

Ethnicity Pay Gap Reporting (EPG) for the year 2025 to 2026

Board Meeting Date	14 th July 2026
Title	Ethnicity Pay Gap Report 2025/26
Item Type	For Noting
Reason for the Report going to the Trust Board	This report presents the Trust's annual Ethnicity Pay Gap analysis for 2025/26, prepared in line with NHS England guidance. The report provides assurance regarding the Trust's ethnicity pay gap position, the factors influencing the reported gap and proposed actions for 2026/27. The Board is asked to discuss the findings, note the key drivers identified and support the proposed next steps
Business Area	People Directorate – Workforce Planning and Insights
Author	Author Stephen Strang, Workforce Planning and Insights Manager
Who authorised it coming to the Board?	Jane Nicholson, Director of People
Relevant Strategic Objectives	Health Inequalities This report provides insight into workforce ethnicity equality, supporting the Trust's wider ambition to understand and reduce inequalities experienced by different groups, including within the workforce. Workforce This report directly supports the ambition to make the Trust a great place to work for everyone by ensuring transparency in pay outcomes, identifying factors that contribute to pay differentials, and informing actions that support equality of opportunity.

	Efficient Use of Resources Understanding workforce composition, career progression, recruitment practices and pay distribution supports informed workforce planning and effective use of resources within national pay frameworks.
Summary	This report presents Berkshire Healthcare NHS Foundation Trust's ethnicity pay gap position for 2025/26. The Trust's mean ethnicity pay gap is 0.97% (£0.23 per hour), whilst the median ethnicity pay gap is 11.46% (£2.38 per hour). The analysis concludes that the gap is primarily associated with workforce composition, age profile, career stage, occupational distribution, time spent in band and differences in starting increment points for external recruits, rather than evidence of systematic differences in pay for equivalent work. The report identifies opportunities to strengthen governance around starting salary decisions, continue monitoring progression and pay distribution, and develop longitudinal analysis of workforce career pathways.
Key Issues for Board Attention	• The Trust's mean ethnicity pay gap remains low at 0.97%; however, the median gap has increased to 11.46%. • Analysis indicates the pay gap is predominantly explained by workforce age profile, career stage, band distribution and occupational mix. • White staff are appointed to higher Agenda for Change starting increment points on average than ethnically diverse staff, representing an area for further governance and review. • Promotion rates are broadly comparable between ethnic groups overall. • Recommended actions include enhanced oversight of starting salary decisions, continued monitoring of progression and pay quartiles.

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Executive Summary

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This report presents Berkshire Healthcare NHS Foundation Trust's ethnicity pay gap position for 2025/26, in line with NHS England guidance.

In 2025/26, the Trust's mean hourly ethnicity pay gap was 0.97% (£0.23 per hour), a slight reduction from 1.06% (£0.24) in 2024/25.

In contrast, the median hourly ethnicity pay gap increased from 7.03% (£1.39) to 11.46% (£2.38). Mean hourly pay was £23.68 for ethnically diverse staff and £23.91 for white staff, while median hourly pay was £20.77 and £23.15 respectively.

**The mean pay gap reflects the difference in average hourly pay across all staff, while the median pay gap reflects the difference at the midpoint of the pay distribution. The median is less influenced by very high- or low-paid roles and is therefore often considered a better indicator of the 'typical' staff experience.*

The divergence between the mean and median measures indicates that pay differences are emerging around the middle of the pay distribution, rather than being driven by a small number of very highly paid roles. This pattern is consistent with findings from pay quartile, age profile, band distribution and progression analysis presented later in this report.

The ethnicity pay gap is a workforce-level measure. It reflects differences in average hourly pay across the organisation and arises from how staff are distributed across roles, pay bands and career stages. It does not compare pay for individuals doing the same job and does not, on its own, indicate unequal pay for equal work. Instead, it provides an overview of how workforce structure and progression patterns shape overall pay outcomes.

Contextual position

When analysis is restricted to **Agenda for Change (Bands 2–9) only**, i.e. excluding Medical and Dental staff and Very Senior Managers who sit outside the Agenda for Change pay framework, the mean pay gap increases to 7.89% and the median pay gap decreases to 7.98%, demonstrating the material effect of contractual mix on headline figures.

