



The Dudley Group
NHS Foundation Trust

Ethnicity Pay Gap Report 2024

The Dudley Group NHS Foundation Trust

(Snapshot of March 2024)

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Equalities and Wellbeing Team

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1. Introduction

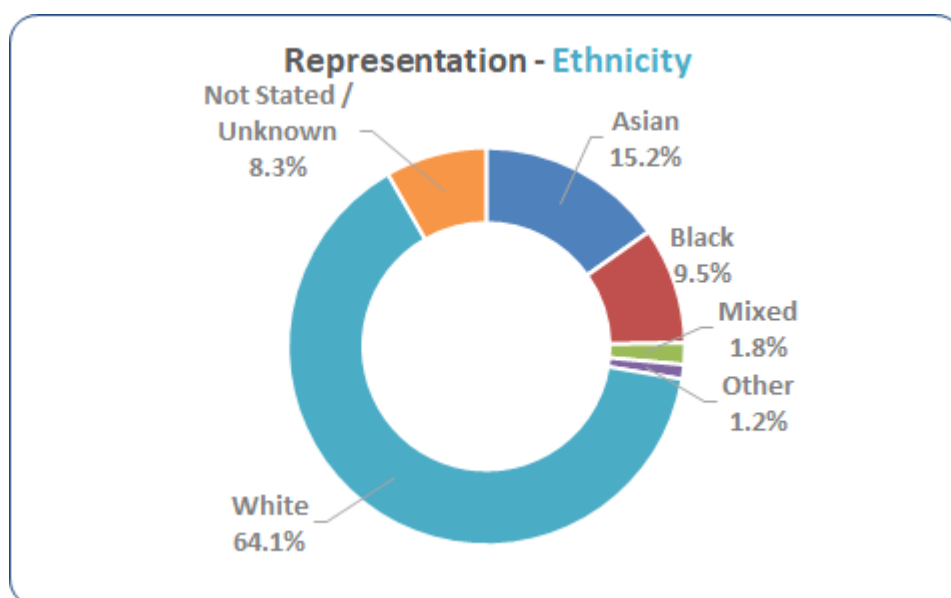
There is a self-evident moral case to ensure fair pay across all ethnic groups. We have decided to take the step to voluntarily disclose our ethnicity pay gap for a second year, which can play a crucial role in assessing if and where inequalities exist in our workforce.

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): [Ethnicity pay reporting: a guide for UK employers | CIPD](#)

26% of the population of the Black Country is ethnically diverse. As of 31st March 2024, The Dudley Group NHS Foundation Trust employed 6,000 people, *30% ethnically diverse and *70% 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 -23.9% in March 2024, an 8.7% difference to 2023 (2023 was -32.6%). The Median ethnicity pay gap was -9.4% in March 2024, a 0.3% difference to 2023 (2023 was 9.1%). Staff from ethnically diverse background's hourly rate (£19.05 median and £24.40 mean), compared to White staff (£17.42 median and £19.69 mean). In summary our 2024 ethnicity pay gap has narrowed from 2023, our first report.

**For the definition of mean and medium please see page 7.*

The data shows an ethnic pay gap in favour of ethnically diverse staff 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.

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 (£17.68 median and £18.17 mean), this compares to White staff (£16.54 median and £18.36 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 national guidance and award local clinical excellence awards (LCEAs). LCEAs recognise and reward NHS consultants in England who perform above the standard expected of their role. Awards are given for quality and excellence, acknowledging exceptional personal contributions.

Following the pandemic and the requirement to focus resources on recovery efforts, NHS employers were required to distribute the LCEA funds among all eligible consultants equally. It has since been agreed by NHS Employers and the British Medical Association (BMA) that employers can decide how to distribute the funds in negotiation with their Local Negotiating Committee (LNC). The Dudley Group NHS Foundation Trust has agreed to equal distribution with enhanced criteria.

In 2023/2024, 215 Consultants were awarded an LCEA award, 54% of whom were ethnically diverse, and 46% were white; as the funds were distributed equally, there are no mean or median percentages for LCEA Awards 2024.

** These percentages exclude any staff who have chosen not to state their ethnicity.*

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 30% ethnically diverse and 70% white. Splitting the average ordinary pay into quartiles shows a slight variance between the lower and higher pay quartiles.

* These percentages exclude any staff who have chosen not to state their ethnicity.

