

Ethnicity Pay Gap

February 2024

1. Introduction

The purpose of this report is to present the ethnicity pay gap data at HPFT. The aim of this report is to explore the ethnicity pay gap across HPFT. Understanding our ethnicity pay gap will inform all areas of policy and practice as we continue to work towards a fully inclusive culture, where difference is valued, where everyone has the option to work flexibly and where they can feel like they belong and can be their authentic selves.

This report covers the 2023 -24 reporting cycle, using a snapshot date 31 March 2023. This is the first HPFT ethnicity report which will be published annually by 31 March, as a snapshot as of 31 March the previous year.

2. Background

In 2018 the UK Government consulted on mandatory ethnicity pay gap reporting and whilst the 2020 Black Lives Matter protests led many organisations to publicly condemn racism and discrimination, few have taken steps to voluntarily disclose their ethnicity pay gap. In the absence of legislation, it is morally correct and good practice for HPFT to voluntarily complete ethnicity pay gap reports as part of our approach to improve inclusion and tackle inequality in the workplace. The Chartered Institute of Personnel and Development (CIPD) continue to call on the UK government to make this a mandatory requirement alongside gender pay gap reporting and on employers to do so voluntarily.

3. Ethnicity Pay Gap

The ethnicity pay gap is calculated by taking all employees across HPFT and comparing the average pay of our white employees with that of employees from ethnic minority groups. This means that even though the NHS has nationally agreed pay bands in place forming national terms and conditions of service including a national job evaluation process to ensure that everyone is paid fairly for undertaking the same or similar roles, it's still possible to have an ethnicity pay gap.

This year is the first year that HPFT are reporting the ethnicity pay gap and we will continue to do so to understand any differentials in pay between white staff compared to

BAME staff. As a baseline, our mean ethnicity pay gap is -0.20% in favour of ethnic staff. Our median ethnicity pay gap is 3.87%.

We choose to report our ethnicity pay gap in the same way that we report on gender pay gap using the following six measures;

- Median ethnicity pay gap – the difference between the median hourly rate of white full -pay relevant employees and that of full pay relevant employees from ethnic backgrounds.
- Mean ethnicity pay gap – the difference between the mean hourly rate of pay of white full pay relevant employees and that of full-pay relevant employees from other ethnic backgrounds
- Median bonus gap – the difference between the median bonus gap paid to white relevant employees and that paid to relevant employees from ethnic backgrounds.
- Mean bonus gap – the difference between the mean bonus pay paid to white and other ethnic backgrounds.
- Bonus proportions – the proportions of relevant employees from white and other ethnic backgrounds who were paid bonus pay during the relevant period.
- Quartile pay bands – the proportions of full pay relevant employees from white and other ethnic backgrounds in the lower, lower middle, upper middle and upper quartile pay bands.

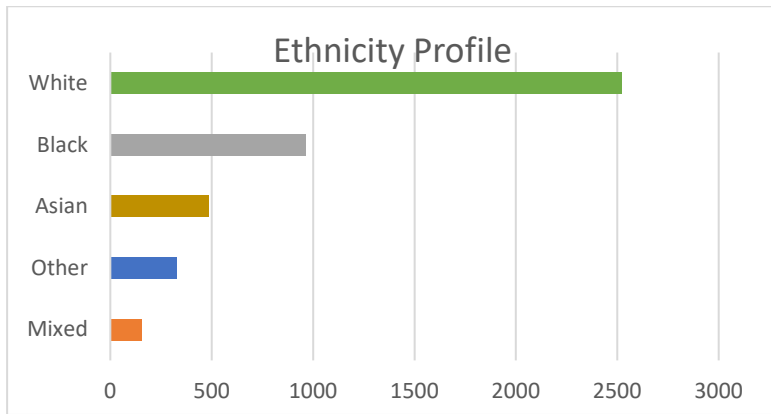
In order to better understand the context of the data relevant to HPFT it is important to view this in a broader context and the following two categories will be reported on;

- The proportion of our total UK workforce from black, Asian, mixed race and other ethnic groups.
- The proportion of our employees who have disclosed their ethnicity at HPFT.

4. Our 2023 data at a glance

4.1 The HPFT Ethnicity Profile

Visual 1 shows the ethnicity profile of staff at HPFT in actual numbers. There are 1,930 BAME staff and 2520 white staff at HPFT. This is 43.40% of BAME and 56.60% white staff.



4.2 Mean & Median – Ordinary Pay

Our mean and median ethnicity pay gap are set out in the visual 2 below.

Ethnicity	Avg. Hourly Rate	Median Hourly Rate
White	19.93	18.10
Bame & Others	19.97	17.40
Difference	-0.04	0.70
Pay Gap %	-0.20%	3.87%

Our mean ethnicity pay gap is -0.20% in favour of ethnic staff and our median is 3.87%.

