
1. Background

- 1.1 It became mandatory from 31 March 2017 for public sector organisations with over 250 employees to report annually on their gender pay gap. The results must be published on a government website, as well as the employer's own website (and remain there for 3 years).
- 1.2 The NHS equality, diversity, and inclusion improvement plan was introduced in 2023 with 6 high impact actions, (HIA) ([link](#)). The aim of this plan is to improve equality, diversity and inclusion, and to enhance the sense of belonging for NHS staff to improve their experience. While we refer to the protected characteristics as defined in the Equality Act 2010, the HIA were set out to positively impact groups and individuals beyond these terms and definitions.
- 1.3 HIA 3 introduced the need to develop and implement an improvement plan to eliminate pay gaps. This report contains a similar data set as our Gender Pay Gap Report and marks the first annual report for Ethnicity Pay Gap Reporting.

2.0 NHS Employer Guide to *Gender Pay Gap Reporting*

The NHS Employer Guide to *Gender Pay Gap Reporting* ([link](#)). retrieved 2025-02) has Six Indicators and these have been used to provide the framework to present our data.

An employer must publish six calculations showing their:

- Average gender pay gap as a mean [average]
- Average gender pay gap as a median [average]
- Average bonus gender pay gap as a mean [average]
- Average bonus gender pay gap as a median [average]
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay.

Under national guidance, medical staff clinical excellence awards are included within bonus pay.

3. Methodology

- 3.1 The calculations have been undertaken at the snapshot date of 31 March 2024, using the national Electronic Staff Record (ESR) Business Intelligence standard report. In line with NHS Employers guidance Clinical Excellence Awards and the approach taken to award them at UHD have been categorised as bonuses.

- 3.2 Pay includes: basic pay, full paid leave including annual, sick, maternity, paternity, adoption or parental leave, bonus pay, area and other allowances and shift premium pay. (Note: bonus pay is included, but only as a separate metric as one of the 6 key indicators we need to produce. The gender pay gap figure is calculated from hourly pay – which can only be ordinary pay, bonus pay is not hourly).
- 3.3 Pay does not include: overtime pay, expenses (payments made to reimburse expenditure wholly and necessarily incurred in the course of employment, e.g. mileage for use of vehicle), remuneration in lieu of leave, the value of salary sacrifice schemes, benefits in kind (e.g. childcare vouchers), redundancy pay and tax credits.

4. UHD Workforce Context

- 4.1 The overall workforce is 75.5% White and 24.5% BME/Global Majority. The breakdown of the proportion of White and BME/Global Majority staff in each banding is as set out below:

Pay Band Headcount

Staff with no ethnicity recorded on ESR are excluded below

Staff with no ethnicity recorded on ESR are excluded below

Pay Band	2023-24				Total
	BME		White		
	Headcount	%	Headcount	%	
Band 1	10	31.3%	22	68.8%	32
Band 2	258	27.2%	691	72.8%	949
Band 3	362	18.0%	1650	82.0%	2012
Band 4	88	12.9%	595	87.1%	683
Band 5	771	44.3%	969	55.7%	1740
Band 6	252	17.4%	1193	82.6%	1445
Band 7	94	9.3%	922	90.7%	1016
Band 8a	9	3.5%	247	96.5%	256
Band 8b	5	3.7%	131	96.3%	136
Band 8c	5	11.1%	40	88.9%	45
Band 8d	2	9.5%	19	90.5%	21
Band 9	1	8.3%	11	91.7%	12
VSM	1	7.7%	12	92.3%	13
Non-Executive Director	2	28.6%	5	71.4%	7
Chair	0	0.0%	1	100.0%	1
Other	0	0.0%	2	100.0%	2
Consultant	114	24.4%	354	75.6%	468
Non-Consultant Career Grade	74	56.1%	58	43.9%	132
Trainee Grades	301	49.7%	305	50.3%	606
Total	2349	24.5%	7227	75.5%	9576

The use of the abbreviation BME has been used interchangeably with the trust agreed term Global Majority to recognise that this report will be available externally.