*The Highest-paid staff group contains:

40% of all ethnically diverse employees (2% increase on the previous year)

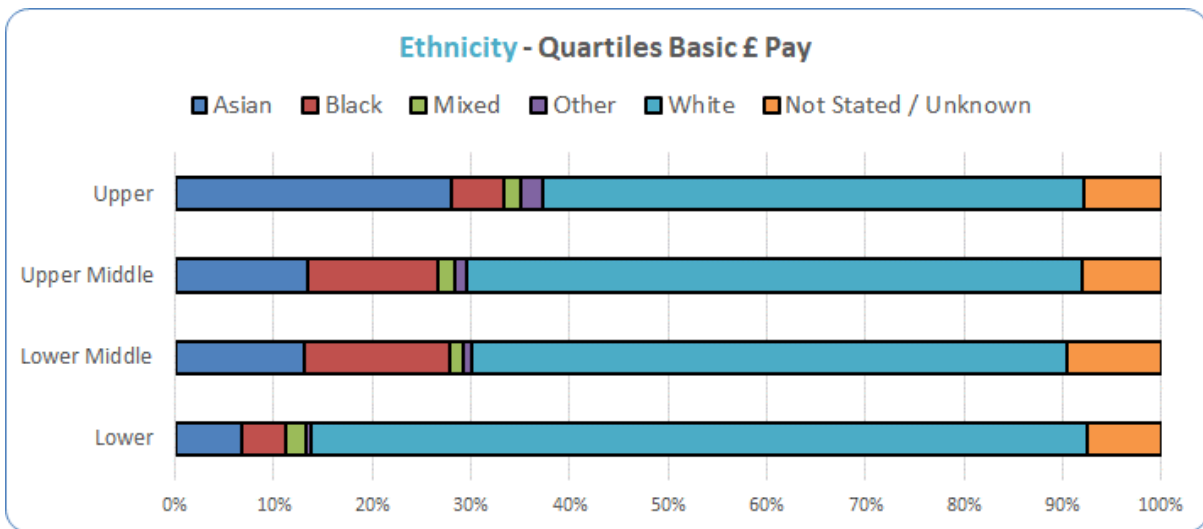
60% of all white employees (2% decrease on the previous year)

*The lowest-paid staff group contains:

15% of all ethnically diverse employees (1% decrease on the previous year)

85% of all white employees (1% increase on the previous year)

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, which are shown as percentages within the quartiles.

	Lower	Lower Middle	Upper Middle	Upper
Asian	7%	13%	14%	28%
Black	4%	15%	13%	5%
Mixed	2%	1%	2%	2%
Other	0%	1%	1%	2%
White	79%	60%	62%	55%
Not Stated / Unknown	8%	10%	8%	8%

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 throughout the year that have supported the organisation in reducing our pay gaps:

- Annual analysis of the ethnicity and gender pay gap data to understand areas of concern and monitor further data.
- Career fairs have been introduced to target staff in areas where pay gaps are driven, such as medical and dental.
- Continued to promote policies such as Flexible Working, Shared Parental Leave and Remote/Hybrid Working.
- Launch of a working group focused on the talent and promotional processes and improving career conversation as part of the appraisal process.
- Working groups focused on recruitment and retention, narrowing vacancies, and introducing processes to monitor the retention rates of all staff groups.
- Conversations conducted with ethnically diverse staff across the Trust, supporting us in understanding lived experience and implementing recommended actions.
- Expanding our inclusive recruitment and talent management approaches by utilising existing management training programmes and developing new training and toolkits.

We propose to take further action in 2024/25 to reduce our ethnicity pay gap:

No.	Action	When	Review
1	Continue to focus on the Equality, Diversity, and Inclusion Journey, working on actions within the employee lifecycle to improve experience and opportunities for all.	March 2025	Annually
2	Continue the work to grow and strengthen our staff networks to ensure rich and deep engagement across all protected characteristics. This will provide a voice within the organisation of lived experience and insight that will help us make The Dudley Group more inclusive for everyone.	March 2025	Annually
3	The ethnicity pay gap information will be communicated to encourage the 9% of people who have chosen not to declare their ethnicity status to update their details to ensure the data is fully representative.	March 2025	Annually
4	We will continue to work with areas, increasing awareness of the ethnicity pay gap information and focusing on methods to diversify people in management roles.	March 2025	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.	December 2024	Quarterly

6. Definitions, assumptions, and scope

This report contains all employee data extracted from the Dudley Group Electronic Staff Record system (ESR) snapshot as of 31 March 2024. Therefore, the reporting period covers 2024/2025.

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

Table 1 – Definitions	
Pay Gap	Difference in pay between groups.
Mean Gap	Difference between the mean (1) hourly rate for ethnically diverse and white employees.
Median Gap	Difference between the median (2) hourly pay rate for ethnically diverse and white employees.
Mean bonus pay gap	Difference between the mean bonus paid to ethnically diverse and white employees.
Median Bonus Pay Gap	Difference between the median bonus paid to ethnically diverse and white employees.
Bonus proportions	Proportions of ethnically diverse employees who are paid a bonus and white employees paid a bonus.
Quartile proportions	Proportions of ethnically diverse and white employees in the lower, lower middle, upper middle, and upper quartiles (3) pay bands.
Equal pay	Being paid equally for the same/similar work.

(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.