Primary factors shaping the ethnicity pay gap

The Trust's ethnicity pay gap reflects workforce composition and career stage, rather than systematic differences in pay for equivalent roles. The key factors identified through this analysis are:

- Workforce age profile and career stage
A key structural driver of the Trust's ethnicity pay gap is workforce age profile and career stage.

Ethnically diverse staff are more concentrated in younger age groups and in earlier career, lower-banded roles, while older age bands, which attract higher average pay due to accumulated experience, time in band and seniority, are proportionally less ethnically diverse. This mirrors national population patterns and does not reflect unequal pay for equivalent roles.

- **Workforce and occupational composition**
Differences in representation across staff groups and Agenda for Change bands, including lower representation of ethnically diverse staff at the most senior AfC bands and senior non-AfC roles, contribute to overall differences in average pay outcomes ([Appendix B](#)).
- **Time in grade and cumulative progression**
White staff spend longer on average within the same pay band (6.0 years) compared with ethnically diverse staff (4.5 years). Longer time in band increases the likelihood of reaching and remaining at higher incremental points, contributing to higher average hourly pay over time ([Appendix E](#)).
- **Starting increment point for external hires**
Across every Agenda for Change band with more than one increment point, white staff are appointed on average to a higher starting increment point than ethnically diverse staff (1.57 compared with 1.36). This represents a potential mechanism through which pay differences can accumulate over time and warrants further investigation ([Appendix D](#)).
- **Role-based pay elements linked to working patterns**
Differences in the receipt of role-based pay elements, including unsocial hours enhancements and location-based supplements, reflect variation in role mix, service delivery models and working patterns rather than discretionary pay decisions ([Appendix F](#)).

Actions for 2026/27

1. Strengthen governance and consistency of starting salary and increment point decisions, ensuring national guidance is applied transparently and consistently.
2. Deepen understanding of median pay gap drivers through continued analysis of pay quartiles, progression pathways and time in band.
3. Continue transparent reporting of both all-staff and Agenda for Change-only measures to support informed interpretation of pay gap metrics.

Ethnicity	Mean hourly pay (£)		Median hourly pay (£)	
	All staff	AfC only (Bands 2–9)	All staff	AfC only (Bands 2–9)
Ethnically Diverse	£23.68	£21.40	£20.77	£20.30
White	£23.91	£23.09	£23.15	£21.92
Difference	-£0.23	-£1.69	-£2.38	-£1.62
Pay gap (%)	0.97%	7.89%	11.46%	7.98%

1. Purpose and Mandated Reporting Context

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This report sets out the Trust's ethnicity pay gap analysis for 2025/26. The ethnicity pay gap measures the difference in average hourly pay between white staff and ethnically diverse staff across the organisation.

It is distinct from equal pay analysis and should be interpreted as a diagnostic indicator of workforce structure and pay distribution.

2. Methodology and Definitions

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Analysis is based on substantive Electronic Staff Record (ESR) data and reflects average hourly pay, including basic pay and applicable pay elements.

Ethnicity is grouped into:

- White
- Ethnically diverse (all other ethnic groups combined)

This approach follows national guidance and supports statistical robustness. All analysis presented is descriptive.

