	£20.29	£17.68	£21.88	£18.66
Global Majority <sup>2</sup>	£22.79	£18.74	£24.89	£20.30
Not stated <sup>3</sup>	£20.83	£18.37	£23.19	£20.20
% Difference between White and Global Majority	-12.33	-5.99	-13.78	-8.81
% Difference between White and Not known	-2.68	-3.89	-6.00	-8.28

<sup>1</sup> = White British, White Other      <sup>2</sup> = Asian, Black, mixed      <sup>3</sup> = NULL, not stated

Our data shows a negative mean and median pay gap between White colleagues and Global Majority colleagues, meaning that the average pay for Global Majority colleagues is higher than White colleagues. The negative mean and median pay gap between White colleagues and Global Majority colleagues has widened over the past year.

The reason the difference between White and Not Known has been included is because the number of colleagues who have not disclosed their ethnicity data through ESR is significant (see table 3).

The term Global Majority is an umbrella term that refers to ethnicities that are not White. Whilst, for this report, the above data informs us that there is a negative ethnicity pay gap, it cannot tell us where this gap might specifically appear within the ethnicities included in the Global Majority grouping. Therefore, this data has been disaggregated further by the different ethnic groups within the Global Majority category to identify specifically where larger or smaller ethnicity pay gaps might lie.

Table 2: Average hourly rates by ethnic origin groups in 2023-24 and 2024-25

Ethnic origin grouping	2023-2024		2024-2025	
	Mean hourly rate	Median hourly rate	Mean hourly rate	Median hourly rate
White British	£20.12	£17.69	£21.55	£18.66
Asian	£22.76	£18.69	£25.05	£20.15
Black	£21.58	£18.40	£23.47	£20.58
Mixed	£22.70	£19.10	£24.20	£20.14
Other	£25.44	£20.74	£27.12	£22.88
White Other	£21.78	£17.32	£24.77	£18.49
Not Stated	£21.11	£19.18	£23.52	£20.81
NULL	£20.70	£17.69	£23.04	£20.14
% difference White British and Asian	-13.15	-5.70	-£16.25	-£8.00
% difference White British and Black	-7.30	-4.03	-£8.92	-£10.29
% difference White British and Mixed	-12.84	-8.01	-£12.29	-£7.94
% difference White British and Other	-26.84	-17.27	-£25.87	-£22.60
% difference White British and White Other	-8.27	2.09	-£14.96	£0.92
% difference White British and Not Stated	-4.94	-8.46	-£9.14	-£11.54
% difference White British and NULL	-2.89	0.00	-£6.95	-£7.94

Other than the pay gap for 'not stated' and 'NULL' (which is the pay gap between White British colleagues and colleagues who have informed us that they prefer not to state their ethnicity or have not disclosed any response regarding their ethnicity data via ESR) the average hourly rate between White British colleagues and Black colleagues, and White British colleagues and White Other colleagues is the closest to zero and, potentially, a positive number.

An observation to make here is the importance of increasing staff EDI disclosure within our organisation. If colleagues who had not yet disclosed their ethnicity information did this via ESR and their data was incorporated into an ethnic origin group, it has the potential to change the landscape of the picture this data is presenting which could result in a pay gap yet not seen. This is illustrated by data in Table 3 that shows there are more colleagues within the Trust whose ethnicity is

recorded as 'NULL' than we have colleagues who have disclosed their ethnicity as Black, Mixed-Race or Other.

From the data thus far, it can be determined that the average hourly rate of pay for Global Majority colleagues is higher than that of White British colleagues. When looking at the demographic of our workforce, it may be surprising that this is the case as there is a larger percentage of White British colleagues than Global Majority colleagues. However, we must recognise that the EPG at WSFT is caused by the fact there are proportionally more Global Majority colleagues than White colleagues in more senior, higher paying jobs in comparison to the overall workforce demographic. Whilst this is positive profile, it should be noted that this data reflects specific staff groupings rather than the wider workforce profile, as explained further below.

