

Whole Trust Comparison 2021 & 2022
Pay Quartiles

All staff Quartile	2021										2022									
	ASIAN	BLACK	MIXED	WHITE	OTHER	ASIAN	BLACK	MIXED	WHITE	OTHER	ASIAN	BLACK	MIXED	WHITE	OTHER	ASIAN	BLACK	MIXED	WHITE	OTHER
Total Headcount	442.00	154.00	164.00	6490.00	22.00	5.96%	2.08%	2.21%	87.49%	0.30%	468.00	137.00	158.00	6503.00	23.00	6.31%	1.85%	2.13%	87.67%	0.31%
1 - lower quartile	138.00	53.00	63.00	1571.00	9.00	7.44%	2.86%	3.67%	84.69%	0.49%	164.00	41.00	57.00	1580.00	1.00	8.82%	2.21%	3.36%	84.99%	0.05%
2 - lower middle quartile	144.00	40.00	50.00	1584.00	4.00	7.76%	2.16%	2.92%	85.39%	0.22%	142.00	42.00	49.00	1596.00	9.00	7.64%	2.26%	2.85%	85.85%	0.48%
3 - upper middle quartile	99.00	41.00	34.00	1636.00	6.00	5.34%	2.21%	1.94%	88.24%	0.32%	103.00	39.00	34.00	1635.00	10.00	5.54%	2.10%	1.94%	87.95%	0.54%
4 - upper quartile	61.00	20.00	17.00	1699.00	3.00	3.29%	1.08%	0.95%	91.64%	0.16%	59.00	15.00	18.00	1692.00	3.00	3.20%	0.81%	1.01%	91.91%	0.16%

Mean & Median Hourly Rates				
All staff Gender	2021		2022	
	Mean Hourly Rate	Median Hourly Rate	Mean Hourly Rate	Median Hourly Rate
WHITE	£ 18.78	£ 16.52	£ 19.65	£ 16.42
ASIAN	£ 17.40	£ 13.79	£ 17.85	£ 13.78
BLACK	£ 16.46	£ 13.51	£ 17.57	£ 14.37
MIXED	£ 16.28	£ 13.72	£ 16.40	£ 13.88
OTHER	£ 16.32	£ 13.80	£ 19.22	£ 17.67

Mean & Median % Pay Gap				
All staff Gender	2021		2022	
	Difference in MEAN	MEAN Pay Gap %	Difference in MEDIUM	MEDIUM Pay Gap %
WHITE				
ASIAN	-£ 1.80	-£ 0.09	-£ 2.63	-£ 0.16
BLACK	-£ 2.08	-£ 0.11	-£ 2.04	-£ 0.12
MIXED	-£ 3.25	-£ 0.17	-£ 2.54	-£ 0.15
OTHER	-£ 0.44	-£ 0.02	£ 1.25	£ 0.08