4.3 Mean Ordinary Pay By Ethnic Categories

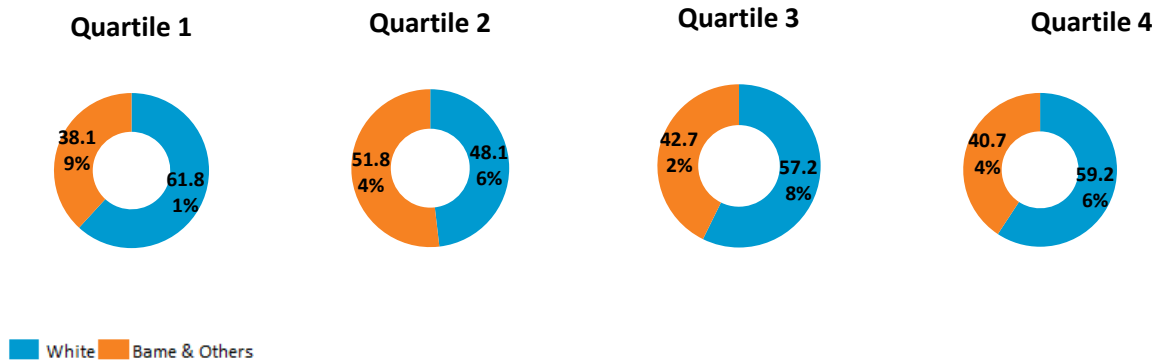
Our ethnicity pay gap is shown by the breakdown of ethnic groups that make up our main BAME category as set out in visual 3.

Ethnic Group	Mean Pay Gap	Median Pay Gap
Asian and Asian British	-12%	0%
Black, Black British, Caribbean, or African	8%	7%
Mixed or multiple ethnic groups	4%	1%
Other/Not Disclosed	-5%	-2%

This shows that our ethnicity pay gap is in favour of Asian and Asian British staff showing a -12% mean pay gap and less so towards Black and Black British and Caribbean and African staff showing an 8% pay gap and 4% towards mixed and multiple ethnic groups.

4.4 The Trust's Staff by Earning Quartiles

Visual 4 illustrates the proportions of white and BAME staff in each quartile of the Trust's pay bands. For clarity, Quartile 1 is our lowest pay band quartile and quartile 4 is our highest pay band quartile.



Visual 5 shows the actual numbers in each quartile and the percentages as set out in the doughnut visuals in each quartile.

Quartile	White	BAME & Others	White %	BAME & Others %
1	688.00	425.00	61.81%	38.19%
2	536.00	577.00	48.16%	51.84%
3	637.00	475.00	57.28%	42.72%
4	659.00	453.00	59.26%	40.74%
Total	2520	1930	56.6%	43.37%

The gender pay gap reporting guidance notes under/over representation at the 50%. This therefore shows BAME staff are underrepresented at each of the pay quartiles except for quartile 2. Compared to the Trust overall representation of BAME staff of 43.37%, Quartiles 1 and 4 show underrepresentation.

The calculation of hourly rate of pay includes 'Full Pay Relevant Employees'. This means any employee who was employed on the snapshot date of 31st March 2023 and who was paid their usual full basic pay. That full basic pay includes;

