

Ethnicity Pay Gap Reporting (EPG) for the year 2024 – 2025

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Purpose of Report	This report sets out an analysis of the Trust's Ethnicity Pay Gap Report for 2024-2025

Executive Summary

- This report aims to assess pay equality, all through our anti-racism lens.
- Ethnicity pay gap reporting is not a specified requirement under the Equality Act 2010.
- It measures the difference in average the full-time equivalent pay between Ethnically diverse and White staff, not unequal pay.
- This is our third year of reporting the ethnicity pay gap.
- Pay gap data summary:

Metric	23-24	24-25	Annual difference
Mean Pay Gap	-3.36%	1.06%	▲ A '–' increase
Median Pay Gap	3.92%	7.03%	▲ A '–' increase
Median Hourly Pay	£0.71 gap	£1.39 gap	▲ A '–' Increase
Mean Hourly Pay	-£0.70 gap	£0.24 gap	▲ A '–' Increase

- Our median ethnicity pay gap in 2024-2025 was 7.03% compared to 3.92% last year. This means that on average our White colleagues earn £1.39p more than our Ethnically diverse colleagues, compared to £0.71p last year.
- The mean hourly pay for White staff is £0.24p more than Ethnically diverse staff, which is a mean pay gap in favour of White staff.
- Asian staff have a mean hourly pay that is £0.78p more than White staff
- Applying an intersectional lens; White males earn £4.64 more than Black males (an increase of £1.21) and £5.17 more than Black females (an increase of £0.92).
- 2.14% (118) of our workforce are 'Not Stated' needing more exploration to understand how this influences the pay gap, although reduced from 124 last year, by 6.
- There is a contrast between higher number of Ethnically diverse staff and lower number of White staff in the lower middle quartile (quartile 2).
- Our Ethnically diverse staff decreases among higher pay quartiles (band 7 – Board).

- The reasons for the ethnicity pay gap can be varied and complex, overlapping factors including; disproportionate representation at lower pay bands, age and career stage, workforce role type and professional registration patterns, promotion data showing positive trend but volume and role level matter.
- This report will be published on the Trust's website for at least three years. We are committed to continuously reviewing systems and practices for inclusivity, working closely with staff networks, unions, and stakeholders to develop effective actions and deliver our anti-racism strategy.

Recommendation	The Board is asked to acknowledge the report and subsequent approach to develop actions.
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1. Background

We published our first ethnicity pay gap report in 2023. This is the third year we are reporting on this so we can compare the figures to previous years. This provides a basis on which to build and ensure that we have equality in pay when it comes to ethnicity.

2. Our Ethnicity Pay Gap Report

Our ethnicity pay gap report for 2024/2025 contains a few elements, using similar methodology to calculate our gender pay gap through ESR, at a snapshot as at March 2025:

- The mean basic pay gap, and bonus pay.
- The median basic pay gap, and bonus pay.
- An analysis of the pay gap across specific staff pay bands and quartiles within BHFT.
- A comparison with the 2023/2024 reporting data and future action.

A pay gap above 0% shows that on average Ethnically diverse staff earn less than their White counterparts and the opposite would be true if the pay gap is below 0%.

Mean: Hourly pay for all Ethnically diverse staff is added together and divided by the total number of Ethnically diverse staff. The same is done for White staff. The mean ethnicity pay gap is the difference (%) between the mean hourly pay for Ethnically diverse and White staff.

Median: If all Ethnically diverse staff were lined up in order of their hourly pay, and so were all White staff, the median would be the hourly rate of pay of the individual Ethnically diverse and White staff in the middle of each line. The median ethnicity pay gap is the difference (0%) between the hourly pay of the middle Ethnically diverse employee compared to the middle White employee.

The median is the most representative measure as it voids a small amount of very high and low salaries skewing the results. Organisations use this figure when sharing their pay gap %.

3. Our Ethnicity Profile – 2024/25

- Data collected shows that our workforce consists of 5,503 people (up 284 from 23/24).
- 1,804 are Ethnically diverse and 3,581 are White and 118 have not shared.
- 853 are Asian, 693 are Black, 163 are mixed and 95 are 'Other Ethnic Group'.
- Compared to last year, we have 109 more Black colleagues, 115 more Asian colleagues, 10 more Mixed colleague and 51 more White colleagues.

Figure 1: Workforce ethnicity profile 2024/2025

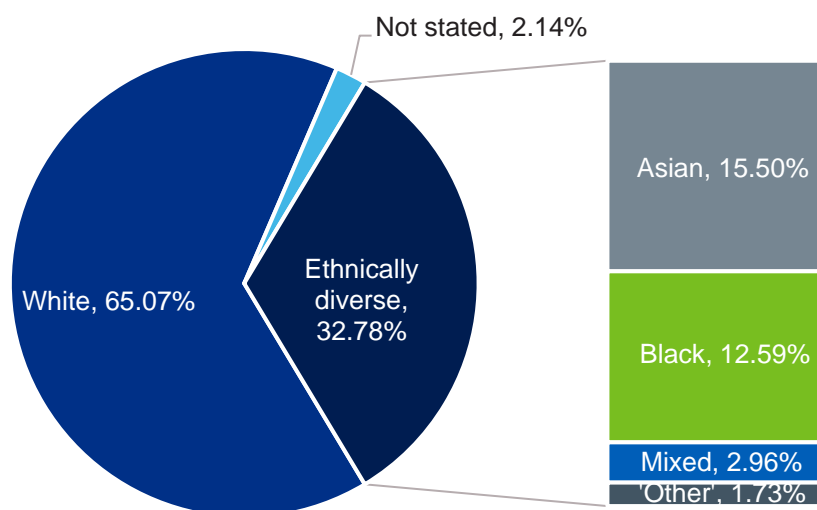


Figure 2: BHFT Workforce compared to Berkshire Population (from census data,2021)

