



RJAH Ethnicity Pay Gap Report 2024



Publish Date: July 2025

➔ *Improving lives through excellent and innovative care*

INTRODUCTION



The Robert Jones and Agnes Hunt
Orthopaedic Hospital
NHS Foundation Trust

Data Snapshot as at 31st March 2024:

Ethnic Origin Grouping Summary	Mean Hourly Rate	Median Hourly Rate	Total Full Pay Relevant Employees
BME	28.5859	19.5927	161
Not Known	25.6972	19.8198	55
White	18.4853	14.6395	1,665
% Diff White - BME	-54.6418	-33.8339	90
% Diff White - Not Known	-39.0142	-35.3855	97

Ethnic Origin Grouping	Mean Hourly Rate	Median Hourly Rate	Total Full Pay Relevant Employees
Asian	30.6703	21.1030	103
Black	21.3496	18.6824	30
Mixed	25.0781	17.0072	13
NULL	12.4455	12.4455	2
Not Stated	26.1972	21.7950	53
Other	31.7861	24.5763	15
White British	17.9496	14.5275	1,567
White Other	27.0497	18.5462	98
% Diff White British - White Other	-50.6979	-27.6627	94
% Diff White British - Asian	-70.8686	-45.2630	93
% Diff White British - Black	-18.9419	-28.6007	98
% Diff White British - Mixed	-39.7135	-17.0694	99
% Diff White British - Other	-77.0849	-69.1711	99
% Diff White British - Not Stated	-45.9484	-50.0264	97
% Diff White British - NULL	30.6642	14.3310	100



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 2024.

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 2024.

Employees can update this information and there has been some improvement in recorded information in 2023/2024.



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.

The ethnicity pay gap shows the difference in the average hourly rates of pay for Global Majority employees (recorded in ESR as black, Asian, mixed race or other) and White employees across our organisation.

As of 31 March 2024, Total staff numbers: 1,881. 161 employees, 8.56% Global Majority and 88.52 % per cent White. (2.92% reporting as “not stated/unknown”)

Our median ethnicity pay gap was – 33.83% and mean pay gap is – 54.64%

A median pay gap of -33.83% , means that on average global majority employees get paid 34p more per hour for every £1 earned by a white employee

In the Trust, Global Majority employees earn £4.95 per hour more when comparing the median hourly rate and £10.10 more when looking at the average hourly rate.

Within this, we have a pay gap of -28.60% for black staff, -17.07% for mixed race staff, -45.26% per cent for Asian staff (data only provided for groups of over 10 employees).