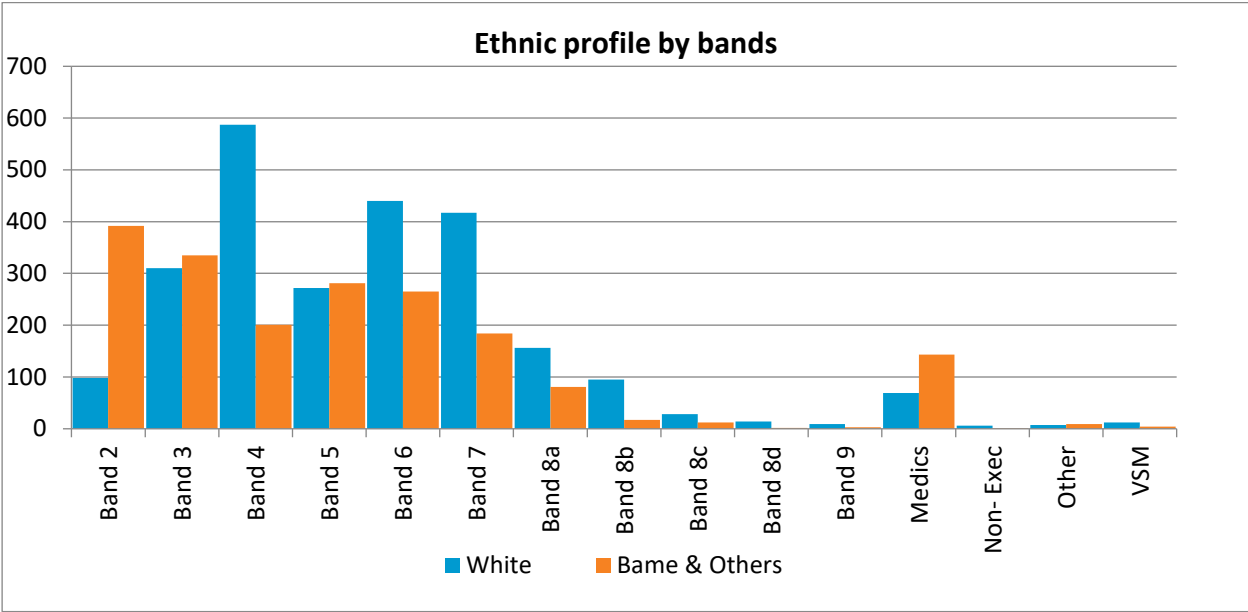
- ✓ Basic Pay
- ✓ Paid Leave – including annual leave, sick pay, maternity, paternity, adoption and parental leave (except where the employee is paid less than usual or is in the nil pay element of maternity leave)
- ✓ Area and other allowances
- ✓ Shift premium pay (which is defined as the difference between basic pay and any higher rate paid for work during different times of the day or night)
- ✓ Bank pay

It does not include any of the following elements:

- ✓ Remuneration referred to as overtime.
- ✓ Remuneration referred to as redundancy.
- ✓ Remuneration in lieu of leave.

4.5 Ethnicity by Band

The Trust’s ethnic profile by Band is shown in visual 6:



The ethnic profile by bands shows that BAME staff are overrepresented at band 2 and 3, underrepresented at all other bands across the Trust except in medical staffing and at band 5. Under representation is particularly evident at band 8 and 9 and at NED and VSM level.

4.6 Bonus Pay and Gender Pay Gap Bonus Pay

The Trust’s Mean Ethnicity Bonus Pay Gap and Median Ethnicity Bonus Pay Gap are shown in visual 7 below.

Ethnicity	Mean Bonus Pay Gap	Median Bonus Pay Gap
BonusWhite	5,904	4,826
Bame & Others	10,960	6,032
Difference	-5,056	-1,206
Pay Gap %	-85.64%	-25.00%

Our bonus ethnicity gap is -85.64% in favour of BAME staff this is because the bonus gap consists of CEA payments paid to medical staff where there are more BAME staff

4.7 Mean & Median – Bonus Pay by Ethnic Categories

A breakdown of ethnic categories that make up our BAME is shown by the ethnic groups set out in visual 8 below.

Ethnic Group	Mean Bonus Pay Gap	Median Bonus Pay Gap
Asian and Asian British	-83%	-88%
Black, Black British, Caribbean, or African	-176%	-525%
Mixed or multiple ethnic groups	N/A	N/A
Other/Not Disclosed	-62%	52%

The proportion of white and BAME staff who received a bonus is shown in visual 9 below.

Ethnicity	Employees Paid Bonus	Total Relevant Employees	%
White	13.00	2520.00	0.52%
Bame & Others	25.00	1930.00	1.30%

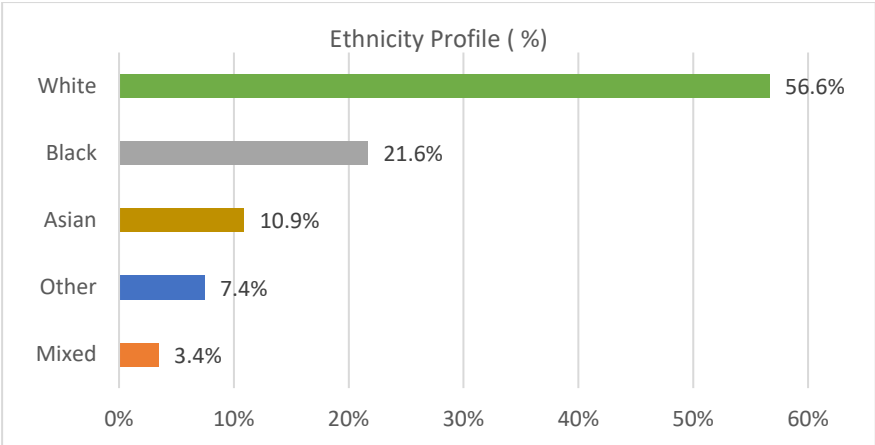
4.8 Proportion of our employees who have disclosed their ethnicity.