	Ethnically diverse	White	Not stated
BHFT Workforce	32.78%	65.07%	2.14%
Berkshire Population	26.92%	73.08%	0

	Asian or Asian British	Black or Black British	Mixed	'Other' Ethnic Groups	White	Not stated
BHFT Workforce	15.50% (853)	12.59% (693)	2.96% (163)	1.73% (95)	65.07% (3581)	2.14% (118)
Berkshire Population	17.13%	3.33%	3.56%	2.42%	73.08%	0

- Comparing our workforce to the local population (Figure 2) helps assess representation.
- The data shows that our workforce is more ethnically diverse by 5.86% compared to overall Berkshire population.
- Our workforce is 8.01% less White compared to overall Berkshire population.
- We are underrepresented in our workforce population for 'Asian', 'Mixed' and 'Other' 'Ethnic Groups' compared to the overall Berkshire population.
- We are overrepresented for Black groups compared to the overall Berkshire population.
- To note, census includes non-working age individuals.
- Further analysis in Appendix 1.

4. Median and Mean Hourly Rate in BHFT

Figure 3: Ethnicity Pay Gap 2024/25 difference between White and Ethnically diverse

	2022/23		2023/24		2024/25	
Ethnicity	Mean Hourly Rate	Median Hourly Rate	Mean Hourly Rate	Median Hourly Rate	Mean Hourly Rate	Median Hourly Rate
Ethnically diverse overall	£20.76	£18.10	£20.82	£18.10	£22.59	£19.77
Asian	£21.66	£18.10	£21.74	£18.10	£23.61	£19.60
Black	£19.71	£18.47	£19.71	£18.51	£20.99	£19.60
Mixed	£20.05	£18.10	£20.03	£18.12	£22.23	£20.05
Other	£20.87	£16.84	£21.42	£17.72	£26.40	£21.83
White	£20.36	£18.75	£20.12	£18.81	£22.83	£21.16
Not Stated	£22.26	£21.30	£22.26	£21.02	£24.40	£21.25
Difference	-£0.40	£0.65	-£0.70	£0.71	£0.24	£1.39
Pay Gap %	-1.93%	3.59%	-3.36%	3.92%	1.06%	7.03%

Mean

- 'Other Ethnic groups' have the highest mean hourly pay compared to all groups.
- 'Not Stated' has the second highest mean hourly pay.
- The mean hourly pay for White staff is £0.24p more than Ethnically diverse staff, which is a mean pay gap in favour of White employees.
- White staff mean hourly pay is £1.84 more than Black staff, rising from 23/24 by £1.53.
- Asian staff have a mean hourly pay that is £0.78p more than White staff.
- Median
- The median pay for White staff is £1.39 more than Ethnically diverse staff. Meaning that, on average, White colleagues earn more than Ethnically diverse colleagues.
- White staff median pay is £1.56 higher than Black employees.
- 'Other Ethnic groups' have the highest median hourly pay compared to all groups.
- Then it is 'Not Stated', earning £1.48 more than Ethnically diverse staff.

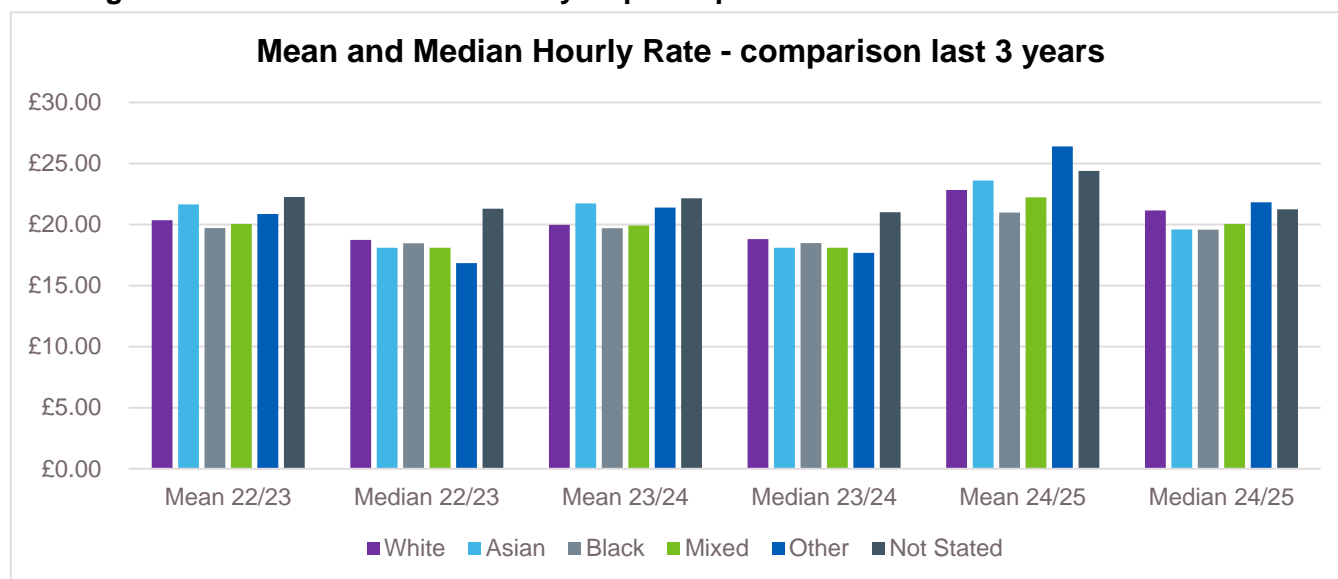
Observations

- The 'not stated' population as this is 2.14% (118) of the workforce, needing exploration.

