



Norfolk Community
Health and Care
NHS Trust

Ethnicity Pay Gap Report

March 2025

Contents

Ordinary Pay Analysis

Overview.....3

Equal Pay.....6

Ethnicity Distribution..... 7

Bonus Pay Analysis

Bonus Pay Analysis.....8

Ordinary Pay Analysis - Overview

Data has been extracted from ESR (The Electronic Staff Record) at a snapshot date of 31st March 2025. It should be noted that 9% of the organisation at the time of the sample were declared BME males, meaning small movements in the BME grouping in comparison to White would result in larger proportional influences. In addition, 12% of the organisation have not declared their ethnicity and have been excluded from this analysis.

Ethnicity	Avg. Hourly Rate	Median Hourly Rate
White	£20.07	£19.09
BME	£19.63	£18.46
Difference	£0.44	£0.63
Pay Gap %	2.19%	3.32%

Table 1.1 - Average hourly rate by ethnicity

Table 1.1 details the mean and median hourly pay rate per employee on the snapshot date. BME staff were paid on average £0.44/h less than White staff with a median of £0.63/h less.

Quartile	White	BME	White %	BME %
1	574	43	93.03%	6.97%
2	543	81	87.02%	12.98%
3	555	63	89.81%	10.19%
4	596	34	94.60%	5.40%
Total	2268	221	91.12%	8.88%

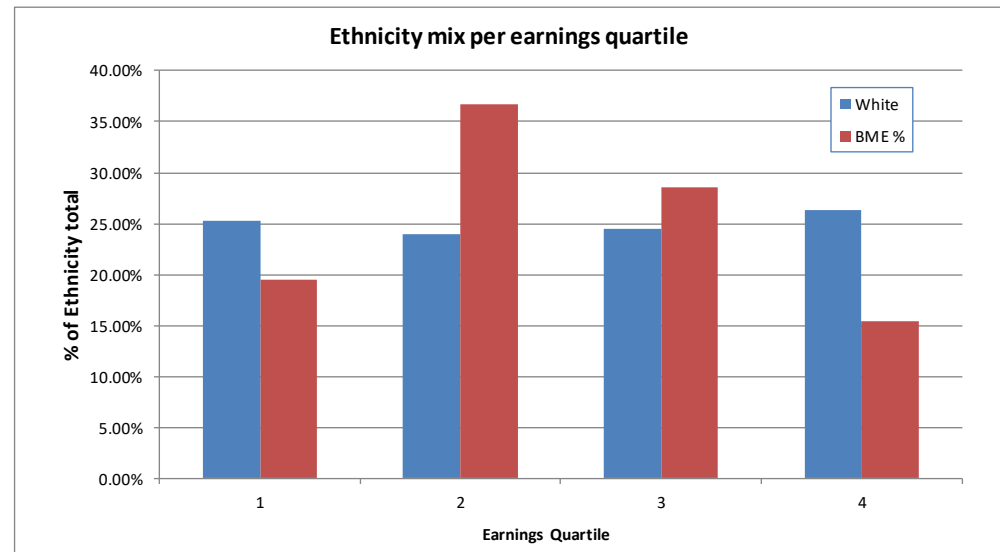
Table 1.2 - Ethnicity breakdown by quartile

Table 1.2 shows the distribution of the workforce broken down into quartiles with all employees ranked according to the hourly earnings and split into 4 quartiles.

Table 1.3 and Graph 1.4 illustrates the same data but gives a representation of quartile split across each Ethnicity. Whilst White staff have an even distribution across all quartiles, BME staff are weighted towards quartiles 2 & 3.

Quartile	White %	BME %
1	25.31%	19.46%
2	23.94%	36.65%
3	24.47%	28.51%
4	26.28%	15.38%
Total	100.00%	100.00%