table 4.1 Pay Band Headcount split 2023/24

5. Ethnicity Pay Gap Reporting Summary

Ethnicity Pay Gap Reporting University Hospitals Dorset NHS Foundation Trust					
		2023-24	Previous Year (2022-23)	Change 23.24 v 22.23	
Substantive Headcount	BME	2349	2021	↑	328
	White	7227	7144	↑	83
	Total	9576	9165		
	BME	24.53%	22.05%	↑	2.48%
	White	75.47%	77.95%	↓	-2.48%
Excluded due to no declaration on ESR	Headcount	273	273	→	0
	Proportion	2.77%	2.89%	↓	-0.12%
Difference in hourly rate	Mean Average	-1.02%	-3.11%	↑	2.09%
	Median	-1.13%	-2.34%	↑	1.21%
Proportion of BME staff in each pay quartile	Lower	17.80%	15.55%	↑	2.25%
	Lower middle	29.63%	24.97%	↑	4.66%
	Upper middle	29.04%	26.17%	↑	2.87%
	Top	21.15%	19.91%	↑	1.25%
Who received bonus pay	BME	4.30%	4.90%	↓	-0.60%
	White	4.43%	4.23%	↑	0.20%
Difference in bonus pay	Mean Average	18.77%	25.22%	↓	-6.45%
	Median	0.00%	0.00%	→	0.00%
Our Ethnicity Pay Gap is -		-1.13%	-2.34%		

Figure 5.1 Ethnicity Pay Gap Summary

5.1 Ethnicity Pay Gap Results

- Our headcount has increased by 411 to 9,576 since last year with 328 more Global Majority staff and 83 more white staff across UHD (31st March 2023 vs. 31st March 2024). Staff without declared ethnicity have been excluded.
- This year our Ethnicity Pay Gap is **-1.13%** in favour of Global Majority staff with the comparator White staff.
- There is a notably static position at senior Manager level. Appendix 1 shows the Disparity in Career Progression ratios which help to explain the lack of mobility between bandings and grades for Global Majority staff. For lower to upper career progression, whole trust; the ratio is 7.4 or seven times that for White staff. This could be in part due to lower representation in the lower bands for Global Majority staff and the international recruitment of graduate nurses at band 5.

- Appendix 2 shows that Global Majority staff increasingly report [q24 2023] opportunity to develop their careers.

5.2 Ordinary Pay

Ordinary Pay - Trust Summary

Staff with no ethnicity recorded on ESR are excluded on this tab

	2023-24		
	BME	White	BME change 23.24 v 22.23
Average Hourly Rate	£20.68	£20.47	↑ £0.78
Difference in Average Hourly Rate	-£0.21		↑ £0.39
Average Pay Gap	-1.0%		↑ 2.1%
Median Hourly Rate	£17.88	£17.69	↑ £0.65
Difference in Median Hourly Rate	-£0.20		↑ £0.19
Median Pay Gap	-1.13%		↑ 1.21%

- The ethnicity pay gap for the Trust overall in 2023-24 is -1.13%.
The calculated gap for 2022-23 is -2.34%.
- The mean ethnicity pay gap for the Trust is -1.02%.
The calculated gap for 2022-23 is -3.11%.
- The Trust's mean Global Majority/BME pay is £20.68 compared to £20.47 for White staff.
- The Trust's median Global Majority/BME pay is £17.88 compared to £17.69 for White Staff.