Benchmarking

- According to the census 2021 data, Black, African, Caribbean or Black British employees earned less (£13.53) median gross hourly pay than White employees (£14.35), amounting to £0.82, which has been consistent since 2012.
- Our gap is more, our White staff earn £1.56 more than our Black colleagues per hour.
- 'Other ethnic groups' earned 6.3% more than White staff, which is similar to our data.

Figure 4: Our Median and Mean Pay Gap Comparison



- From Figure 4, we can see that the mean has increased for all colleagues but increased significantly for 'Other Ethnic group' colleagues.
- The median has also increased for all groups compared to last year, although more so for 'White' and 'Other Ethnic Group' colleagues, with 'not stated' increasing minimally.
- Although 'Other Ethnic Group' colleagues make up 1.73% of our workforce (95 people)

5. Ethnicity Profile by pay band and quartiles in BHFT 2024-2025

- All BHFT staff, except for medical staff, Board members and very senior managers are paid on the National Agenda for Change (AfC) system.
- Figure 5a below details the number and percentage of Ethnically diverse and white staff within each pay band.
- We can see more White staff as percentages increase in bands 8b, 8c, 8d and 9, and less Ethnically diverse staff in bands 7, 8a, 8b, 8c, 8d and 9, as Ethnically diverse percentages decrease. Pay band 9 is representative of just 1 Ethnically diverse individual.
- For Medical and Dental staff there are more Ethnically diverse staff than White staff.

Figure 5a: Ethnicity Profile by Pay Band and Pay Quartile

	Ethnically diverse		White		Not Stated		Total
	Headcount	%	Headcount	%	Headcount	%	Headcount
Grouped Pay Scale							
Ad-Hoc	0	0.00%	2	66.67%	1	33.33%	3
Apprentice	8	61.54%	5	38.46%	0	0.00%	13
Band 2	41	37.61%	65	59.63%	3	2.75%	109
Band 3	329	40.42%	469	57.62%	16	1.97%	814

Band 4	259	30.05%	589	68.33%	14	1.62%	862
Band 5	281	40.61%	398	57.51%	13	1.88%	692
Band 6	315	31.69%	653	65.69%	26	2.62%	994
Band 7	286	27.01%	754	71.20%	19	1.79%	1059
Band 8a	101	23.76%	316	74.35%	8	1.88%	425
Band 8b	34	18.78%	143	79.01%	4	2.21%	181
Band 8c	10	14.29%	59	84.29%	1	1.43%	70
Band 8d	3	9.38%	28	87.50%	1	3.13%	32
Band 9	1	8.33%	11	91.67%	0	0.00%	12
Board	5	35.71%	9	64.29%	0	0.00%	14
Medical & Dental	131	58.74%	80	35.87%	12	5.38%	223
Grand Total	1804	32.78%	3581	65.07%	118	2.14%	5503

- Figure 5a shows us that we have very high representation of Ethnically diverse staff in bands 2 (37%), 3 (40%) and 5 (40%) particularly, when comparing to our overall workforce Ethnically diverse ratio (33%) and also the Berkshire Ethnically diverse population (27%).

Figure 5b: Ethnicity Profile by Pay Band 24/25

This table provides a visual composition of our workforce where we can assume the Berkshire population is 27/73 and seeing how each pay grade looks. E.g. 40% of those on band 2 pay grade are Ethnically diverse

Pay Band	Ethnicity % of workforce									
	10%	20%	30%	40%	50%	60%	70%	80%	90%	100%
Band 2	Ethnically Diverse	Ethnically Diverse	Ethnically Diverse	Ethnically Diverse	White	White	White	White	White	White
Band 3	Ethnically Diverse	Ethnically Diverse	Ethnically Diverse	Ethnically Diverse	White	White	White	White	White	White
Band 4	Ethnically Diverse	Ethnically Diverse	Ethnically Diverse	White	White	White	White	White	White	White
Band 5	Ethnically Diverse	Ethnically Diverse	Ethnically Diverse	Ethnically Diverse	White	White	White	White	White	White
Band 6	Ethnically Diverse	Ethnically Diverse	Ethnically Diverse	White	White	White	White	White	White	White
Band 7	Ethnically Diverse	Ethnically Diverse	Ethnically Diverse	White	White	White	White	White	White	White
Band 8a	Ethnically Diverse	Ethnically Diverse	White	White	White	White	White	White	White	White
Band 8b	Ethnically Diverse	Ethnically Diverse	White	White	White	White	White	White	White	White
Band 8c	Ethnically Diverse	White	White	White	White	White	White	White	White	White
Band 8d	Ethnically Diverse	White	White	White	White	White	White	White	White	White
Band 9	Ethnically Diverse	White	White	White	White	White	White	White	White	White
Board	Ethnically Diverse	Ethnically Diverse	Ethnically Diverse	Ethnically Diverse	White	White	White	White	White	White

- From Figure 5b, bands 2 – 7 have an Ethnically diverse workforce that either aligns with or exceeds our predicted workforce, comparing to the Berkshire population.

- Band 8A falls below the predicted rates for Ethnically diverse representation. Band 8b matches the predicted workforce rates. However, bands 8C, 8D, and 9 are all below the predicted workforce rates, comparing to the Berkshire population.