Ethnicity Pay Gap

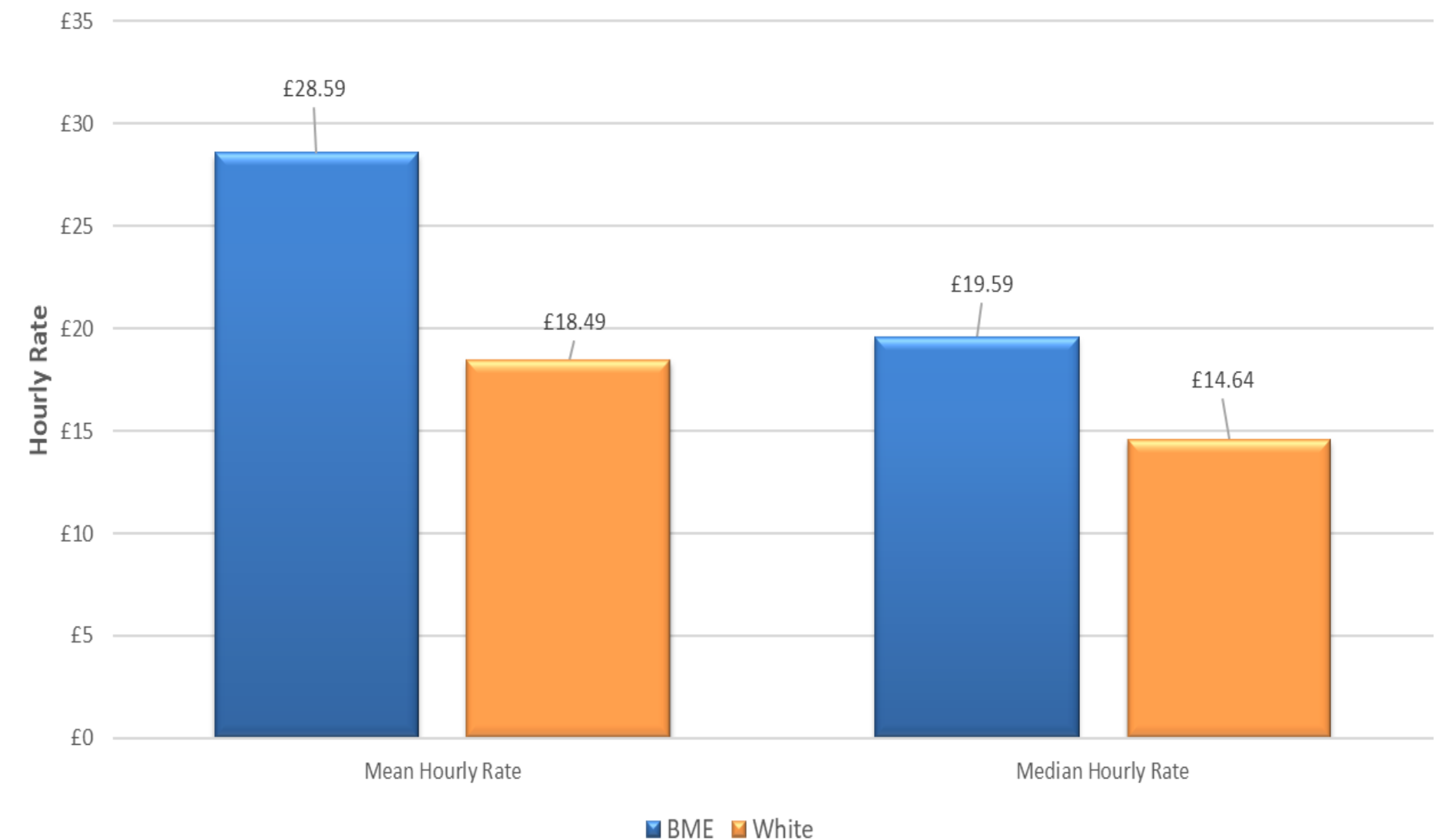




Table below shows that 74% of global majority staff are in roles that require clinical and non-clinical professional registration.

Count of Staff Group/Staff Group	Grand Total
Add Prof Scientific and Technical	3
Additional Clinical Services	25
Administrative and Clerical	14
Allied Health Professionals	15
Estates and Ancillary	3
Medical and Dental	64
Nursing and Midwifery Registered	37
Grand Total	161
Headcount in qualified role	119
% in qualified role	74%

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.

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 the CIPD observed, use of a single category for Black, Asian and Global Majority people masks the variations in labour and pay market outcomes between global majority groups. Therefore, we have presented a further data breakdown using the ONS Census's five ethnicity categories.

This report includes:

- The mean and median ethnicity pay gaps
- The mean and median ethnicity bonus pay gap
- The proportion of Black, Asian and global majority and white employees who received a bonus
- The proportions of Black, Asian and Global Majority and White employees in each pay quartile.

The ethnicity pay gap report shows the difference in the average pay between Black, Asian and Global Majority staff in our workforce.

Where there is a positive percentage, this mean that the pay of White staff is higher than the pay of Black, Asian and Global Majority employees; the higher the percentage, the greater the ethnicity pay gap.

The ethnicity pay gap is different to equal pay. Ethnic pay disparities are not primarily about those from a white background and other global majority groups being paid differently for the same job. The Equality Act 2010 make it unlawful to discriminate (both directly and indirectly) against employees (and people seeking work) because of their race. Therefore, unless there is a failure to comply with existing law, pay disparities between global majority groups are likely to be due other factors to that impose disadvantage on people from Global Majority groups.



Recommendations:

While there is currently no legal requirement to publish ethnicity pay gap data in the UK, in line with our commitment to monitoring workplace inequalities between our global majority staff and white staff, and as an example of good practice, we are reviewing this data alongside our mandated Gender Pay Gap data and we ask that the Committee approves the 2023/2024 EPG metrics for two purposes:

- submission of summary figures to central government via a reporting portal.
- publication of the accompanying EPG report on the Trust's public-facing website.

It is advised that we share our EPG report before the end of financial year.

Report development and engagement history:

The EDI and OD team have met with the Workforce Information team to review and understand the data collated, to allow an accurate report to be produced.

Next steps:

The Committee are asked to review the content of the report and approve for publication on the Trust website.





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.