Table 3 highlights that there are more Asian, Black, Mixed-race colleagues and colleagues identifying as 'Other' in Q3 and Q4 (the highest pay quartiles) than in Q1 and Q2. This is the opposite for White British and White Other colleagues. This data is heavily weighted by our medical consultant colleagues (Table 4).

Table 3: Number of colleagues in each pay quartile by ethnicity in 2024/25 (Q1 low/Q4 high)

Quartile	White British	Asian	Black	Mixed	Other	White Other	Not Stated	NULL
1	1,025	77	24	18	12	110	24	41
2	894	238	45	14	16	117	17	52
3	837	259	62	19	24	85	21	55
4	907	185	41	16	26	107	29	52
Total	3,363	759	172	67	78	419	91	200

Table 4: proportion of medical consultants in post at 31 March 2025 by ethnic origin grouping summary:

White		Global Majority		Not Stated	
Headcount		Headcount		Headcount	
No.	%	No.	%	No.	%
167	55.67	111	37	22	7.33

Table 5: proportion of medical consultants in post at 31 March 2025 by ethnic origin grouping detail:

White		Asian		Black		Mixed		Other		Not Stated	
Headcount		Headcount		Headcount		Headcount		Headcount		Headcount	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
167	55.67	67	22.33	14	4.67	8	2.67	22	7.33	22	7.33

To better understand our workforce data, the EPG report has been run again, this time removing medical staff data. This is because representation of Global Majority colleagues at this level is not representative of the wider workforce. For example, data in Table 5 shows that 22.3% of our consultants are Asian, whereas our 2024-25 EDI monitoring data shows that Asian colleagues make up 11.8% of our overall workforce. Incorporating consultant data within this report is heavily weighting our findings and potentially masking the averages that are reflective of wider staff groups.

Table 6: Average hourly rates (ethnic origin grouping summary- excluding medical consultants)

Ethnic origin grouping summary	2023-2024		2024-2025	
	Mean hourly rate	Median hourly rate	Mean hourly rate	Median hourly rate
White <sup>1</sup>	£18.57	£16.90	£20.32	£18.62
Global Majority <sup>2</sup>	£18.13	£17.74	£21.24	£19.76
Not stated <sup>3</sup>	£18.84	£17.68	£21.93	£20.00
% Difference between White and Global Majority	2.37	-4.95	-4.51	-6.13
% Difference between White and Not known	-1.48	-4.65	-7.91	-7.39

<sup>1</sup> = White British, White Other      <sup>2</sup> = Asian, Black, mixed      <sup>3</sup> = NULL, not stated

As seen in table 6, excluding medical consultants from this data has a significant impact on the mean and median hourly rate of White and Global Majority colleagues, and the percentage difference between White and Global Majority colleagues. For White colleagues, the mean hourly rate with medical consultants included is £21.88 and it is £20.32 without this staff group. Also, for White colleagues, the median hourly rate is £18.66 with medical consultants included in the data, and it is £18.62 without them. For Global Majority colleagues, the mean hourly rate with medical consultants included is £24.89 and it is £21.24 without this staff group. Also for Global Majority colleagues, the median hourly rate is £20.30 with medical consultants included in the data, and it is £19.76 without them. It should therefore be noted that, upon the removal of the medical consultant data, both the mean and median hourly rates decrease more for Global Majority colleagues than for White colleagues.

The percentage difference in mean and median hourly rate between White and Global Majority colleagues before the medical consultant staff group is removed is -13.78% and -8.21, respectively. This reduces to -4.51 and -6.13 once data from medical consultants are removed. This highlights that there remains a pay gap where the average pay is higher for Global Majority colleagues than for White colleagues, but it is not as high once the data from medical consultants are removed. This suggests that analysing this data is this way (i.e. running reports with and

without medical consultant data) is helpful in providing a more accurate reflection of the ethnicity pay gap within our organisation.

In addition to this, the data in table 7 (which has been disaggregated further by the different ethnic groups within the Global Majority category to identify specifically where larger or smaller ethnicity pay gaps might lie) highlights a number of differences in the direction of pay gaps when medical consultant data is removed.