Figure 5c: Ethnicity Profile by Pay Band and Pay Quartile – further breakdown

	Asian		Black		Mixed		Not Stated		Other		White		Total
Pay Scale	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount
Ad-Hoc	0	0.00%	0	0.00%	0	0.00%	1	33.33%	0	0.00%	2	66.67%	3
Apprentice	5	38.46%	2	15.38%	1	11.11%	0	0.00%	0	0.00%	5	38.46%	13
Band 2	16	14.68%	19	17.43%	8	3.24%	3	2.75%	1	0.92%	65	59.63%	109
Band 3	136	16.71%	153	18.80%	23	3.53%	16	1.97%	12	1.47%	469	57.62%	814
Band 4	149	17.29%	70	8.12%	25	3.05%	14	1.62%	14	1.62%	589	68.33%	862
Band 5	124	17.92%	122	17.63%	24	3.68%	13	1.88%	14	2.02%	398	57.51%	692
Band 6	128	12.88%	138	13.88%	28	2.96%	26	2.62%	19	1.91%	653	65.69%	994
Band 7	113	10.67%	129	12.18%	23	2.31%	19	1.79%	16	1.51%	754	71.20%	1059
Band 8a	59	13.88%	30	7.06%	9	2.30%	8	1.88%	3	0.71%	316	74.35%	425
Band 8b	14	7.73%	11	6.08%	9	5.36%	4	2.21%	2	1.10%	143	79.01%	181
Band 8c	3	4.29%	4	5.71%	1	1.43%	1	1.43%	1	1.43%	59	84.29%	70
Band 8d	2	6.25%	1	3.13%	0	0.00%	1	3.13%	0	0.00%	28	87.50%	32
Band 9	0	0.00%	1	8.33%	0	0.00%	0	0.00%	0	0.00%	11	91.67%	12
Board	2	14.29%	2	14.29%	1	7.69%	0	0.00%	0	0.00%	9	64.29%	14
Medical & Dental	102	45.74%	11	4.93%	6	2.88%	12	5.38%	13	5.83%	80	35.87%	223
Grand Total	853	15.50%	693	12.59%	158	3.03%	118	2.14%	95	1.73%	3581	65.07%	5503

- Black colleagues are overrepresented in all lower bands except band 4, and then the number of Black staff decreases in bands 8a up to Board, when comparing to overall workforce composition (12.59%). It is also the only ethnic group which has a higher staff rate

(12.59%) than the Berkshire population (3.33%). At every pay band, except 8d, we have more Black staff compared to the Berkshire population.

- Mixed colleagues are broadly represented across most bands compared to overall workforce numbers, there is overrepresentation at 8b, and then underrepresentation at 8c, and none at band 8d, and 9 when comparing to overall workforce composition.
- White colleagues are underrepresented at band 2, 3, and band 5, but the overrepresentation then increases each band from band 7 upwards to Board, when comparing to overall workforce composition.

Figure 6a: Percentage of staff in each pay quartile last 3 years

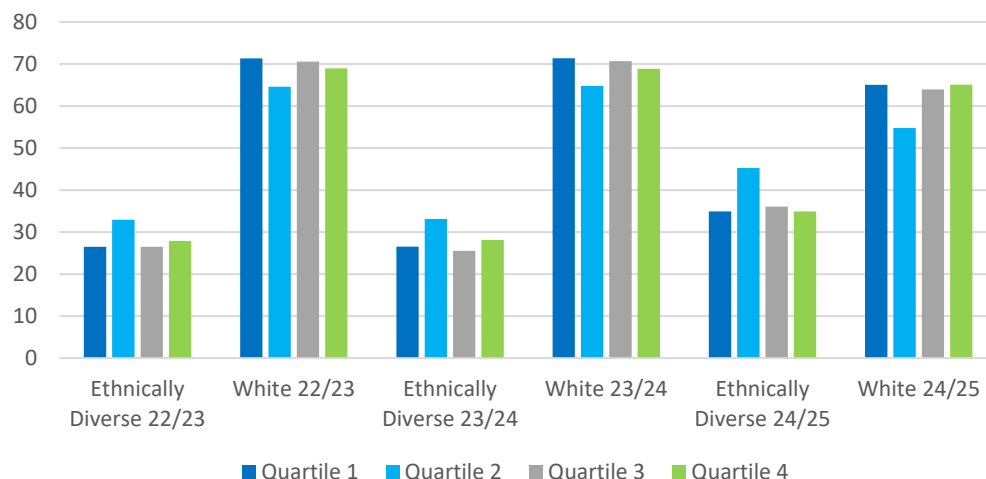
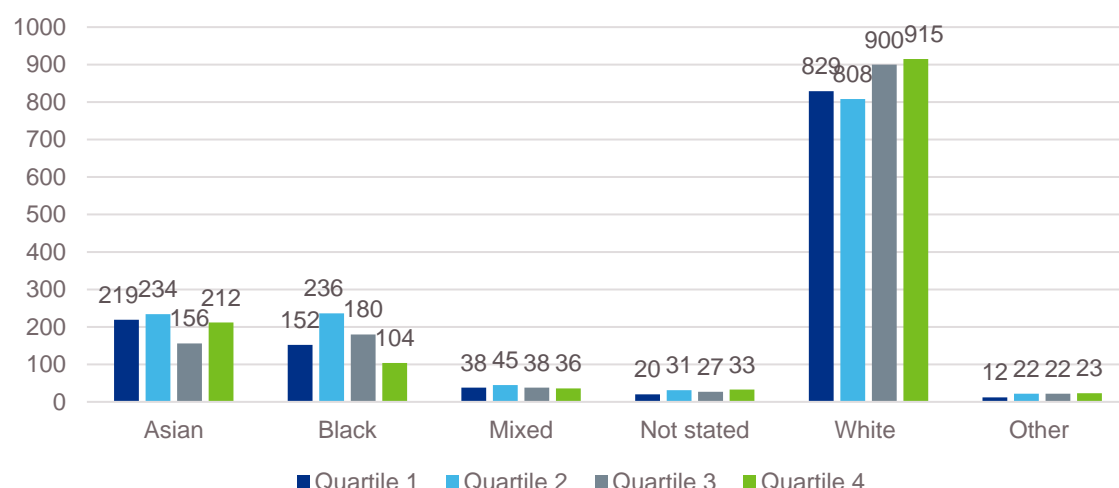


Figure 6b: Percentage of staff in each pay quartile - further ethnicity breakdown



Pay quartiles are created by ranking staff from lowest to highest paid and dividing the list into four equal groups, then analysing the gender distribution in each quartile.