Visual 10 shows the proportion of staff who have disclosed their ethnicity.

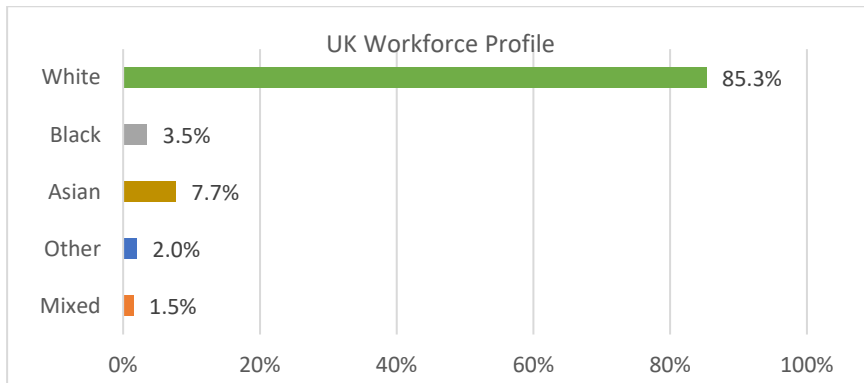
Ethnic Group	Number of employees who disclosed ethnicity	% of employees who disclosed ethnicity
White	2520	57%
Asian and Asian British	640	14%
Black, Black British, Caribbean, or African	963	22%
Mixed or multiple ethnic groups	153	3%
Other/Not Disclosed	174	4%
Totals	4450	

4.9 Comparisons

The HPFT ethnicity data for HPFT is shown in visual 11 as a percentage to enable comparison with national data.

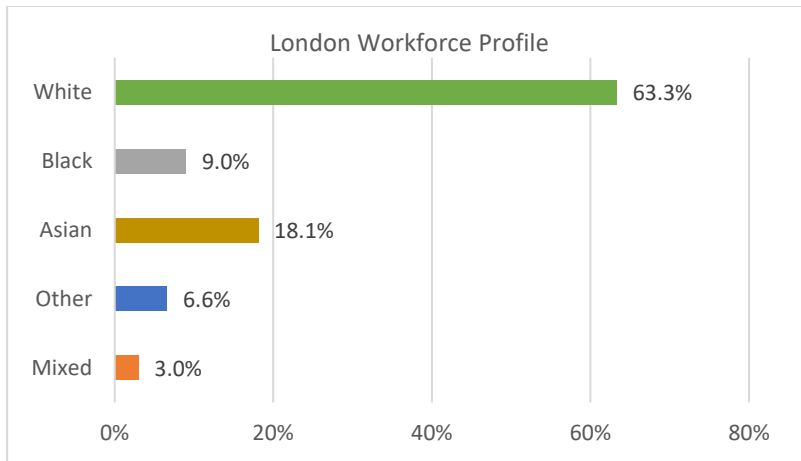


Visual 12 shows the UK Workforce Ethnicity Profile



Source - Analysis of Labour Force Survey April – June 2023

Visual 13 shows the London Workforce Ethnicity Profile



Source – Analysis of Labour Force Survey April – June 2023

Further analysis on staff posts codes will be undertaken and whilst this work is being carried out our ethnicity profile is more diverse than the general UK and London workforce. This is because our recruitment processes and working practices continue to ensure that our roles are clearly open to people from more diverse groups.

5. Summary

In summary the key headlines from this report are;

The mean ethnicity pay gap is -0.20%

The median ethnicity pay gap is 3.87%

The mean ethnicity bonus pay gap is -85.64%

The median ethnicity bonus pay gap is -25%

The bonus proportions are white 0.52% and BAME 1.30%

The quartiles are;

Quartile 1 white 62% and BAME 38%

Quartile 2 white 48% and BAME 52%

Quartile 3 white 57% and BAME 43%

Quartile 4 white 59% and BAME 41%

Our ethnicity pay gap is in favour of BAME staff and our bonus pay gap is also in favour of BAME staff. Our quartiles show that there is under representation of ethnic staff in the all the quartiles except for quartile 2. This reflects that there are less staff from a BAME background in these quartiles and more significantly at higher levels of the organisation.

6. Conclusion

We will continue to listen to our employees from different ethnic backgrounds across HPFT. We want to understand their lived experience of working with us to inform all areas of policy and practice. Our aim is to monitor and close any significant gaps in our median and mean pay gaps. We will do this by making all our vacant posts and roles accessible, flexible, and appealing to diverse pools of talent. We will continue to encourage applications from ethnically diverse groups, and we continue to work towards a fully inclusive culture where difference is celebrated and valued. And where everyone has the option of working flexibly so they can deliver the best care to our service users.

The Board is asked to note the report.