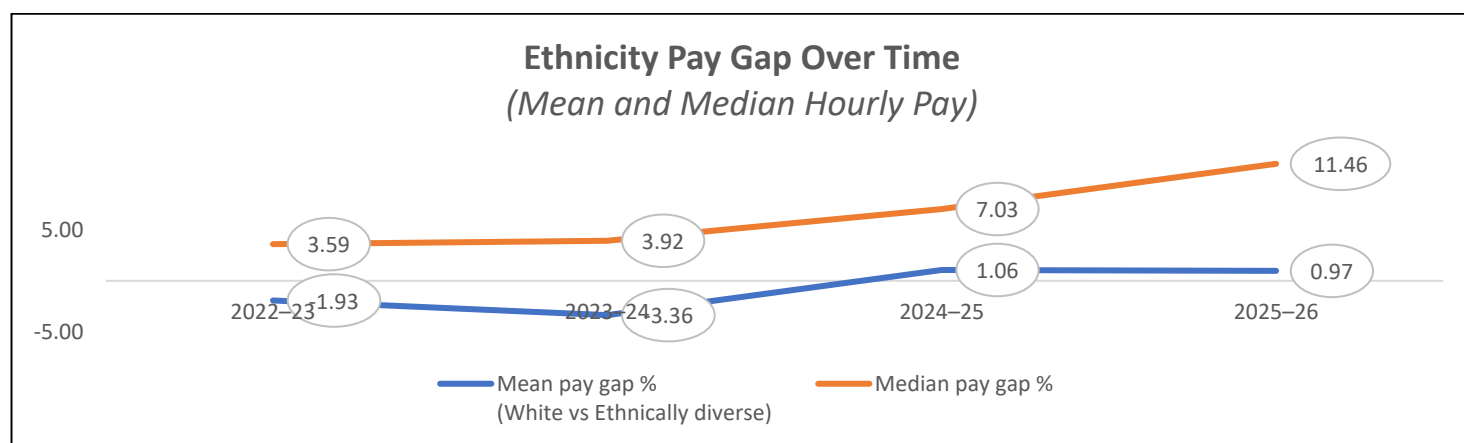
3. Headline Results and Trend Overview

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For 2025/26:

- Mean pay gap: 0.97% (£0.23 per hour)
- Median pay gap: 11.46% (£2.38 per hour)

Over the last four years, the mean gap has narrowed while the median gap has widened. In practice, this means that differences are emerging around the 'middle' of the pay distribution, rather than being driven by a small number of very senior roles.



The median captures the typical staff experience, while the mean is influenced by higher-paid roles and enhancements.

While headline pay gap figures describe overall outcomes, they do not explain *why* these differences arise. Understanding the drivers of the Trust's ethnicity pay gap therefore requires examination of how pay varies by age, career stage, band distribution and workforce composition. These factors are explored in detail in Section 4 and underpin interpretation of the trends set out above.

4. Workforce Profile and Career Stage

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Understanding the Trust's ethnicity pay gap requires careful consideration of workforce composition and career stage. Pay outcomes in the NHS are strongly shaped by age, experience, time in role and progression within nationally defined pay frameworks. Differences in average pay therefore reflect not only pay rates, but how staff are distributed across roles, bands and points in their career lifecycle.

4.1 Age profile by ethnicity

The Trust workforce shows clear differences in age profile by ethnicity. On average, white staff are older than ethnically diverse staff, reflecting differences in tenure and career stage across the workforce. In 2025/26, the average age of white staff was 45 years 9 months, compared with 43 years 11 months for ethnically diverse staff.

This pattern mirrors national demographic trends. At a UK level, the white working-age population is, on average, around a decade (approximately 11 years) older than ethnically diverse working-age populations. ONS Census and labour market data consistently show that older working-age cohorts are markedly less ethnically diverse than younger cohorts, reflecting historic population composition and patterns of labour market entry. As a result, senior and longer-tenured roles across many sectors, including the NHS, continue to disproportionately reflect recruitment from earlier decades, when the workforce was less ethnically diverse.

4.2 Pay by age band and ethnicity

Average pay increases substantially across age bands, reflecting accumulated experience, progression within band, and movement into more senior roles over time. Table 4.2 shows how average hourly pay varies by age band for white and ethnically diverse staff, alongside the ethnicity composition of each age band.

Table 4.2: Average hourly pay by age band and ethnicity, and ethnicity composition of each age band (2025/26)

Row Labels	Average hourly pay – Ethnically Diverse staff (£)	Average hourly pay – White staff (£)	Workforce composition: % Ethnically Diverse within age group	Workforce composition: % White within age group
16-25	£15.77	£15.75	38	60
26-35	£20.26	£21.56	35	62
36-45	£23.09	£24.56	37	60
46-55	£26.26	£25.51	35	62
56-65	£27.02	£25.28	25	72
66+	£31.54	£23.67	26	71
Grand Total	£23.68	£23.91	34	63

Two features are particularly important:

- Average hourly pay rises sharply across age bands for all staff, reflecting career progression and increasing seniority.
- The ethnicity composition of age bands differs materially, with ethnically diverse staff more concentrated in younger age groups and white staff increasingly represented in older age bands where average pay is highest.