See tables 5.2.1 and 5.2.2

Average (Mean) Ethnicity Pay Gap - Ordinary Pay

	2023-24		
	BME	White	% difference
All Staff	£20.68	£20.47	-1.02%
Non-Medical Staff Groups	£17.12	£18.22	6.00%
Medical Staff Group	£35.14	£42.04	16.42%

Previous Year (2022-23)		
BME	White	% difference
£19.90	£19.30	-3.11%
£16.27	£17.18	5.29%
£33.45	£40.14	16.68%

Table 5.2.1

Median Ethnicity Pay Gap - Ordinary Pay

	2023-24		
	BME	White	% difference
All Staff	£17.88	£17.69	-1.13%
Non-Medical Staff Groups	£16.75	£16.68	-0.44%
Medical Staff Group	£30.28	£44.91	32.58%

Previous Year (2022-23)		
BME	White	% difference
£17.24	£16.84	-2.34%
£16.00	£15.52	-3.08%
£28.47	£42.37	32.80%

Table 5.2.2

5.3 Clinical Excellence Awards Bonus Payments

There will be new national awards that will be featured in future reports, and these are expected to have 3 levels. For 2025, the bonus pay data has been grouped together as there were so few. We are going to see the local CEAs and discretionary points phased out in future reports.

Local Clinical Excellence Award's (LCEA) recognised and rewarded NHS consultants in England, who perform over and above the standard expected of their role. Awards were given for quality and excellence, acknowledging exceptional personal contributions.

Bonus Pay*

*Bonus Pay includes both local and national awards, and includes Discretionary Points.

	2023-24		
	BME	White	BME change 23.24 v 22.23
Number of Staff Receiving Bonus Pay	101	320	↑ 2
Proportion of All Staff Receiving Bonus Pay	4.3%	4.4%	↓ -0.6%
Proportion of Medical Staff Receiving Bonus Pay	20.6%	44.6%	↓ -1.7%
Average (mean) Bonus Pay Received	£6,225.98	£7,664.44	↑ £391.49
Difference in Bonus Pay - Mean Average	£1,438.45		↓ -£528.92
Average Bonus Pay Gap	18.77%		↓ -6.4%
Median Bonus Pay Received	£3,503.66	£3,503.66	↑ £330.35
Difference in Bonus Pay - Median	£0.00		→ £0.00
Median Bonus Pay Gap	0%		→ 0.0%
Minimum Bonus Pay Received	£3,503.66	£33.51	↑ £330.35
Maximum Bonus Pay Received	£39,695.66	£47,582.04	↑ £330.35
Number of Staff Receiving Bonus Pay Excluded Due to No Ethnicity Recorded on ESR	26		

Table 5.3.1 Bonus Pay

5.4 Proportion of Males and Females in each Quartile Pay Band

At the time the snapshot was taken the percentage of Global Majority staff was 24.42% and 75.58% White staff. This representing a decrease in White staff for the whole trust.

All Staff Groups

Quartile	2023-24			
	BME		White	
	Count	Proportion	Count	Proportion
1 (Lower)	444	17.80%	2050	82.20%
2 (Lower middle)	741	29.63%	1760	70.37%
3 (Upper middle)	724	29.04%	1769	70.96%
4 (Top)	521	21.15%	1942	78.85%
Grand Total	2430	24.42%	7521	75.58%

Previous Year (2022-23)

BME		White	
Count	Proportion	Count	Proportion
370	15.55%	2009	84.45%
592	24.97%	1779	75.03%
622	26.17%	1755	73.83%
466	19.91%	1875	80.09%
2050	21.65%	7418	78.35%

The proportion of **Global Majority staff** has increased in 2024.

Table 5.4.1

Non-Medical Staff Groups

Quartile	2023-24			
	BME		White	
	Count	Proportion	Count	Proportion
1 (Lower)	443	17.77%	2050	82.23%
2 (Lower middle)	729	30.04%	1698	69.96%
3 (Upper middle)	628	27.01%	1697	72.99%
4 (Top)	150	9.91%	1364	90.09%
Grand Total	1950	22.26%	6809	77.74%

Previous Year (2022-23)

BME		White	
Count	Proportion	Count	Proportion
370	15.55%	2009	84.45%
579	25.11%	1727	74.89%
533	24.06%	1682	75.94%
134	9.26%	1313	90.74%
1616	19.36%	6731	80.64%

The proportion of **non-medical Global Majority staff** has increased from 2024.

