

## Pay gap reporting on ethnicity

### Reportable data

The table below details the total number of employees in scope for 2023:

Year	Total number of employees in scope	White British	Other ethnic backgrounds	Not known	Total
2023	Full-pay relevant employees	388	46	38	472
	Relevant employees	413	52	46	511

The ethnicity pay gap calculation is based on full-pay relevant employees. To be included as a full-pay relevant employee, the employee must be:

- Employed on the snapshot date; 31 March each year
- Paid their usual full-pay in the pay period ending on the snapshot date

### 1. The mean ethnicity pay gap:

Year	White British hourly pay £	Other ethnic backgrounds hourly pay £	Pay gap £	Pay gap %
2023	21.74	19.14	2.59	11.9

The difference between the mean hourly rate of pay for full-pay relevant employees, as a percentage. The mean gap provides an overall indication of the size of the gap. A high mean indicates that the remuneration structure disadvantages employees from other ethnic backgrounds.

The mean ethnicity pay gap is 11.9 per cent (or £2.59).

### 2. The median ethnicity pay gap:

Year	White British hourly pay £	Other ethnic backgrounds hourly pay £	Pay gap £	Pay gap %
2023	19.76	18.26	1.50	7.59

The difference between the median hourly rate of pay for full-pay relevant employees, as a percentage.

The median (mid-point) ethnicity pay gap is 7.59 per cent (or £1.50).

### 3. Pay quartiles:

Quartile	White British	% of total group	% of total quartile	Other ethnic backgrounds	% of total group	% of total quartile	Not known	% of total group	% of total quartile
Upper (U)	105	22.2	89.0	7	1.5	5.9	6	1.3	5.1
Upper Middle (UM)	94	19.9	79.7	9	1.9	7.6	15	3.2	12.7
Lower Middle (LM)	96	20.3	81.4	10	2.1	8.5	12	2.5	10.2
Lower (L)	93	19.7	78.8	20	4.2	16.9	5	1.1	4.2
Total	388	-	-	46	-	-	38	-	-

The proportions of white British, other ethnic backgrounds and not known full-pay relevant employees in the lower (L), lower middle (LM), upper middle (UM) and upper (U) quartiles and the equally distributed pay bands.

The highest proportion of white British employees is within the upper quartile, representing 22.2 per cent of the total group. In comparison, the highest proportion of employees from other ethnic backgrounds is within the lower quartile, representing 4.2 per cent of the total group. The category representing not known data has the highest proportion of employees within the upper middle quartile, representing 3.2 per cent of the total group.

### 4. Proportion of the total workforce from other ethnic backgrounds:

For 2023, the proportion of the total workforce from other ethnic backgrounds is 10 per cent.

### 5. Proportion of employees who have disclosed their ethnicity:

For 2023, the proportion of employees who have disclosed their ethnicity is 91 per cent.