- Figure 6a below demonstrates that one of the reasons for the pay gap is that there is a higher proportion of White staff in more senior bands within the Trust.
- Ethnically diverse staff represent 32.78% of our workforce and 9.38% of Ethnically diverse staff make up the staffing in Band 8d.
- White staff represent 65.07% of our workforce but are represent 87.5% in band 8d and 91.67% in band 9.
- Ethnically diverse staff are underrepresented by 23.4%% in 8d and white staff overrepresented by 22.43%, compared to overall workforce percentages.
- 2.14% of the workforce have 'not stated' their ethnicity.
- There is a contrast between higher number of Ethnically diverse staff and lower number of White staff in the lower middle quartile as seen in figure 6a (quartile 2).

6. Ethnicity breakdown of staff who have received bonus pay – Medical Clinical Excellence Awards

Figure 7: Ethnicity breakdown of bonus payments in BHFT

	2022/2023		2023/2024		2024/2025	
	Count of Ethnicity	%	Count of Ethnicity	%	Count of Ethnicity	%
Ethnically diverse	38	53.52%	50	58.82%	11	42.31%
White	32	45.07%	34	40.00%	15	57.69%
Not Stated	1	1.41%	1	1.18%	0	0
Further breakdown of 'ethnically diverse'						
Asian	32	45.07%	44	88.00%	10	90.91%
Black	2	2.82%	1	2.00%	0	0
Mixed	1	1.41%	2	4.00%	0	0
Other	3	4.23%	3	6.00%	1	9.09%
Grand Total	71	100%	85	100%	26	100%

- Figure 7 shows that 15.38% (4) more White colleagues received bonus pay compared to our Ethnically diverse colleagues, with the majority of these being our Asian colleagues (10), making up most of our medical workforce.
- The bonus data refers to Clinical Excellence Awards (CEA) for eligible Consultant Medical Staff with at least one year in post. Key points to note:
 - CEA is a contractual payment, not a one-off annual bonus, and is part of the Consultant's reward package for those who qualify.
 - The system, agreed by the British Medical Association (BMA) and NHS Employers, is nationally standardized.
 - Many CEAs are historic and will continue until the recipient's retirement or until end of the awarding period.
- In 2022-23, the Trust proposed equal bonus payments for all eligible Consultants, regardless of full-time or part-time status. However, this was rejected by the Local Negotiating Committee, and pro-rata calculations were implemented per BMA guidance.
- Legacy CEA payments awarded before 2018 also contribute to the gender pay gap, which will continue until retirement or until end of the awarding period.
- The drop in bonus payments is due to previous years when CEAs were distributed to all eligible doctors, but now only 26 Consultants, holding historic pensionable CEAs, remain eligible. In 2024/25, 2 retirees and 4 leavers have affected the figures. It is also because the local CEA's have now ceased and replaced by the national awards, not under Trust control.

7. Intersectionality – Ethnicity and Gender

- Intersectionality is key to achieving pay equity because it recognises that individuals can experience discrimination and inequality based on the intersection of multiple identities, such as race, gender, and age.
- Further work to understand the data from an intersectional point of view is underway to provide an insight into hidden gaps, such as those that can exist between gender and ethnicity.

Figure 8 – Gender and Ethnicity of staff in post 24/25 and comparison to last year

Gender	Ethnicity			Grand Total
	Ethnically diverse	Not Stated	White	
Female	1,341 (29.44%)	94 (2.06%)	3120 (68.50%)	4555
<i>Movement from 23/24</i>	+176	-3	+50	+223
Male	463 (48.33%)	24 (3.04%)	461 (48.63%)	948
<i>Movement from 23/24</i>	+63	-3	+1	+61
Grand Total	1,804 (32.79%)	118 (2.14%)	3581 (65.07%)	5503
<i>Movement from 23/24</i>	+239	-6	+51	+284

Gender	Ethnicity						Grand Total
	Asian	Black	Mixed	Not Stated	Other	White	
Female	660 (14.49%)	471 (10.34%)	140 (3.07%)	94 (2.06%)	70 (1.54%)	3120 (68.50%)	4555
<i>Movement from 23/24</i>	+ 99	+ 64	+ 7	-3	+6	+50	+223
Male	193 (20.36%)	222 (23.42%)	23 (2.43%)	24 (3.04%)	25 (2.64%)	461 (48.63%)	948
<i>Movement from 23/24</i>	+ 16	+ 45	-2	-3	+4	+1	+61
Grand Total	853 (15.50%)	693 (12.59%)	163 (2.96%)	118 (2.14%)	95 (1.73%)	3581 (65.07%)	5503
<i>Movement from 23/24</i>	+ 115	+ 109	+ 5	-6	+10	+51	+284

- Figure 8 shows that we have increased our Asian, and Black staff the most, this is overall and for both male and female.
- Aside from 'not stated' Mixed males were the only group to decrease from last year.
- The total headcount for ethnicity is lower (5,385) than gender (5503) because of an absence of data due to those 'not stated'.