Table 5.4.2

Medical Staff Groups

Quartile	2023-24			
	BME		White	
	Count	Proportion	Count	Proportion
1 (Lower)	1	100.00%	0	0.00%
2 (Lower middle)	12	16.22%	62	83.78%
3 (Upper middle)	96	57.14%	72	42.86%
4 (Top)	371	39.09%	578	60.91%
Grand Total	480	40.27%	712	59.73%

Previous Year (2022-23)

BME		White	
Count	Proportion	Count	Proportion
0	0.00%	0	0.00%
13	20.00%	52	80.00%
89	54.94%	73	45.06%
332	37.14%	562	62.86%
434	38.72%	687	61.28%

The proportion of **medical grade** Global Majority staff has increased from in 2024.

Table 5.4.3

6. Conclusion

6.1 The Trust has voluntarily reported a snapshot of data from 31 March 2024. This data demonstrates that there is an increase in the number of Global Majority staff.

The Trust acknowledges that there could be greater Global Majority representation in more senior roles.

6.2 It should be noted that this report is the first published set of Ethnicity Pay Gap Data, taken on 31 March 2024.

6.3 Separating the data for Agenda for Change and the Medical/Dental workforce gives a better understanding of where the greatest difference in pay and representation exists.

6.4 Comparing the median hourly pay gap, Global Majority staff earn approximately £1.01 for every £1 that White Staff earn. Their median hourly pay is 1.13% higher than White Staff.

6.5 There is no median bonus pay gap for 2024. When comparing mean (average) bonus pay, Global Majority Staff mean bonus pay is 18.77% lower than White Staff.

6.6 In addition the Ethnicity Pay Gap report there are two other reports detailing the Gender Pay Gap and the Disability Pay Gap.

8. Next Steps – Priorities

UHD commits to the annual NHS Workforce Race Equality Standard reporting process and publishes data and action plans to support this programme of works and they can be found on both the intranet internally and the external internet portal.

In November 2024 a new People and Culture Strategy was introduced with the aim to enable Global Majority Staff to be represented at all levels of the organisation.

As an aspiring Inclusive Employer our key Equality, Diversity and Inclusion objective for 2024 and the next 3 years will be:

‘To have a representative workforce at all levels of the Trust.’

To do this we will implement our One Team EDI Plan priorities:

- strengthen our staff networks to work more closely with the UHD strategic needs and provide project support for engagement activity
- with our Dorset Partners and our Recruitment Team we will introduce clear guidance and requirements relating to inclusive recruitment
- develop a one-stop shop approach to accessing reasonable adjustments
- increase cultural awareness and reduce prejudice through the introduction of Conscious Inclusion workshops

Our goal is to increase Global Majority representation in band 8a and above to over 9% within 12–18 months and raise band 6 and above by 3% in 24–36 months.

Jon Harding
Head of Organisational Development
February 2025

Appendix 1 Disparity Ratios / Whole Trust 31 March 2024

Bands	White - Current Year	BME - Current Year	Unknown - Current Year
Under Band 1	0	0	0
Band 1	22	10	2
Band 2	721	270	44
Band 3	1,645	359	43
Band 4	603	95	16
Band 5	992	801	39
Band 6	1,263	255	38
Band 7	950	98	15
Band 8a	251	10	4
Band 8B	129	5	2
Band 8C	39	4	0
Band 8D	20	3	0
Band 9	12	1	0
VSM	10	1	0
Grand Total	6,657	1,912	203

Bandings	White - Current Year	BME - Current Year	Unknown - Current Year
1 to 5	3,983	1,535	144
6 and 7	2,213	353	53
Band 8a+	461	24	6
Grand Total	6,657	1,912	203

	White	BME
Lower to middle	1.80	4.35
Middle to upper	4.80	14.71
lower to upper	8.64	63.96

Disparity ratio - lower to middle	2.42
Disparity ratio - middle to upper	3.06
Disparity ratio - lower to upper	7.40

Total No of Staff	BME representation at trust
8,772	21.8%

There is a notable representation of Global Majority Staff at band 5, this is in part due to International Nurse Recruitment, this will have affected our data and will have contributed to the reported pay gap. An alternative structure view can be found on page 12.

