

Ethnicity Pay Gap Report 2024

16 December 2024

This report covers our ethnicity pay gap. Although there is not a statutory requirement to publish this information, we have chosen to publish this information for the fourth year running.

The ethnicity pay gap is defined as the difference between the mean or median hourly pay rate that White staff and staff from a Black, Asian and minority ethnic background receive.

The mean pay gap is the difference between hourly earnings for staff from a Black, Asian and minority ethnic background and White staff. This is after taking the sum of all hourly rates and dividing it by the total number of White or other Black, Asian and minority ethnic staff.

The median pay gap is the difference between the midpoints in the ranges of hourly earnings between staff from a Black, Asian and minority ethnic background and White staff. It takes all salaries, in order from lowest to highest, and picks the middle-most salary.

The figures in the charts below are based on hourly rates of pay during the monthly pay period ending on 25 April 2024 and bonuses paid in the year up to 5 April 2024. The figures are compared to corresponding figures for years ending April 2023, April 2022 and April 2021.

Difference in pay between staff from a Black, Asian and minority ethnic background and White staff

	2021	2022	2023	2024	+/- percentage point change 2023-24
Mean pay gap	21.50%	17.60%	12.70%	11.30%	-1.40%
Median pay gap	15%	12.70%	7.60%	7.50%	-0.10%

In 2024, both the mean and median pay gap have decreased compared to 2023.

Difference in bonus between staff from a Black, Asian and minority ethnic background and White staff

	2021	2022	2023	2024	+/- percentage point change 2023-24
Mean bonus gap	46.9%	49.5%	37.7%	34.7%	-3.0%
Median bonus gap	16.7%	30%	23.3%	35.7%	+12.4%

In 2024, the mean bonus gap has decreased, and the median bonus gap has increased, compared to 2023.

Proportion of staff from Black, Asian and minority ethnic background and White staff receiving a bonus payment

	2020	2021	2022	2023	2024
Black, Asian, Mixed or Multiple Ethnicity groups.	81%	85%	77%	79%	84%
White	83%	85%	85%	85%	87%

There are various bonus schemes for different levels throughout our organisation.

Proportion of staff from Black, Asian and minority ethnic background and White staff in each pay quartile

		Upper	Upper Middle	Lower Middle	Lower
White	2022	80%	69%	66%	53%
	2023	73%	59%	65%	43%
	2024	69%	52%	57%	33%
Black, Asian, Mixed or Multiple Ethnicity groups.	2022	14%	22%	25%	36%
	2023	14%	24%	23%	26%
	2024	13%	22%	18%	22%
Unknown	2022	6%	9%	9%	12%
	2023	13%	17%	12%	30%
	2024	18%	25%	24%	46%

The charts show the ethnicity split when we divide our workforce by ordering hourly rates of pay from highest to lowest and grouping the pay into four equal quartiles.

Understanding the gap

Our 2024 median pay gap is 7.5%, which is higher than the most recently published UK median pay gap of 2.3 % (Office of National Statistics 2019).

Our ethnicity pay gap has narrowed this year, predominately due to the proportion of staff with an ethnic background in roles head of and above.

What we've achieved on ethnicity pay

Overall, we have seen some welcome improvements to our ethnicity pay gap. But the picture is less positive at senior level, and we remain committed to doing everything we can to make our senior grades more reflective of our wider workforce.

Below is a summary of some of the ongoing measures in place to address the ethnicity pay gap:

- Reviewed our recruitment policy and practises and committed to reviewing our preferred suppliers for recruitment.
- Continue the reverse mentoring scheme for Black, Asian and minority ethnic colleagues to mentor our director band.
- Continue the inter-organisational mentoring scheme, targeted at colleagues from Black, Asian and minority ethnic backgrounds.

We developed our workforce senior ethnicity inclusion action plan to significantly improve ethnic diversity at senior levels and that work continues. Read about [the actions we have taken](https://rules.sra.org.uk/sra/research-publications/ethnicity-inclusion/) [\[https://rules.sra.org.uk/sra/research-publications/ethnicity-inclusion/\]](https://rules.sra.org.uk/sra/research-publications/ethnicity-inclusion/).

We continue to be committed to a fully inclusive workplace.