

ETHNICITY PAY GAP

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1. Summary

WMAS DATA COLLECTION; KEY LINES

The following data has been extracted from the NHS Electronic Staff Record System for all employees in post on 31 March 2021. The calculations made are in accordance with the technical guidance provided by Gov.UK for the submission of the Gender Pay Gap figures and have been adjusted accordingly to calculate the requested Ethnicity Pay Gap data.

The data is based on our most recent Gender Pay Gap, formal submission, (31st March 2022) which reported staff in post as of 31st March 2021. The statutory requirement to submit March 2022 Gender Pay Gap data is 31st March 2023.

Hourly Rate

Calculations for each ethnic origin group have been compared against the hourly rates for staff from a white ethnic origin.

The arithmetic mean is achieved by adding up all the numbers in a dataset and then dividing the total by the number of items. For example: a group of numbers of 20, 22, 30, 40, 50, will add together to form 162, which will be divided by the 5 numbers in the group, and result in a mean of 32.4.

The arithmetic median is achieved by identifying the middle number in the list. In the example above, the middle number is 30, this is therefore the median. The following ethnicity pay calculations have been based on both Mean and Median values.

Ethnic Origin	Mean Hourly Rate	Median Hourly Rate	Difference in MEAN	MEAN Pay Gap %	Difference in MEDIUM	MEDIUM Pay Gap %
WHITE	£ 18.78	£ 16.52				
ASIAN	£ 17.40	£ 13.79	-£ 1.38	-7%	-£ 2.72	-16%
BLACK	£ 16.46	£ 13.51	-£ 2.33	-12%	-£ 3.01	-18%
MIXED	£ 16.28	£ 13.79	-£ 2.51	-13%	-£ 2.72	-16%
OTHER	£ 16.32	£ 13.80	-£ 2.46	-13%	-£ 2.72	-16%

Pay Quartiles

Headcount and % in each Quartile

Quartile	ASIAN	BLACK	MIXED	WHITE	OTHER
1 - lower quartile	138.00	53.00	63.00	1571.00	9.00
2 - lower middle quartile	144.00	40.00	50.00	1584.00	4.00
3 - upper middle quartile	99.00	41.00	34.00	1636.00	6.00
4 - upper quartile	61.00	20.00	17.00	1699.00	3.00

Quartile	ASIAN	BLACK	MIXED	WHITE	OTHER
1 - lower quartile	7%	3%	4%	85%	0.49%
2 - lower middle quartile	8%	2%	3%	85%	0.22%
3 - upper middle quartile	5%	2%	2%	88%	0.32%
4 - upper quartile	3%	1%	1%	92%	0.16%

2. Ethnicity Pay Gap Reporting Measure

The report includes the following areas

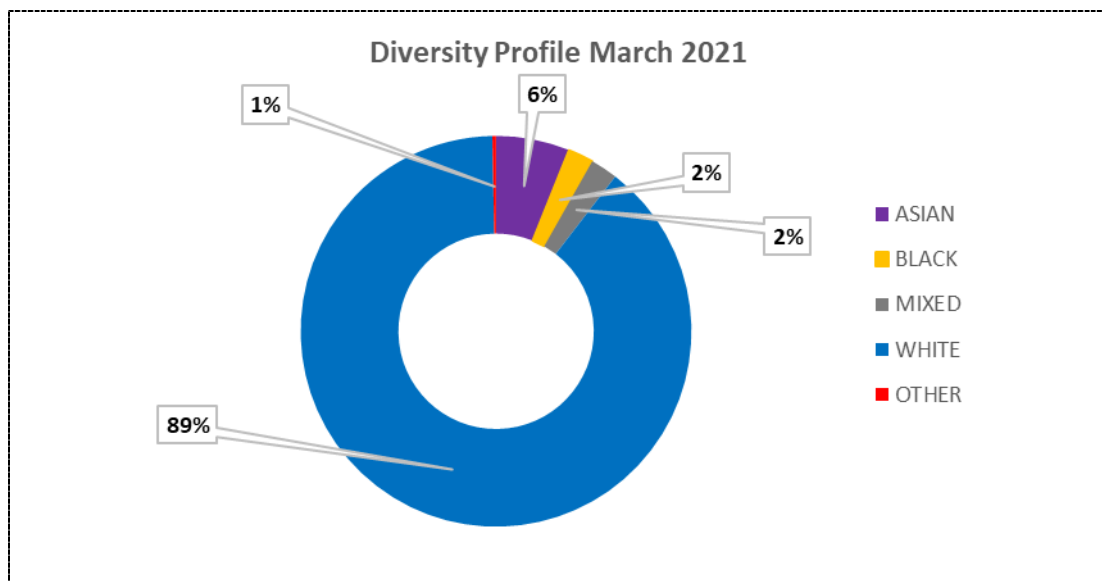
Mean Ethnicity pay gap in hourly pay - the difference between the mean hourly rate of pay of White full-pay relevant employees and that of Asian, Black, Mixed and Other full-pay relevant employees.

Median Ethnicity pay gap in hourly pay - the difference between the median hourly rate of pay of White full-pay relevant employees and that of Asian, Black, Mixed and Other full-pay relevant employees.