Table 1.3 - Ethnicity breakdown by quartile



Graph 1.4 - Ethnicity breakdown by earnings quartile

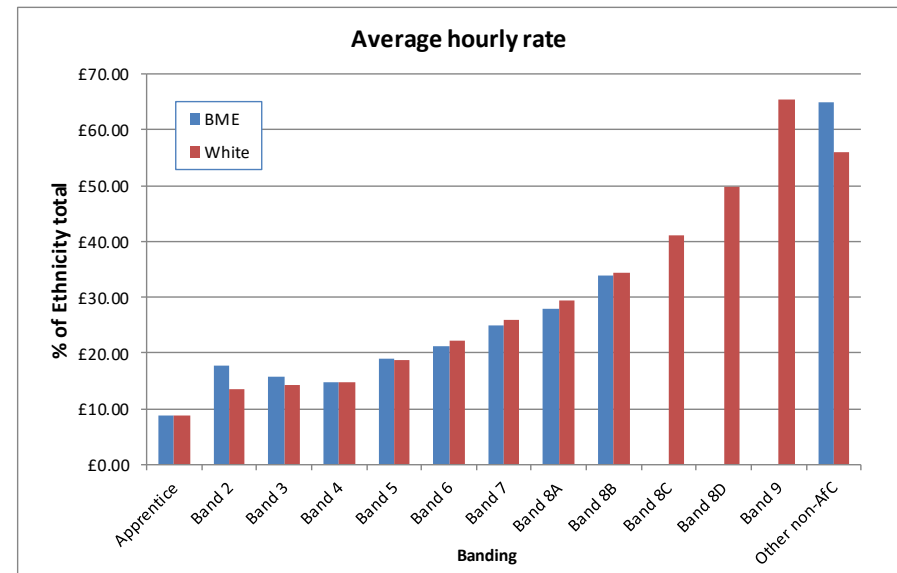
Ordinary Pay Analysis – Equal pay

Table 1.5 and graph 1.6 show the average hourly rates broken into bandings. As all NHS staff are aligned to either Agenda for Change or a Medical & Dental pay scale they all receive equal pay for undertaking equal roles. There can be a slight variation within each banding depending on the pay step which an individual has progressed into and the enhancements that each employee received at the snapshot date.

Accordingly, graph 1.6 below illustrates that the hourly rates within each Banding are relatively uniform across both Ethnicities and show no significant anomalies across the core Bandings. This is the result we would expect in an equal pay environment. No staff within Bands 8C to Band 9 have declared themselves to sit within the BME group.

	Avg. Hourly Rate (Mean)			
	White	BME	Difference	Pay Gap %
Apprentice	£8.88	£8.77	£0.12	1.34%
Band 2	£13.52	£17.73	−£4.21	−31.15%
Band 3	£14.15	£15.66	−£1.51	−10.67%
Band 4	£14.71	£14.82	−£0.11	−0.75%
Band 5	£18.79	£19.02	−£0.23	−1.22%
Band 6	£22.08	£21.29	£0.80	3.61%
Band 7	£25.82	£24.94	£0.89	3.43%
Band 8A	£29.33	£27.96	£1.37	4.68%
Band 8B	£34.29	£33.88	£0.41	1.20%
Band 8C	£41.18	-	-	-
Band 8D	£49.76	-	-	-
Band 9	£65.37	-	-	-
Other non-AfC	£55.96	£64.86	−£8.91	−15.92%
Total	£20.07	£19.63	£0.44	2.19%

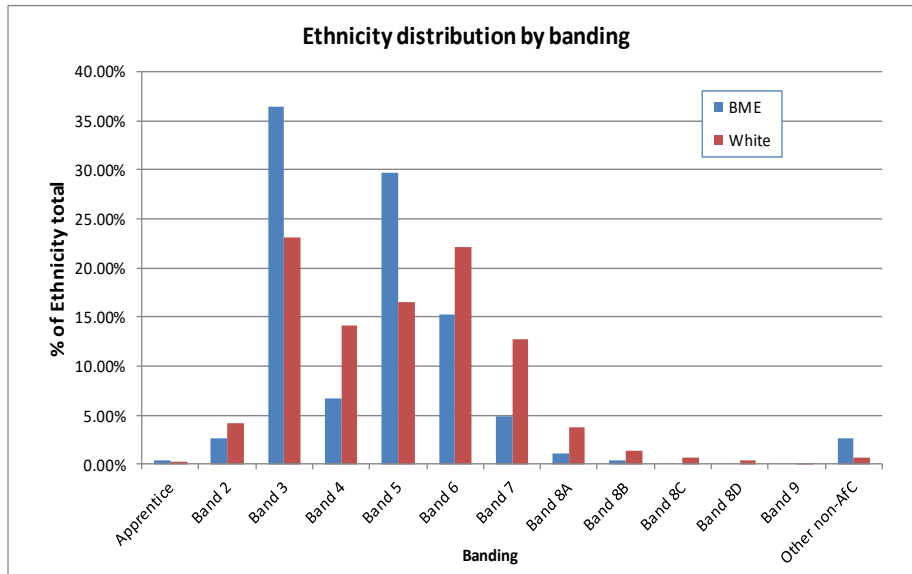
Table 1.5 - Average hourly rate by ethnicity by band