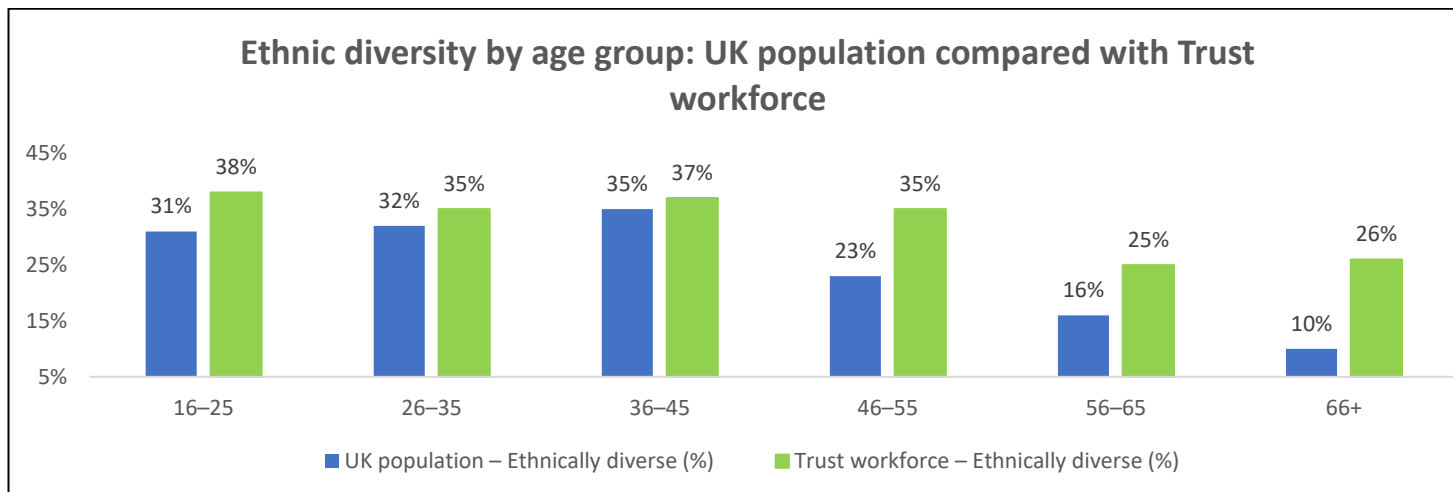
Importantly, within several older age bands, ethnically diverse staff earn at least as much as white staff on average. This demonstrates that the ethnicity pay gap is not driven by systematic differences in pay within age groups. Instead, it arises from differences in representation across age groups where average pay differs substantially.

4.3 Demographic age structure and its implications for the ethnicity pay gap

National population data shows that the ethnic composition of the UK differs markedly by age, with younger cohorts significantly more ethnically diverse than older cohorts. To support direct comparison, national population patterns are shown alongside the Trust's workforce in the same age bands.

Table 4.3a: Comparison of national population and Trust workforce by age and ethnicity

Age group	UK population – Ethnically diverse (%)	Trust workforce – Ethnically diverse (%)
16–25	31%	38%
26–35	32%	35%
36–45	35%	37%
46–55	23%	35%
56–65	16%	25%
66+	10%	26%



While exact percentages differ, the overall pattern is consistent: ethnic diversity declines steadily with age in both the national population and the Trust workforce. This demonstrates that the Trust’s age ethnicity profile reflects wider demographic realities rather than being an organisation specific feature.

Age matters for pay outcomes because seniority is strongly associated with age and career stage within the Trust. Average workforce age rises steadily with increasing Agenda for Change band and senior non-AfC roles.

Table 4.3b: Average age by pay band

Staff group / Band	Average age
Non-AfC – Apprentice	19 years 4 months
Band 2	45 years 6 months
Band 3	45 years 10 months
Band 4	43 years 2 months
Band 5	41 years 2 months
Band 6	44 years 6 months
Band 7	46 years 1 month

Band 8a	46 years 7 months
Band 8b	49 years 5 months
Band 8c	51 years 5 months
Band 8d	55 years 3 months
Band 9	57 years 6 months
Non-AfC – Very Senior Manager	55 years 7 months
Non AFC - Medical and Dental	48 years 3 months
Non AFC - Tupe	45 years 3 months
Trust average	45 years 0 months

This progression demonstrates how differences in age profile translate mechanically into differences in representation within higher-paid roles.