Table 7: Average hourly rates in 2023-24 and 2024-25 by ethnic origin groups (excluding medical consultants)

Ethnic origin grouping	2023-2024		2024-2025	
	Mean hourly rate	Median hourly rate	Mean hourly rate	Median hourly rate
White British	£18.63	£17.10	£20.10	£18.66
Asian	£18.08	£17.68	£21.22	£19.63
Black	£18.68	£18.10	£21.13	£20.15
Mixed	£17.61	£17.49	£20.17	£17.82
Other	£17.66	£17.30	£22.61	£21.06
White Other	£17.98	£16.35	£22.32	£17.98
Not Stated	£19.59	£18.82	£22.22	£20.63
NULL	£18.45	£16.67	£21.80	£19.89
% difference White British and Asian	2.91	-3.44	-5.58	-5.23
% difference White British and Black	-0.26	-5.86	-5.12	-8.01
% difference White British and Mixed	5.46	-2.30	-0.34	4.49
% difference White British and Other	5.21	-1.18	-12.51	-12.86
% difference White British and White Other	3.46	4.36	-11.04	3.65
% difference White British and Not Stated	-5.19	10.08	-10.52	-10.56
% difference White British and NULL	0.98	2.48	-8.46	-6.58

The mean percentage differences between White British and: Asian, Mixed, Other, White Other and Null have changed from negative figures to positive, highlighting that there is now a positive pay gap between White British and these Global Majority groups (i.e. the average pay for White British colleagues is higher than for these Global Majority groups). In addition to this, the percentage difference between White British and Black has also dropped significantly to just above 0% when medical consultant data is removed.

#### **4. Ethnicity Pay Gap - Bonus Pay**

Bonus pay is any remuneration that is in the form of money, vouchers, securities or options and relates to profit sharing, productivity, performance, incentive or commission.

The following payments are included in the calculation of bonus pay:

- Clinical excellence awards (CEA) and discretionary points awarded to senior medical staff.
- Welcome payments. These are incentives paid in the form of one or two lump sums to staff appointed to areas where recruitment is difficult e.g., pharmacy and staff nurses.
- Recruitment and retention premium. These are on-going increases to base salary for staff appointed to areas where recruitment is difficult e.g., estates trades and craftspeople, pharmacy, clinical coding, sonographers.
- Commitment awards e.g., bonus paid to nursing assistants on completion of their Care Certificate
- Long service awards paid on retirement to staff with over 25 years' service at WSFT

The data are available to show the ethnicity pay gap for the combined methods of receiving bonus pay available at the Trust and is represented in Table 6. Additional data is held on the consultant CEA, so this information has been extracted to be analysed further and this is represented in Table 7.

Clinical Excellence Awards are made based on national guidance set out by the Advisory Committee on Clinical Excellence Awards. An internal process is in place to monitor the distribution of awards.

Table 6: 2024-25 Bonus pay by ethnic group

Ethnic Group	Avg bonus pay value	Mean Avg Bonus EPG ((White-Eth)/White)	Median bonus pay value	Median Avg Bonus EPG ((White-Eth)/White)	Head count	No. Receiving Bonus	% Receiving Bonus	% of those receiving bonus that are consultants
<b>White</b>	£5,183.97	-	£2,080.48	-	4,579	85	1.86%	49.41%
<b>Asian</b>	£4,256.65	17.89%	£3,015.97	-44.96%	690	28	4.06%	78.57%
<b>Black</b>	£0	100%	£0	100%	200	0	0%	0%
<b>Mixed</b>	£4,580.95	11.63%	£4,580.95	-120.19%	91	2	2.20%	100%
<b>Other</b>	£4,777.56	7.84%	£2,975.06	-43%	223	6	2.69%	66.67%
<b>Not Stated</b>	£2,907.05	43.92%	£1,357.44	34.75%	368	6	1.63%	50%
<b>Total</b>					<b>6,151</b>	<b>127</b>	<b>12.43%</b>	<b>57.48%</b>