Programmes of work within the People and Culture Strategy and the supporting Patient First Improvement Programme will introduce Talent Management and career progression.

A review of Recruitment Processes will provide a consistent approach to appointments thereby supporting the progression of all staff and recruitment of external candidates.

Disparity Ratios / Clinical 31 March 2024

Bands	White - Current Year	BME - Current Year	Unknown - Current Year
Under Band 1	0	0	0
Band 1	8	1	1
Band 2	243	137	13
Band 3	1,028	281	33
Band 4	168	58	5
Band 5	785	772	34
Band 6	1,136	233	31
Band 7	822	83	12
Band 8a	169	8	2
Band 8B	74	3	0
Band 8C	16	3	0
Band 8D	9	1	0
Band 9	3	0	0
VSM	1	1	0
Grand Total	4,462	1,581	131

Bandings	White - Current Year	BME - Current Year	Unknown - Current Year
1 to 5	2,232	1,249	86
6 and 7	1,958	316	43
Band 8a+	272	16	2
Grand Total	4,462	1,581	131

	White	BME		
Lower to middle	1.14	3.95	Disparity ratio - lower to middle	3.47
Middle to upper	7.20	19.75	Disparity ratio - middle to upper	2.74
lower to upper	8.21	78.06	Disparity ratio - lower to upper	9.51

Total No of Staff	Clinical BME representation at trust
6,174	25.6%

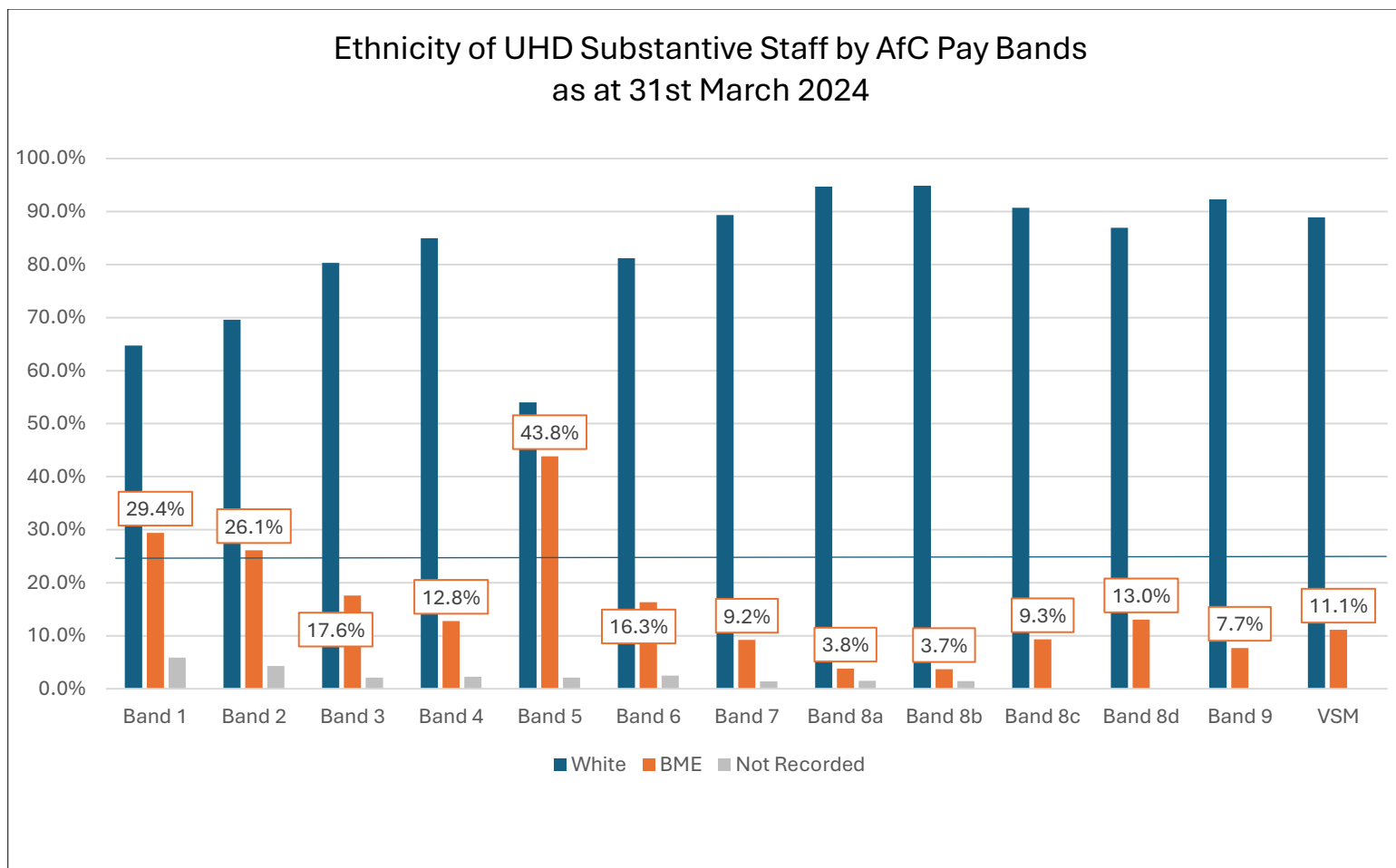
Disparity Ratios / Non-Clinical 31 March 2024