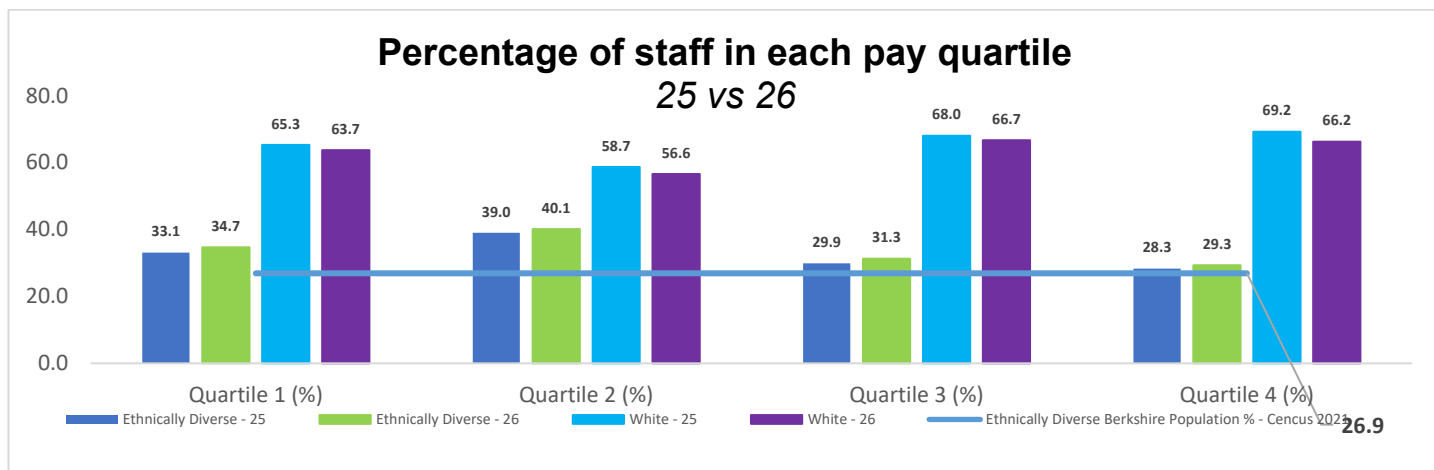
Taken together, the evidence shows that the Trust's ethnicity pay gap is primarily driven by differences in representation across age and career stages, rather than unequal pay for equivalent work. This analysis cannot, on its own, separate what is driven by long-standing demographic patterns from what may be influenced by current organisational practices. Doing so would require tracking cohorts of staff over time as they progress through their careers.

4.4 Professional registration, staff group composition and pay quartiles

Career progression and access to senior roles are further shaped by professional registration requirements and staff group distribution. Some staff groups that are more likely to sit at higher Agenda for Change bands require specific training and registration routes that have historically had lower ethnic diversity at national level.

Staff groups with higher ethnically diverse representation, such as nursing and healthcare support roles, are more heavily concentrated in lower- and mid-range Agenda for Change bands. By contrast, certain specialist professional and senior roles are less ethnically diverse and more strongly represented in higher pay quartiles.

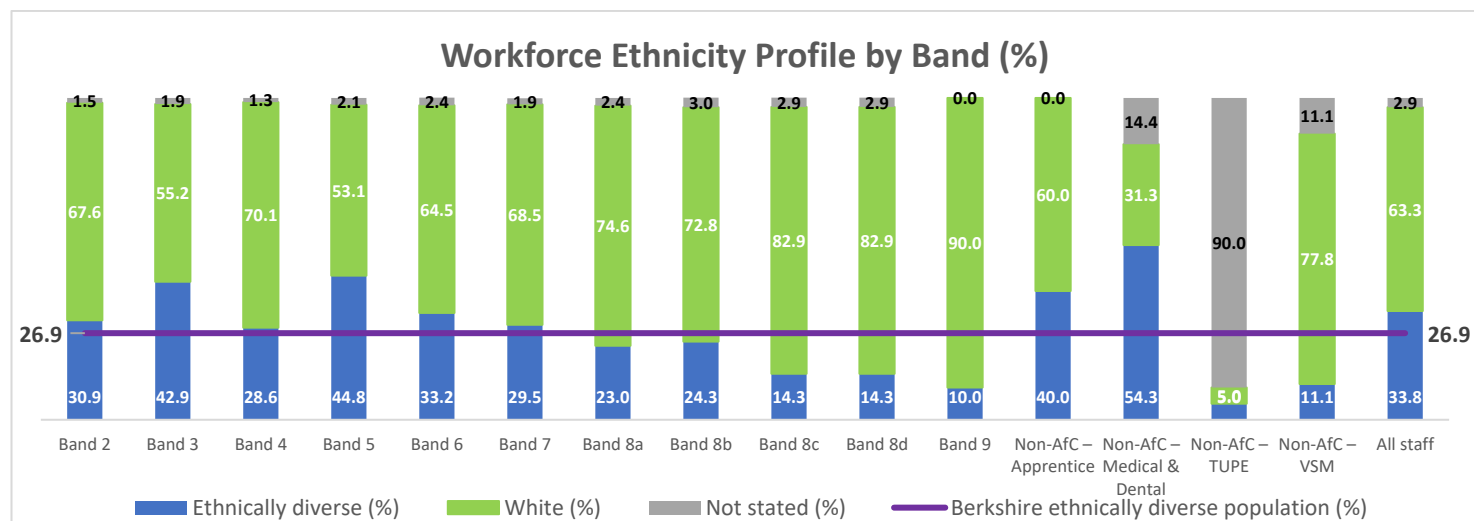
Pay quartile analysis reinforces this picture. White staff are disproportionately represented in the upper pay quartiles, while ethnically diverse staff are more concentrated in the lower and middle quartiles. This reflects the combined effect of age profile, career stage, band distribution and staff group composition, rather than differences in pay for equivalent roles. ([Appendix G: Professional registration ethnicity profile](#)).