Figure 9 – Intersectional (Gender and Ethnicity) Mean and Median pay in BHFT

Ethnicity	Male		Female		Median Difference
	Mean	Median	Mean	Median	
Asian	£29.42	£23.68	£21.86	£19.09	£4.59 in favour of male
Comparison to 23/24	£28.38	£22.82	£20.97	£18.78	Increase of £0.55p
Black	£21.93	£20.05	£20.54	£19.52	£0.53 in favour of male
Comparison to 23/24	£20.80	£19.39	£19.33	£18.57	Decrease of £0.29p
Mixed	£27.23	£20.76	£21.42	£20.05	£0.71p in favour of male
Comparison to 23/24	£23.35	£20.06	£19.91	£18.10	Decrease of £1.25p
Other	£28.45	£22.62	£24.44	£21.16	£1.46 in favour of male
Comparison to 23/24	£27.54	£22.82	£21.14	£19.80	Decrease of £1.56p
White	£26.57	£24.69	£22.27	£21.16	£3.53 in favour of male
Comparison to 23/24	£24.18	£22.82	£20.83	£19.16	Decrease of £0.13p
Not Stated	£31.89	£27.12	£22.44	£21.16	£5.96 in favour of male
Comparison to 23/24	£28.54	£21.80	£22.34	£22.27	Increase of £5.49p

- The median hourly rate of pay for all males is higher than that of all females, regardless of its intersection with ethnicity.
- Our gender pay gap report shared various factors that also need to be considered here, such as;
 - The staff group composition at certain pay bands, combined with national registration rates for those staff groups varying.
 - The significant difference in males that work full time compared to females that work part time.
 - The difference between bandings which have full time roles, where it seems to be the case that this is less possible in higher bands.
 - The difference in age of our male and female workforce and the significant difference in males that choose to work past the state pension age compared to females, when the age bracket '66 and above' is the age range which has the highest average hourly rate.
- The highest difference is over £5 in median pay in favour of 'Not stated' males over 'Not stated' females, and a difference of over £9 more in mean hourly rate.
- The next biggest gap is in favour of Asian males compared to Asian females who earn over £4 more in median hourly pay, this is a similar picture for White colleagues in favour of males.
- White females have a £1.64 gap in their favour compared to Black females.
- White males have a £4.64 gap in their favour compared to Black males.
- White males have a £5.17 gap in their favour compared to Black females.
- Last year Black males had a £0.23 gap in their favour compared to White females but this year White females have a £1.11 gap in their favour compared to Black males.

Figure 10 – Intersectional distribution of gender and ethnicity by pay quartiles

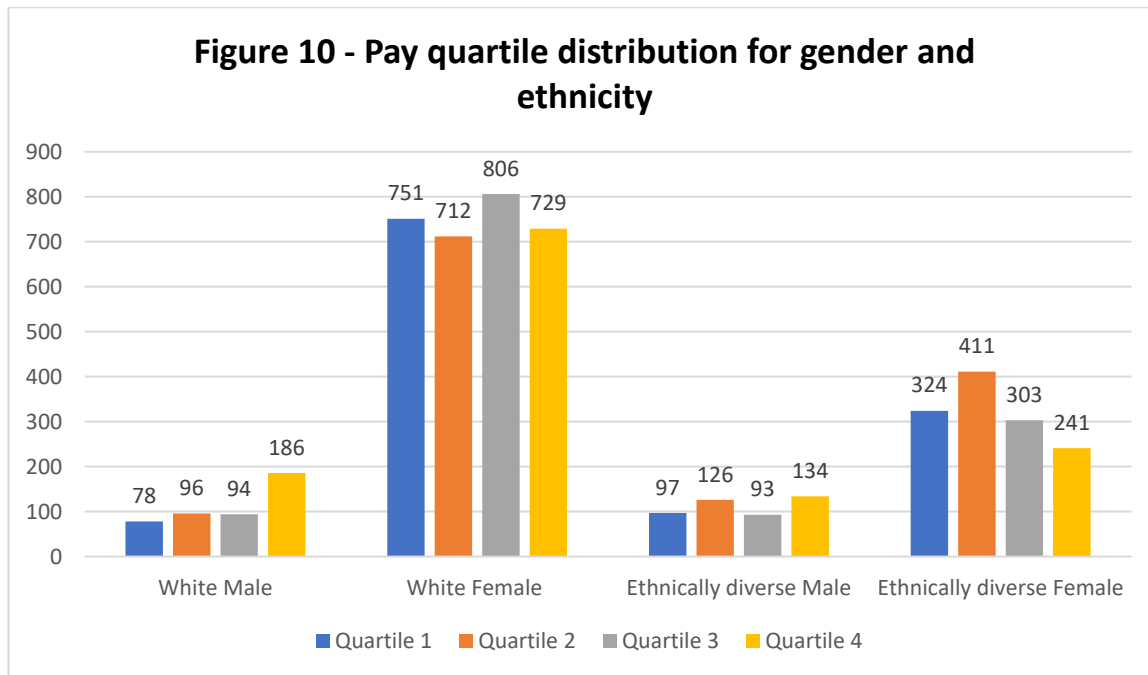


Figure 10, shows that when considering pay quartiles through the intersectional lens of gender and ethnicity:

- White males generally increase up through the pay quartiles.
- White females remain at similar levels through the quartiles but lower in quartile 2 and 4.
- Ethnically diverse males generally increase up through the quartiles.
- Ethnically diverse females generally decrease through the quartiles but increase in quartile 2.

8. What are the causes of the ethnicity pay gap?

Our median ethnicity pay gap has increased from 3.59% in 2022/23 to 7.03% in 2024/25.