Bands	White - Current Year	BME - Current Year	Unknown - Current Year
Under Band 1	0	0	0
Band 1	14	9	1
Band 2	478	133	31
Band 3	617	78	10
Band 4	435	37	11
Band 5	207	29	5
Band 6	127	22	7
Band 7	128	15	3
Band 8a	82	2	2
Band 8B	55	2	2
Band 8C	23	1	0
Band 8D	11	2	0
Band 9	9	1	0
VSM	9	0	0
Grand Total	2,195	331	72

Bandings	White - Current Year	BME - Current Year	Unknown - Current Year
1 to 5	1,751	286	58
6 and 7	255	37	10
Band 8a+	189	8	4
Grand Total	2,195	331	72

	White	BME	Disparity ratio - lower to middle	1.13
Lower to middle	6.87	7.73	Disparity ratio - middle to upper	3.43
Middle to upper	1.35	4.63	Disparity ratio - lower to upper	3.86
lower to upper	9.26	35.75		

Total No of Staff	Non- Clinical BME representation at trust
2,598	12.7%



Target line showing BME/Global Majority representation in UHD at 24%

Appendix 2 NHS National Staff Survey Data taken for the period covering the report data and the preceding year.

		2022			2023		
	Questions presented comparing BME/White experience; sourced from the NHS Staff Survey 2022 & 2023 heatmaps	UHD (4,167)	White (3,491)	BME (599)	UHD (5,619)	White (4,543)	BME (1,003)
Q15	Does your organisation act fairly with regard, to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age (yes)	57.8%	60.1%	45.7%	57.7%	60.7%	46.1%
Q24b	There are opportunities for me to develop my career in this organisation (agree/strongly agree)	51.1%	52.0%	47.6%	58.2%	57.2%	64.3%
Q24c	I have opportunities to improve my knowledge and skills (agree/strongly agree)	58.2%	59.7%	50.3%	71.6%	71.3%	74.3%
Q24d*	I feel supported to develop my potential (agree/strongly agree)	Q22d 53.9%	53.7%	56.1%	Q24d* 57.7%	57.6%	59.9%
Q24e*	I am able to access the right learning and development opportunities when I need to (agree/strongly agree)	Q22e 55.8%	55.7%	57.2%	Q24e* 59.9%	59.7%	62.9%

Q15. is used to inform the Workforce Race quality Standard and shows some improvement for Global Majority Staff.

Q24b. shows a more positive position in relation to career progression.

The NSS conducted in q3 of 2024 will be monitored and included in the WRES 2025 report and the 2026 Ethnicity Pay