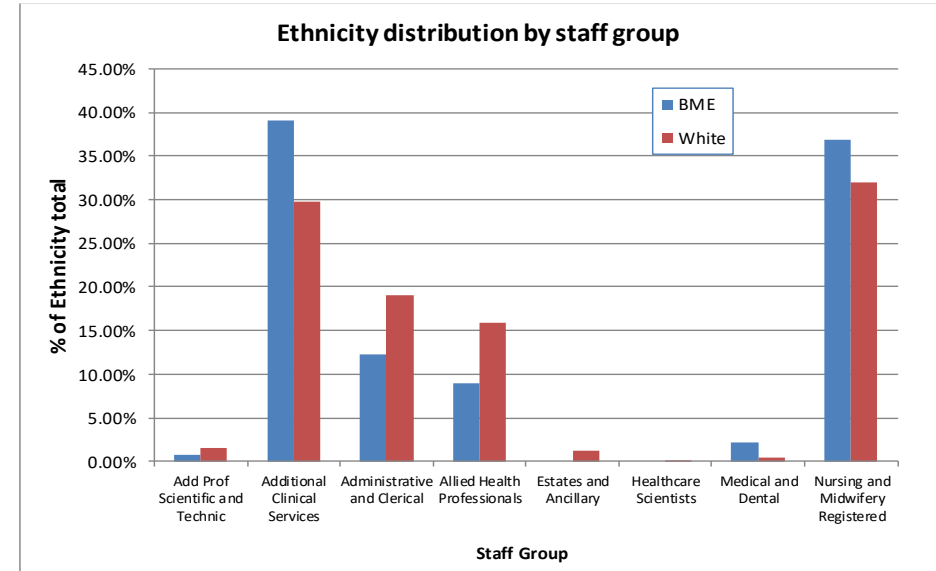
Graph 1.6 - Average hourly rate by ethnicity by band

Ordinary Pay - Ethnicity Distribution

Graphs 1.7 and 1.8 show the Ethnicity distribution across the organisation broken down by banding and staff group. Both charts give an indication of the Ethnicity mismatch which is causing the variance in Ethnicity average pay, detailed in the narrative below.



Graph 1.7 - Ethnicity distribution by band



Graph 1.8 - Ethnicity distribution by staff group

- Band 3 & 5 : Higher proportion of BME staff occupying these roles.
- Bands 2, 4 and 6 - 9 : Higher proportion of White staff occupy these roles, with no BME staff sitting Bands 8C-9.
- Other non-AfC : Higher proportion of BME staff sitting within Medical roles. The average hourly rate for BME staff in this category was £64.86, whilst in Additional clinical services it was £16.03. This has inflated the mean hourly rate for BME staff.

Bonus Pay Analysis

Whilst NCH&C doesn't make specific payments in regards of bonuses it does award payments for clinical excellence. The Clinical Excellence Awards (CEA) scheme is intended to recognise and reward those consultants who contribute most towards the delivery of safe and high quality care to patients and to the continuous improvement of NHS services. This includes those consultants and senior academic GPs who do so through their contribution to academic medicine. For the purpose of this return these awards are classed as bonuses.

Table 1.11 shows the Average and Median bonus payments made on the snapshot date and table 1.12 shows the quartile split of the workforce who received a bonus.

Gender	Avg. Bonus	Median Bonus
White	£4,966.86	£4,966.86
BME	£5,570.05	£4,966.86
Difference	-£603.19	£0.00
Pay Gap %	-12.14%	0.00%

Table 1.11 - Average bonus by ethnicity

Quartile	White	BME	Female %	Male %
1	4	3	57.14%	42.86%
2	0	1	0.00%	100.00%
3	0	1	0.00%	100.00%
4	1	0	100.00%	0.00%
Total	5	5		
Total relevant employees	2268	221		
% of category	0.22%	2.26%		

Table 1.12 - Ethnicity breakdown by bonus quartile

Clinical excellence awards can only be given to staff members in the appropriate medical post and there are only 11 staff members in the organisation who received these bonuses. Therefore, due to small size of the staff group and the varying award amounts, no meaningful assumptions can be made.

Conclusion

Within NCH&C there are more White ethnicity staff in the organisation employed in every banding group than BME, however, on a proportional basis more BME staff occupy Band 2, Band 5 and Medical roles. The mean hourly rate of both groups are relatively close with BME staff earning £0.44 per hour on average less.

Technical Information

Employee's to Include

For **ordinary pay**, only 'Full Pay Relevant Employees' are to be included. A 'Full Pay Relevant Employee' is any employee who is employed on the snapshot date of 31st March 2025 and who is paid their usual full basic pay during the relevant pay period. If employees are being paid less than their usual basic pay rate, or nil, during the relevant pay period as a result of being on leave, then they are not a 'full pay relevant employee'. It does not matter whether any leave is taken during the relevant pay period – what matters is whether the pay is reduced during that relevant pay period due to the leave.

If an employee is paid less than their usual basic pay or piecework rate during the relevant pay period for reasons other than leave (for example because they have been on strike), they still count as a full-pay relevant employee.

For **Bonus Pay**, all employees should be included.