



The Robert Jones and Agnes Hunt
Orthopaedic Hospital
NHS Foundation Trust

RJAH Ethnicity Pay Gap Report 2025

Publish Date:

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NHS

INTRODUCTION



Employers are not required to collect, analyse or publish information on ethnicity pay. As part of our journey towards becoming an inclusive employer of choice we are reporting our ethnicity pay gap for the first time in 2025 based on a snapshot of our workforce on 31 March 2025.

The report is based on the government's guidance for calculating differences in ethnicity pay and is based on a similar methodology as that used for gender pay gap reporting using electronic staff record (ESR) data. Information on ethnicity is not completed for all employee records, on 31 March 2025.

Employees can update this information and there has been some improvement in recorded information in 2024/2025.



It is important to note that a pay gap differs from equal pay for equal work.

'Equal pay' means being paid equally for the same/similar work.

'Pay gap' is the difference in the average pay between groups.

Background/Key issues and considerations.



Background The UK government in 2017 published the first report to examine the barriers people from global majority face in employment, named Race in the workplace. Their report highlighted the need to first be able to measure the disadvantage some ethnic groups face in order to address the barriers to earning as much as their white colleagues.

In 2018, the Race Disparity Unit and CIPD led the call for the introduction of ethnicity pay gap reporting in “Our Manifesto for Work”. This led to the government consultation on whether to introduce mandatory ethnicity pay gap reporting, which ran from October 2018 to January 2019. The Women and Equalities Committee published a report calling for the Government to implement mandatory reporting of ethnicity pay by April 2023. The Government confirmed no mandatory ethnicity pay gap reporting. The Trust will report on its ethnicity pay gap as part of its anti-racist approach.

In the absence of a mandatory framework for ethnic pay gap reporting, Trusts who do take the steps to report their ethnicity pay gaps have to select their own reporting measures.

We have chosen to replicate the measure used in gender pay gap reporting with some changes, to account for the different data sets.

The gender pay gap report compares two distinct groups – male and female – whereas ethnicity recorded on ESR can fall into one of four broad categories: White, Black, Asian and Global Majority, blank (not recorded) and unspecified (chose not to answer).

The way that gender is recorded on ESR means that there can be no blank or unspecified records. In calculating the mean and median differences, we have chosen to focus on those who have specified their ethnicity to give the most precise view of the ethnicity pay gap in the Trust, as people with blank or undeclared ethnicities could either be Black, Asian and Global Majority or White. The blank and unspecified records are included in the Trust average.

As at 31 March 2025, the Trust employed 1,917 staff, of whom 200 (10%) identified as Global Majority (BME), 1,677 (87%) identified as White, and 40 (2%) had ethnicity recorded as Not Known. The ethnicity pay gap compares average hourly pay between these groups across the organisation.

Ethnic Origin Group	Mean Hourly Rate	Median Hourly Rate
BME	£29	£19
Not Known	£29	£18
White	£20	£16

The mean hourly rate for Global Majority (BME) staff was £29, compared with £20 for White employees and £29 for those with ethnicity recorded as Not Known. This represents a 46% higher mean hourly rate for BME employees compared with White employees, and a 49% higher mean hourly rate for Not Known employees compared with White employees

% Differences	Mean Hourly Rate	Median Hourly Rate
White – BME	-46%	-22%
White – Not Known	-49%	-14%

When looking at the median hourly rate, Global Majority (BME) staff had a median of £19, compared with £16 for White employees and £18 for the Not Known group. This equates to a 22% higher median hourly rate for BME employees compared with White employees, and a 14% higher median hourly rate for Not Known employees compared with White employees



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Overall, the data shows that both the mean and median hourly pay rates are higher for Global Majority (BME) and Not Known employees than for White employees at the Trust, based on this workforce snapshot. Data is only reported for ethnic groups with more than 10 employees, and the pay gap reflects differences in average pay across the organisation rather than equal pay for the same or similar roles.



Count of Staff Group 2024	Grand Total
Add Prof Scientific and Technical	3
Additional Clinical Services	25
Administrative / Clerical	14
Allied Health Professionals	15
Estates and Ancillary	3
Medical and Dental	64
Nursing and Midwifery Registered	37
Grand Total	161

Key takeaways (2024-2025)

- Total declarations down from **161** (2024) to **139** (2025): net **-22 (-13%)**.
- Largest decrease: **Medical & Dental 64→37 (-27)**.
- Biggest rise: **Nursing & Midwifery Registered 37→57 (+20)**; other groups mostly declined slightly.
- So what: Deep-dive the **Medical & Dental** drop and lock in the **Nursing & Midwifery** drivers so the lift is sustained and scalable.

Count of Staff Group 2025	Grand Total
Add Prof Scientific and Technical	3
Additional Clinical Services	15
Administrative / Clerical	9
Allied Health Professionals	17
Estates and Ancillary	1
Medical and Dental	37
Nursing and Midwifery Registered	57
Grand Total	139

What are we doing?

This year we will take the following steps to promote diversity and understanding barriers to promotion and recruitment for global majority colleagues:

- creating an evidence base: To identify barriers to equality and to help us make priorities for action, we have introduced diversity monitoring to understand:
 - the race of those applying for jobs and being recruited;
 - the race of those applying for and getting promotions;
 - the race of those leaving our organisation and their reasons for leaving;
 - the race of those in each role and pay band; and
 - the race of those formally involved in disciplinary, grievance and capability matters.
- reviewing our disciplinary and grievance processes: to support a move towards a just and learning culture.
- discuss the findings from our ethnicity pay gap alongside our equality's workforce analysis with our Ethnic Diverse Staff Network to get qualitative feedback on our organisation and the experience of our global majority employees, and to work collaboratively to develop initiatives to address issues identified.

What is our focus?

Inclusive Recruitment: Explore sharing interview questions in advance and expand interview question to improve standards of hire around inequality and anti-racism competence and experience.

Learning and Development: Develop a leadership programme embedding inclusion.

Culture and Engagement: Share ethnicity pay gap reports and action plans with staff networks.

Ways of Working: Launch an Anti-Racism workstream to address recruitment, progression, retention, and conditions. Anti-Racism Journey Strategy in progress.



Acronyms and Definitions:

Mean

The mean hourly rate is the average hourly wage across the entire organisation, so the mean ethnicity pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

Median

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so, the median ethnicity pay gap is the difference between women's median hourly wage (the middle-paid woman) and men's median hourly wage (the middle-paid man).

Pay Gap

Difference in the average pay between two groups.

Mean Gap

Difference between the mean hourly rate for female and male employees. Mean is the sum of the values divided by the number of values.

Median Gap

Difference between the median hourly rate of pay for female and male employees. Median is the middle value in a sorted list of values. It is the middle value of the pay distribution, such that 50% of employees earn more than the median and 50% earn less than the median.

Mean bonus Gap

Difference between the mean bonus paid to female and male employees. Mean is the sum of the values divided by the number of values.

Median Bonus gap

Difference between the median bonus pay paid to female and male employees. Median is the middle value in a sorted list of values. It is the middle value of the bonus pay distribution, such that 50% of employees earn more than the median and 50% earn less than the median.

Bonus Proportions

Proportions of female employees who were paid a bonus, and the proportions of male employees who were paid a bonus.

Quartile Pay Bands

Proportions of female and male employees in the lower, lower middle, upper middle and upper quartile pay bands. Quartile is the value that divides a list of numbers into quartiles.

Equal Pay

Being paid equally for the same/similar work.

Ethnicity Pay

Ethnicity pay gap shows the differences in the average pay between ethnicity.