Table 7: 2024-25 Clinical excellence awards (CEA) totals by ethnic group

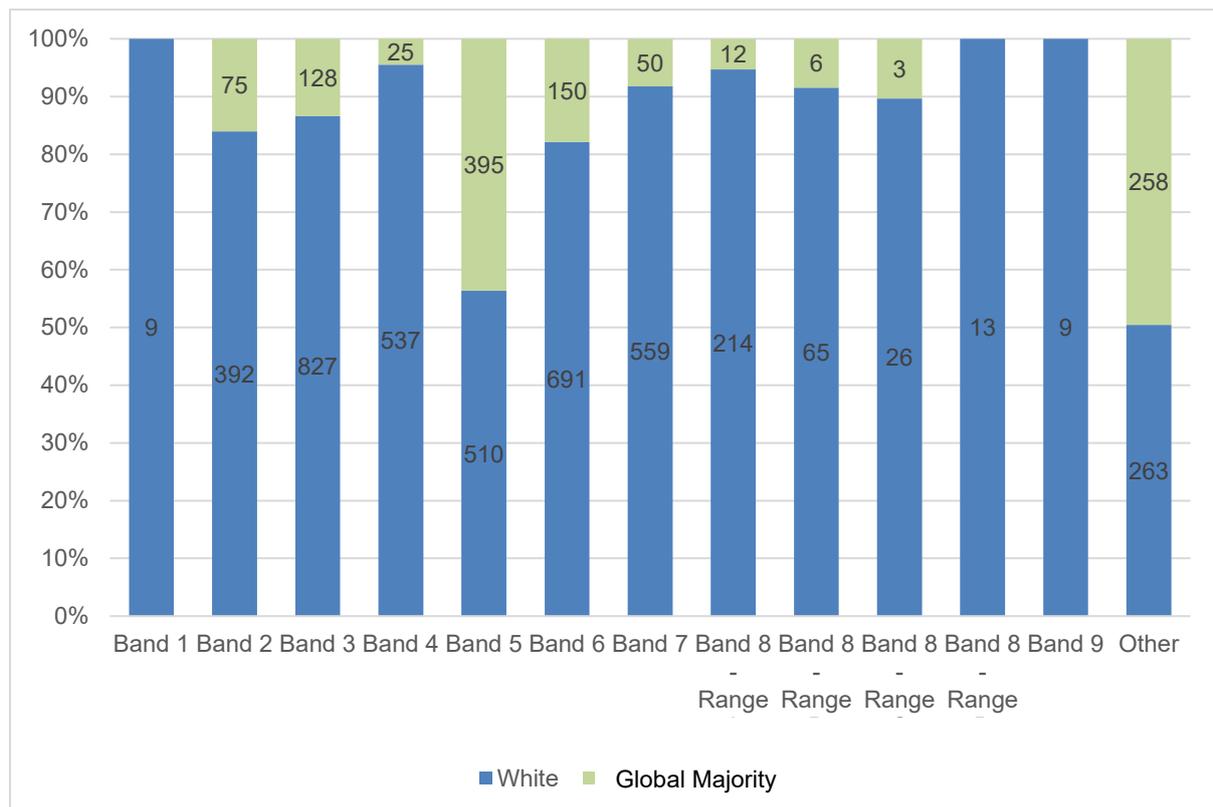
Ethnic Group	Consultants with CEA Lv1-9	% makeup of Consultants with CEA	Total consultants	% of Consultant Headcount
<b>White</b>	42	57.53%	167	55.67%
<b>Asian</b>	22	30.14%	67	22.33%
<b>Black</b>	0	0%	14	4.67%
<b>Mixed</b>	2	2.74%	8	2.67%
<b>Other</b>	4	5.48%	22	7.33%
<b>Not Stated</b>	3	4.11%	22	7.33%
<b>Total</b>	<b>73</b>	<b>100%</b>	<b>300</b>	<b>100%</b>

## 5. Reflections

Whilst data in this report shows that WSFT has an ethnicity pay gap that advantages Global Majority colleagues, we should note that it is not necessarily a reflection of progression within our organisation.

