



**The Dudley Group**  
NHS Foundation Trust

# Ethnicity Pay Gap Report 2023/2024

## The Dudley Group NHS Foundation Trust

### (Snapshot of March 2023)

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Equality, Diversity, and Inclusion Team

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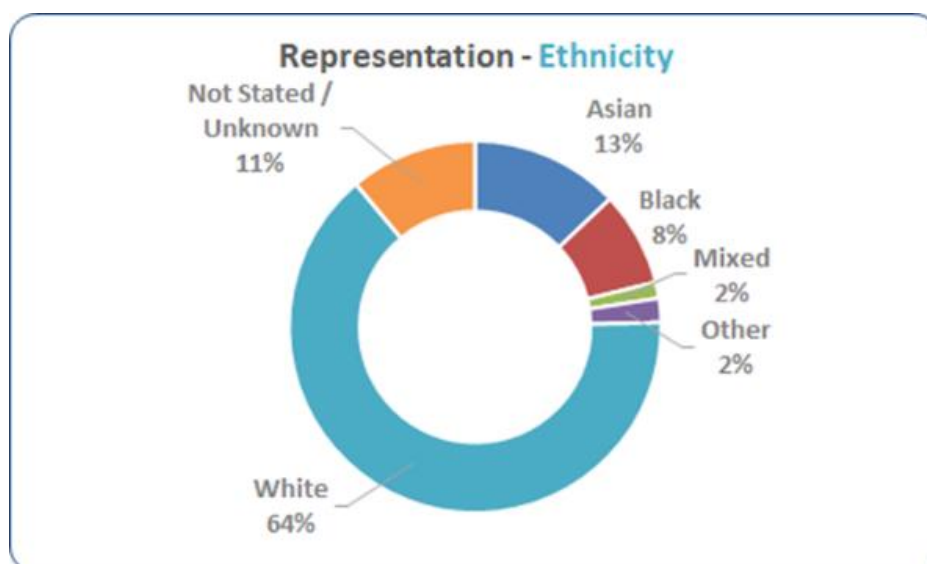
## 1. Introduction

There is a self-evident moral case to ensure fair pay across all ethnic groups. We have decided to take the step to voluntarily disclose our ethnicity pay gap, which can play a crucial role in assessing if and where inequalities exist in our workforce.

Reporting our ethnicity pay gap aims to support analysis and use of the resulting information to produce effective action plans to address any gaps in pay within ethnic groups ethnicity pay gaps and inequalities revealed.

The report is based on the Chartered Institute of Personnel Development (CIPD) 2023 guide for calculating and publishing an annual ethnicity report for relevant employees of The Dudley Group NHS Foundation Trust (The Dudley Group).

26% of the population of the Black Country is ethnically diverse. As of 31st March 2023, The Dudley Group NHS Foundation Trust employed 6,100 people, \*28% ethnically diverse and \*72% White. \* These percentages exclude any staff who have chosen not to state their ethnicity.



## 2. What is our ethnicity pay gap?

The data shows a mean ethnicity pay gap of -32.6% in March 2023. The Median ethnicity pay gap was -9.1% in March 2023. Staff from ethnically diverse background's hourly rate (£17.71 median and £24.28 mean), compared to White staff (£16.24 median and £18.31 mean).

The data shows an ethnic pay gap in favour of those who are ethnically diverse within our organisation. It is important to highlight the difference in terminology, as this is not the same as saying ethnically diverse staff and white staff are paid differently for doing the same work, as this would be an equal pay issue.

However, we know there is a high representation of ethnically diverse colleagues in the Medical & Dental staff group. Therefore, excluding Medical & Dental staff, colleagues from

an ethnically diverse background's hourly rate (£15.90 median and £16.87 mean), this compares to White staff (£15.46 median and £17.07 mean).



The following pages set out the analysis of the pay gap, any drivers for the ethnicity pay gap and any areas of unequal representation.

### 3. What is our bonus ethnicity pay gap?

The Dudley Group does not have a bonus ethnicity pay gap. Since its inception, NHS England has had no scope for bonus payments within the Agenda for Change terms and conditions of service.

Within The Dudley Group, we follow the national guidance and award local clinical excellence awards (LCEAs). LCEAs recognise and reward NHS consultants in England who perform over and above the standard expected of their role. Awards are given for quality and excellence, acknowledging exceptional personal contributions.

In light of the ongoing effects of the pandemic and the requirement to focus resources on recovery efforts, NHS employers are required to equally distribute the LCEA funds (among all eligible consultants as agreed with NHS England and NHS Improvement (NHSEI) and the Department for Health and Social Care (DHSC)).

In 2022/2023, 195 Consultants were awarded an LCEA award, 53% of whom were ethnically diverse, and 47% were white; as the funds were distributed equally, there are no mean or median percentages for LCEA Awards for 2023.