Proportion of ethnic origins in each pay quartile - The proportions of White, Asian, Black, Mixed and Other full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

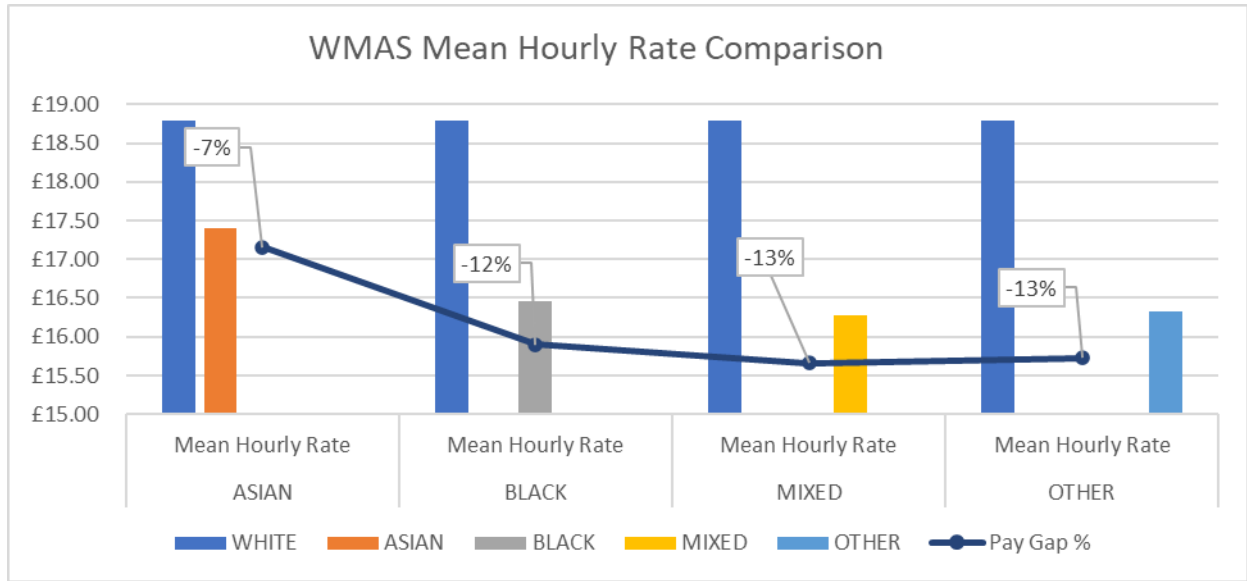
3. Ethnic Origin Profile

Ethnic origin of staff in post as of 31st March 2021.

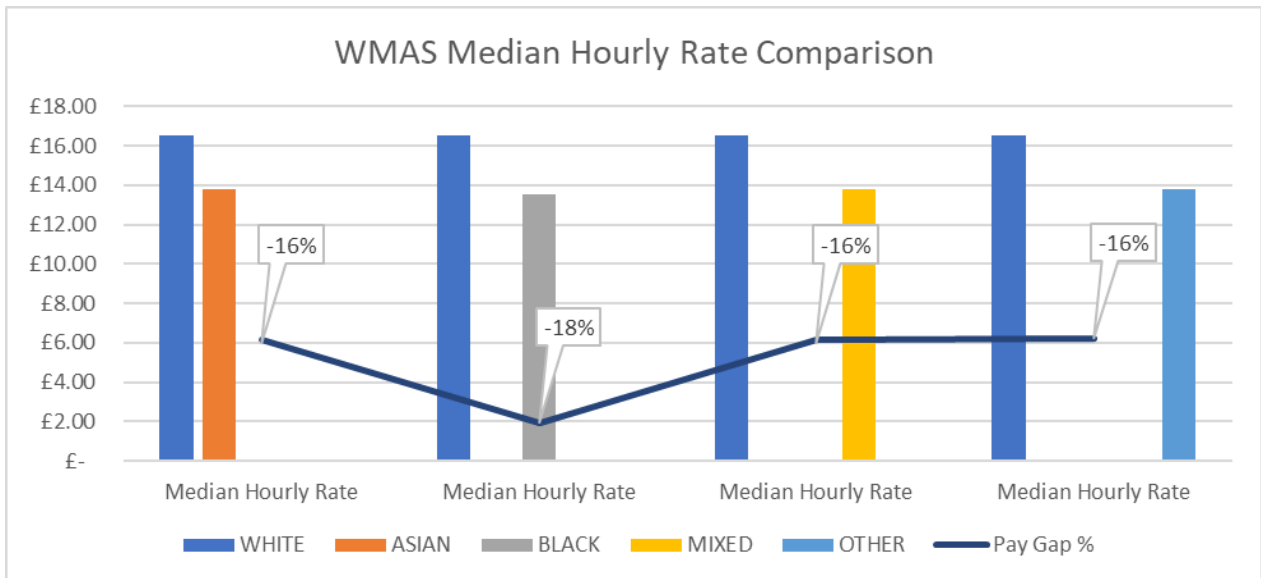


1. Ethnicity Pay Gap Report for WMAS

i. Ethnicity Pay Gap in Hourly Pay – Mean



ii. Ethnicity Pay Gap in Hourly Pay – Median



iii. Proportion of ethnic origins in each pay quartile