Graph 1 is sourced from the Trust’s 2025 EDI monitoring data, and it illustrates the representation of White and Global Majority colleagues within Agenda for Change (AfC). This graph shows the large representation of Global Majority colleagues at band 5, which then rapidly declines as the bands increase. At bands 8D and 9, there is currently no representation of Global Majority colleagues within WSFT. This does not reflect the findings for medical consultants where there is a higher representation of Global Majority colleagues.

Graph 1: The number of Global Majority and White colleagues by AfC pay bands as at 31 March 2025



In addition to this, the Trust’s recruitment data consistently shows disparity between White applicants and Global Majority applicants at the points of shortlisting and appointment.

Table 8 below highlights the likelihood of applicants from each ethnic group being shortlisted and then offered a position.

The reason for such stark figures is due to the implicit bias of the recruiting managers. Whilst there are genuine factors that may contribute towards a slight difference between the disproportionate figures at the shortlisting and appointment stages between White and Global Majority applicants, it is evident through qualitative data and the queries that the Resourcing team are responding to, that the implicit biases of recruiting managers and the assumptions made of applicants by them are significantly contributing towards these figures, as the other factors would not influence this data to this extent.

*Table 8: the likelihood of applicants from each ethnic group being shortlisted and then appointed in June 2024 and June 2025*

Ethnic Group	June 2024		June 2025	
	Shortlisted	Offered	Shortlisted	Offered
White	45%	36%	36%	46%
Black	8%	12%	38%	7%
Asian	11%	7%	29%	5%
Other	11%	0%	28%	10%

## 6. Next steps

This report has suggested that following actions are put in place:

**Action:** increase ethnicity disclosure rates. This will be addressed through the existing action within the inclusion workplan which will introduce a “Your Profile Counts” campaign.

**Action:** continue to implement and monitor the impact of initiatives (including actions that use positive action) to support the career development and progression of Global Majority colleagues within our Trust. As a starting point, work with colleagues in Learning and Development to organise the second CEO mentoring programme for Global Majority colleagues and colleagues from other underrepresented groups, and to also increase awareness and engagement of existing leadership and professional development courses.

In addition to opportunities for Global Majority colleagues to engage with learning and development opportunities, there must also be actions implemented to address the bias we are seeing within our recruitment and selection processes at the shortlisting and appointment stages.

**Action:** Launch the inclusive recruitment toolkit in Autumn 2025.

**Action:** Review the current recruitment and selection training. Embed recent Trust data within the training.

**Action:** Complete a proposal for the Mandatory Learning Oversight Group, to be discussed in the December 2025 meeting. This proposal will request that the requirements for the existing recruitment and selecting training (that is already mandatory for all recruiting managers to complete before they chair interview panels) are changed to ensure that managers in this position are required to have completed the training recently (within 12 months) for them to have access to TRAC. Following this, managers should be expected to complete recruitment and selection refresher training each year.

Moreso, currently the training is only mandatory for recruiting managers. This request will propose that this recruitment and selection training should be mandatory for colleagues to complete before being permitted to shortlisting or join a recruitment panel.

## **6. How we ensure equal pay for work of equal value**

West Suffolk NHS Foundation Trust delivers equal pay through adopting nationally agreed terms and conditions for our workforce. These are the National NHS Agenda for Change Terms and Conditions of Service (AfC).

AfC is negotiated nationally by the NHS Staff Council, led by NHS Employers. The national NHS Staff Council has overall responsibility for the AfC pay system and has representatives from both employers and trade unions. AfC provides the framework for pay arrangements which are in place at West Suffolk NHSFT. Typically, AfC terms and conditions apply to nursing, allied health professionals and administration, management, and clerical staff, which are most of the workforce.

Medical staff are employed on national terms and conditions of service and pay arrangements. These pay arrangements are negotiated nationally on behalf of employers by NHS Employers with the NHS trade unions. These terms and conditions include all Consultants, Medical and Dental staff and Doctors and Dentists in Training.