### 4. What is the proportion of ethnically diverse and white staff in the highest and lowest-paid staff groups?

Overall representation across the staff groups is 28% ethnically diverse and 72% white. By splitting the average ordinary pay into quartiles, we can see some slight variance between the lower pay quartile and the higher pay quartile. \* *These percentages exclude any staff who have chosen not to state their ethnicity.*

- \*The Highest-paid staff group contains:
  - 38% of all ethnically diverse employees**
  - 62% of all white employees**
- \*The lowest-paid staff group contains:
  - 16% of all ethnically diverse employees**
  - 84% of all white employees**

The graphic below illustrates the ethnicity pay quartiles broken down further into different ethnicities:



The graphic below illustrates the ethnicity pay quartiles broken down into different ethnicities and shown as percentages within the quartiles.

	Lower (Q 1)	Lower Middle (Q 2)	Upper Middle (Q 3)	Upper (Q 4)
Asian	8%	8%	8%	8%
Black	4%	10%	12%	4%
Mixed	2%	1%	1%	1%
Other	0%	1%	2%	1%
White	76%	51%	64%	61%
Not Stated / Unknown	10%	10%	12%	7%

## 5. Addressing any ethnic pay gaps

Improving the organisation's ethnicity pay gap implies balancing out representation in quartiles of different ethnic groups in The Dudley Group NHS Foundation Trust.

Effective policies for closing the pay gaps target inequalities faced by staff belonging to specific groups based on characteristics such as ethnicity, gender, age and profession.

We have implemented several actions that will support the organisation in reducing our pay gaps:

- Introduction of an annual deep dive report into the ethnicity pay gap data to understand areas of concern and monitor further data, for example, length of service, age, and gender breakdown.
- Working groups focused on recruitment and retention, narrowing vacancies, and introducing processes to monitor the retention rates of all staff groups.

- Focus groups conducted with ethnically diverse nurses across the Trust, supporting us in understanding lived experience and implementing recommended actions.
- Continuing to expand our inclusive approaches to recruitment and talent management by utilising existing management training programmes and developing new training and toolkits.

We propose to take further action in 2023/24 to reduce our ethnicity pay gap:

No.	Action	When	Review
1	Launch and promote the Equality, Diversity, and Inclusion Journey, highlighting areas within the employee lifecycle where actions can be implemented to improve experience and opportunities for all.	May 2023 – July 2023	Annually
2	Continue the work to grow and strengthen our staff networks to ensure they provide rich and deep engagement across all protected characteristics, to provide a voice within the organisation of lived experience and insight that will help us make The Dudley Group more inclusive for us every person.	March 2023 – April 2024	Annually
3	Communication of the new ethnicity pay gap information to encourage the 11% of people who have chosen not to declare their ethnicity status to update their details.	June 2023 – Dec 2023	Annually
4	Continue to work with areas, increasing awareness of the ethnicity pay gap information, focusing on methods to diversify people in management roles.	June 2023 – March 2024	Annually
5	Continue to develop line manager capability in compassionate leadership to support the belonging and retention of colleagues. Use Trust leadership programmes; Manager Essentials, Developing Leaders and the new recruitment training entitled The Candidate Journey.	May 2023 – Feb 2024	Quarterly

## 6. Definitions, assumptions, and scope

All employee data in this report is extracted from The Dudley Group Electronic Staff Record system (ESR) snapshot as of 31 March 2023. Therefore, the reporting period covers 2023/2024.

Hourly rate is calculated using base pay, allowances and bonus pay (where applicable).

<b>Table 1 – Definitions</b>	
<b>Pay Gap</b>	Difference in pay between groups.
<b>Mean Gap</b>	Difference between the mean (1) hourly rate for ethnically diverse and white employees.
<b>Median Gap</b>	Difference between the median (2) hourly pay rate for ethnically diverse and white employees.
<b>Mean bonus pay gap</b>	Difference between the mean bonus paid to ethnically diverse and white employees.

<b>Median Bonus Pay Gap</b>	Difference between the median bonus paid to ethnically diverse and white employees.
<b>Bonus proportions</b>	Proportions of ethnically diverse employees who are paid a bonus and white employees paid a bonus.
<b>Quartile proportions</b>	Proportions of ethnically diverse and white employees in the lower, lower middle, upper middle, and upper quartiles (3) pay bands.
<b>Equal pay</b>	Being paid equally for the same/similar work.

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**(1) Mean the sum of the values divided by the number of values.**

**(2) Median is the middle value in a sorted list of values. For example, it is the middle value of the pay distribution, such that 50% of people earn more than this and 50% earn less than the median.**

**(3) Quartile is the value that divides a list of numbers into quarters.**