

Cambridgeshire Community Services NHS Trust

First Ethnicity Pay Gap Report

(Based on data as at 31 March 2024)

1.0 Background

1.1 Since 2017, employers with 250 or more employees have been required to publish gender pay gap figures. Employers have not been required to collect, analyse or publish information on ethnicity pay however we have chosen to do so from 2024 onwards as a positive measure to ensure equity of pay and take action where required.

1.1.1 The formula for calculating the ethnicity pay gap is set nationally and it is recommended that reports include the following data for the 12 months up to 31 March in the preceding year:

- Mean and median ethnicity pay gaps.
- Mean and median ethnicity bonus gaps.
- Proportion of staff receiving bonuses in each ethnic group.
- Proportion of staff in each pay quartile by ethnic group.

1.1.2 The Trust has run and analysed its data report for 2024.

1.2 2024 Reporting Criteria and Definitions

1.2.1 The reporting period for this 2024 Ethnicity Pay Gap report is 1 April 2023 to 31 March 2024 and the report includes relevant staff in post on 31 March 2024.

1.2.2 The report is based on rates of pay as at 31 March 2024 and bonuses paid between 1 April 2023 and 31 March 2024. Within the Trust, the only bonuses paid during this period were Clinical Excellence Awards (CEAs) for qualifying Medical Consultants. These ended in 2024 so for future pay gap reports there will be no bonuses to report on.

1.2.3 An ethnicity pay gap is defined as the difference between the mean or median hourly rate of pay received by employees in one ethnic group compared with employees in another ethnic group.

1.2.4 The percentage pay gap is the average hourly pay rate difference divided by the average hourly rate for the comparator.

1.2.5 The median pay gap is the difference between the hourly earnings of one ethnic group and another, taking all salaries in the sample, lining them in order from lowest to highest, and picking the middle salary.

1.3 Ethnicity Pay Gap and Equal Pay

1.3.1 The ethnicity pay gap is the difference in the average pay between the ethnic groupings of staff we employ, whereas, equal pay is the legal right for all staff who carry out the same or similar work or who undertake different work but of an equal value, to be paid the same irrespective of their ethnicity or any other characteristic.

2.0 Ethnicity Pay Gap Report 2024

2.1 This 2024 Ethnicity Pay Gap report:

- Sets out our 2024 Ethnicity pay gap data.
- Provides analysis of the ethnicity pay gap.

- 2.1.1 The following ethnicity pay data is taken as the snapshot date of 31 March 2024.
- 2.1.2 Table One compares the difference between White and Non-White people, and the difference between White and those individuals whose ethnicity was unknown.
- 2.1.3 Table Two compares the difference between White-British and other Ethnic groups of staff.
- 2.1.4 Table 1.

Table One	Mean Hourly Rate Pay Gap	Median Hourly Rate Pay Gap	Average Bonus Pay Gap	Median Bonus Pay Gap
White - Non-White	-4.30	5.11	-36.30	23.42
White - Ethnicity Unknown	-7.88	-16.94	N/A	N/A

- 2.1.5 Table 2.

Table Two	Mean Hourly Rate Pay Gap	Median Hourly Rate Pay Gap	Average Bonus Pay Gap	Median Bonus Pay Gap
White British - White Other	-7.54	-4.64	38.99	38.13
White British - Asian	-7.39	3.13	-38.70	-144.92
White British - Black	-3.52	1.99	N/A	N/A
White British - Mixed	1.81	-5.85	N/A	N/A
White British - Other	-12.06	1.99	39.73	38.89
White British - Not Stated	-7.53	-19.39	N/A	N/A
White British - NULL	-19.96	6.63	N/A	N/A

2.2 Pay Quartiles by Ethnicity

- 2.2.1 The following table shows the percentage of employees within each ethnic group in each pay quartile, and the total number of employed in each ethnic group.

- 2.2.2 Table 3.

Quartile	Asian	Black	Mixed	NULL	Not Stated	Other	White British	White Other	Description
1 (lowest paid)	33.65	21.53	27.12	50.00	12.50	30.00	24.13	24.28	Includes all staff whose standard hourly rate places them at or below the lower quartile
2	23.08	31.25	20.34	0.00	31.25	30.00	25.48	21.39	Includes all staff whose standard hourly rate places them above the lower quartile but at or below the median
3	17.79	27.08	25.42	25.00	33.33	20.00	25.62	22.54	Includes all staff whose standard hourly rate places them above the median but at or below the upper quartile
4 (highest paid)	25.48	20.14	27.12	25.00	22.92	20.00	24.78	31.79	Includes all staff whose standard hourly rate places them above the upper quartile
Total Number of Employees	208	144	59	4	48	10	2147	173	

3.0 **Explaining the Trust's Ethnicity Pay Gap Report**

3.1 Equal pay

- 3.1.1 As noted earlier in this report, ethnicity pay gap is different to equal pay. The Trust is committed to providing equal opportunities and ensuring the equal treatment for all staff, irrespective of their background including, but not only, gender, race, religion or belief, age, marriage or civil partnership status, pregnancy/ maternity, sexual orientation, gender reassignment or disability.

- 3.1.2 Our adherence to national pay and terms and conditions of employment for all staff, which includes job evaluation schemes, ensures we pay all staff equally for the same

or equivalent work, regardless of ethnicity or any characteristics including those set out above.

3.2 The Trust Ethnicity Pay Gap

3.2.1 A negative figure reflects a favourable pay gap for the comparator ethnic group. The data shows this is the case in all instances with the exception of White-British versus Mixed ethnicity.

3.3 The Ethnicity Bonus Gap (Clinical Excellence Awards)

3.3.1 'Bonus pay' means any remuneration that is the form of money relating to profit sharing, productivity, performance, incentive or commission and does not include ordinary pay, overtime pay, redundancy pay or termination payments.

3.3.2 For the purpose of Ethnicity Pay Reporting, the Trust only had one payment which meets these criteria in the reporting period. The CEA Scheme recognises and rewards Medical Consultants who can apply for an award if they perform 'over and above' the standard expected for their role. In line with national guidance the Trust equally distributed CEA monies amongst all medical staff equally during this year. They all received the same amount of money regardless of whether full or part-time (£2,531.30 each).

3.3.3 In future reports this bonus will not feature as it ended in 2024, although some medics will retain existing but not receive new, CEAs.

3.3.4 Historically, data shows an average bonus pay gap in favour of Non-White employees. The below table shows the ethnicity grouping of those employees who received the CEA.

3.3.5 Table 4.

Ethnic Origin Grouping	Total Employees
Asian	4
Other	1
White British	6
White Other	2

4.0 **Trust Action**

4.1 The Trust is committed to equal opportunities and to building equality, diversity and inclusion into all we do and to supporting the fair treatment and reward of all staff irrespective of ethnicity or any other characteristic and in ensuring equal pay and retain the negative ethnicity pay gap.

4.1.1 The Trust has both a Workforce Equality, Diversity and Inclusion Action Plan and a more specific Workforce Race Equality Standard Action Plan. Actions will continue to ensure employees from Non-White and Culturally Diverse backgrounds have access to career opportunities and receive fair treatment in the workplace.

Anita Pisani
Deputy CEO and Director of Workforce
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