A deeper analysis of data has been undertaken which is found in Appendix 1. However, we will highlight some key points here, as the causes of the ethnicity pay gap are complex and overlapping, some of the reasons for the gap could be attributed to:

1. Disproportionate Representation at Lower Pay Bands

- High recruitment of Ethnically diverse staff at lower bands (e.g. Bands 2–6 where 40%–55% of hires were Ethnically diverse) leads to overrepresentation in lower-paid roles.
- In contrast, Ethnically diverse representation drops at senior levels (e.g. only 23% of hires in Bands 8a–9 and Board level), which is below the local population benchmark of 26.92%.
- Because these hires at lower bands are high in volume, they have a greater impact on overall pay averages, pulling the median pay for Ethnically diverse staff down compared to White staff.

2. Age and Career Stage

- White staff are older on average and more likely to be found in senior roles, reflecting accumulated experience and qualifications over time.
- Ethnically diverse staff skew younger, and younger staff tend to be in earlier career stages with lower pay. This demographic imbalance results in fewer Ethnically diverse staff in senior, higher-paid positions.
- Nationally and locally, the 56–65 age group (which dominates senior roles) is disproportionately White, reinforcing this structural imbalance.

3. Workforce Role Type and Professional Registration Patterns

- Certain professions common at senior levels (e.g., Clinical Psychology, Scientific & Technical roles) have very low national registration rates of Ethnically diverse individuals (e.g. only 12.1% for clinical psychologists).
- Conversely, roles with higher diversity (e.g. nursing) are concentrated in lower pay bands (Bands 1–7), limiting progression to more diverse leadership without broader structural changes.
- As a result, senior band compositions are skewed toward less diverse professions, creating systemic barriers to equitable representation at higher pay levels.

4. Promotion Data Shows Positive Trend – But Volume and Role Level Matter

- While promotion rates for Ethnically diverse staff exceed those for White staff overall (16.9% vs. 7.9%), most promotions still occur within lower to mid bands (Bands 2–6).
- At Bands 8C, 8D, and 9, where roles are limited but carry significant pay weight, promotions of Ethnically diverse staff are absent or minimal.
- This reinforces a glass ceiling effect—ethnically diverse staff may be progressing but not yet breaking into the upper pay tiers in meaningful numbers.

We take an intersectional approach to action, so what has been our focus?

- **Inclusive Recruitment:** We introduced the guaranteed interview scheme for those who meet essential criteria and are ethnically diverse for roles at 8b and above, along with a reflection form, and debiasing job descriptions. Continuation of exploring sharing interview questions in advance and expanded interview question bank to improve standards of hire around inequality and anti-racism competence and experience. This can also assist neurodivergent, carers, racialised or under resourced people.
- **Learning and Development:** Introduced our talent and career conversations at Mid-year appraisal, developed an 'access to CPD' dashboard enabling deeper dives into our data. Promoted and encouraged our women and ethnically diverse colleagues in clinical and non-clinical Bands 5 to 8a, to access a leadership development programme running in March 2025 titled "Braver than Before".
- **Culture and Engagement:** Shared pay gap reports and co-produced actions with staff networks. Continued our Equality Network Steering Group to enhance cross-collaboration and joint working. Developed and introduced our new behaviours framework. Undertaken a reasonable adjustments QI project to improve staff experience. Developed an Inclusion passport for staff that considers all their needs.
- **Women's Network:** celebrated a year of our Women's Network which has held events, webinars to support addressing gender inequality, support peer-to-peer support, and discuss work-life balance, flexible working, women's health, and promotion opportunities.
- **Anti-racism:** delivering on our Unity Against racism programme, where we have a comprehensive action plan that focuses on recruitment, conditions and progression, education and engagement, policy and practice, incidents empowerment and support. A number of actions have been undertaken including events, campaigns, regular communications and developing resources such as dealing with racism from patients.

We continue work in making Berkshire HealthCare a great place to work for our people. To meet this goal our pay gap priorities for the year ahead include:

- We will continue to explore ways to enhance inclusivity into recruitment and onboarding and further embed our talent management and career progression work.
 - This includes reviewing our internal promotion data and staff survey results, as well as reviewing our Widening Participation initiatives.
- We will continue to offer education and engagement opportunities to better socialise the importance of inclusion and how we can all play a better role in taking action.
 - This includes better understanding who is accessing CPD and non-mandatory training, and what services we can support to remove inequality of access.
- We will support and work with our staff networks to collaborate on needs based interventions.
- We will further develop the EDI dashboard for staff to encourage localised action planning and improvements at a team level.
- We still have a number of colleagues not sharing their personal information and we will continue to promote and support colleagues sharing, helping them understand the reasons for this and how it can help us tailor better interventions.

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See our Trust website for our Disability and Gender pay gap reports, and previous years.

Appendix 1: Analysis of data helping to explore our ethnicity pay gap

1. Recruitment

External Hires

- The population of Ethnically diverse individuals in Berkshire from census data is 26.92%.
- Examining external hires across the pay scales from bands 1 to 9, except for bands 8A, 8B, and 8C, reveals that the percentage of Ethnically diverse external hires exceeds the percentage of Ethnically diverse individuals in the Berkshire community.
- These rates are significantly higher than the population rates, suggesting that the proportion of Ethnically diverse employees will likely continue to increase.
- Currently, the percentage of Ethnically diverse staff already surpasses the percentage within the Berkshire population.
- When reviewing external hires at lower bands, the representation of Ethnically diverse staff far exceeds this benchmark:
 - Band 2: 55% of hires were Ethnically diverse
 - Band 3: 53% of hires were Ethnically diverse
 - Band 4: 40% of hires were Ethnically diverse
 - Band 5: 50% of hires were Ethnically diverse
 - Band 6: 44% of hires were Ethnically diverse
 - Band 7: 29% of hires were Ethnically diverse
- These figures are substantially higher than the underlying population rate — in some cases, more than double — and importantly, they apply to a very large volume of hires (811 new starters across these bands).
- In contrast, at senior levels (Bands 8a to 9 and Board level), there were only 39 external hires in total, with 23% of those hires being from Ethnically diverse backgrounds. This is slightly below the Berkshire population benchmark (by 3.9 percentage points)
- At the lower bands, the discrepancies are much larger — up to 28.1 percentage points above the population rate — and apply to a significantly greater number of hires, therefore exerting a much greater influence on the overall pay figures.
- This suggests that the primary driver of the pay gap increasing in favour of White staff this year is the large volume of Ethnically diverse hires made at lower pay bands.

Promotions

- Across bands 2 to 8B, a higher percentage of Ethnically diverse staff were promoted compared to White staff. It is only in bands 8C and 8D where the promotion rate was higher among White staff – although only 1 promotion at 8C and 2 at 8D
- Overall, 7.9% of White staff received a promotion during the 2024–2025 financial year, while 16.9% of Ethnically diverse staff were promoted.

Table 1 – Staff in post, ethnicity and promotion activity

	Staff in post - 2/4/2024		April 24 - March 25 internal promotions		% of staff promoted	
	White	Ethnically Diverse	White	Ethnically Diverse	White	Ethnically Diverse
Band 2	118	123	22	26	18.6	21.1
Band 3	460	197	38	32	8.3	16.2
Band 4	613	208	64	43	10.4	20.7
Band 5	371	254	46	66	12.4	26
Band 6	673	280	51	53	7.6	18.9
Band 7	733	257	41	20	5.6	7.8
Band 8a	300	92	12	6	4	6.5
Band 8b	140	35	2	1	1.4	2.9
Band 8c	62	10	1	0	1.6	0
Band 8d	36	2	2	0	5.6	0
Band 9	9	2	0	0	0	0
Grand Total	3515	1460	279	247	7.9	16.9

2. Age

- Currently, the average age of White staff at the trust is 2 years higher than that of Ethnically diverse staff. Furthermore, when examining the workforce by ethnicity and age, White staff are overrepresented in the oldest age brackets—including those beyond state pension age—compared to Ethnically diverse staff. This suggests that White staff may be more likely to continue working beyond pension age, contributing further to their overrepresentation in senior, higher-paid positions.
- Although age should not determine suitability for a role, senior posts often require years of experience and qualifications that typically take time to accumulate. The average age of staff at the trust is 43.9 years. However, for every band at Agenda for Change Band 7 and above, the average age is higher than 43.9, supporting the view that more senior roles tend to be held by older employees.
- When this workforce data is considered alongside data from the Office for National Statistics, the age-ethnicity correlation becomes even clearer. Nationally, 31% of people aged 16–25 are from Ethnically diverse backgrounds, compared to just 16% of those aged 56–65.

Table 2 – Workforce average age within each pay band

	Average of Age
Under Band 1	18.9
Band 2	43.4
Band 3	45.0
Band 4	41.4
Band 5	40.2
Band 6	43.4
Band 7	45.0
Band 8 - Range A	45.8
Band 8 - Range B	48.3
Band 8 - Range C	52.0
Band 8 - Range D	55.3
Band 9	56.3
Board Director	54.7
Consultant	51.2
NED	61.7
Non-consultant Career Grade	48.2
Trainee Grades	34.0
VSM	57.0
Grand Total	43.9

Table 3 – Age and average salary of BHFT staff aligned with census population data

Age range	Average hourly rate (BHFT)	2021 census population data England and Wales	
		% which are White: English, Welsh, Scottish, Northern Irish or British	% which are Ethnically diverse
16-25 years	14.2	69	31
26-35 years	20.2	68	32
36-45 years	26.3	65	35
46-55 years	30.6	77	23
56-65 years	30.5	84	16
66 plus years	33.7	90	10
Grand Total	26.2		

3. Workforce role type

- The composition of our workforce and the types of roles within different pay bandings are likely key contributors to our ethnicity pay gap. For example:
 - In Bands 1–7, 27% of roles are in Nursing and Midwifery.
 - In Bands 8a–9 and at Board level, this drops to 20.7%.
 - Nearly 38% of registered nurses in the UK are Ethnically diverse (NMC data), it's expected that the lower bandings will have a higher proportion of Ethnically diverse staff due to the concentration of nursing roles.
 - The staff group “Add Prof Scientific and Technic”:
 - makes up 8% of roles banded up to band 7
 - makes up 34.2% of roles band 8a to 9 and board level
 - 60% are clinical Psychologists positions.
 - Only 12.1% of registered clinical psychologists in the UK are stated as being Ethnically diverse and so the expectation that our workforce can represent the composition of our community at these senior bands, when the roles that make up these senior bands exhibit such lower registration rates of Ethically diverse staff (compared to the Berkshire population), is a challenge.

Table 4 – National registration rates for various professions

Profession	% of registered ethnically diverse clinicians
Art Therapists	14.7
Audiologists	16.0
Dentists	38.1
Dietitians	15.4
Drama Therapists	14.7
Music Therapists	14.7
Nurses (all types)	38.0
Occupational Therapists	12.7
Orthoptists	28.7
Paramedics	4.5
Pharmacy technicians	19.0
Pharmacists	58.8
Physiotherapists	20.4
Podiatrists	11.2
Qualified clinical psychologists	12.1
Qualified doctors	44.9
Radiographers	40.3
Social workers	32.1
Speech and Language Therapists	10.1