4.5 Why workforce structure matters for the pay gap

The ethnicity pay gap is a workforce-level measure. It reflects aggregate outcomes across the organisation rather than differences in pay for people doing equivalent work. Even relatively small differences in representation at later career age bands, in senior professional roles, and in upper pay quartiles (where hourly pay is materially higher), can have a significant impact on overall pay outcomes.

Understanding the Trust's ethnicity pay gap therefore requires a whole-workforce perspective on career pathways, progression and workforce composition over time. These structural factors provide essential context for interpreting headline pay gap figures and for focusing organisational action on where it is most likely to make a meaningful difference.



5. Progression Outcomes

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Across Agenda for Change Bands 2–9, promotion outcomes are broadly comparable:

- Ethnically diverse staff: 7.2%
- White staff: 6.3%

Variation exists by band but does not indicate a consistent organisational pattern of disadvantage.

*For detailed progression data [click here](#).

** Medical and Dental staff operate under separate national pay frameworks, and while high-level comparisons are included for transparency, this report focuses its detailed progression and starting pay analysis on Agenda for Change roles where structures are comparable.*

6. Recruitment and Starting Salary Position

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External hires and entry pay

In 2025/26, the Trust made 601 external appointments, of which 37% were ethnically diverse.

For Agenda for Change roles, starting salary is determined by the increment point at which an individual enters the national pay scale, reflecting assessed prior experience at the same or equivalent band and applied in line with national guidance. Increment points represent a permanent position on the pay scale, with progression occurring annually thereafter.

Across every Agenda for Change band with more than one increment point, white staff were appointed on average to a higher starting increment point than ethnically diverse staff. Overall, the average starting increment point on appointment was:

- White staff: 1.57
- Ethnically diverse staff: 1.36

This pattern is consistent across bands and is not driven by a small number of roles or staff groups.

Differences in starting increment point represent a material mechanism through which pay differences can accumulate over time, as higher entry points lead to persistently higher base pay throughout subsequent progression, even where annual increments are applied consistently.

Differences in starting increment point do not, in themselves, demonstrate unequal pay for equal work. However, because increment placement has a lasting effect on pay progression, consistent and transparent application of national guidance is essential to ensure that pay outcomes remain fair over time.

This finding highlights the importance of further review and governance of starting salary decisions to understand whether observed differences reflect variation in assessed experience, differences in applicant pools, or potential inconsistency in application of pay guidance.

* Detailed starting increment point data by pay band can be viewed if you [click here](#).

7. Time in Band and Pay Progression

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Time spent within AfC band is a key mechanism through which pay differences accumulate.

- White staff, on average, remain longer within the same AfC band than ethnically diverse staff

Longer time in band increases the likelihood of reaching and remaining at higher incremental points, contributing to higher average hourly pay over time.

8. Role-Based Pay Elements, Enhancements and Bonus Pay

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Average hourly pay is also shaped by role-based pay elements, which are determined by the nature of roles undertaken and working patterns rather than discretionary pay decisions.

Analysis of pay-element receipt shows clear differences by ethnicity. White staff are more likely to receive High Cost Area Supplements, with 64% of white staff in receipt compared with 54% of ethnically diverse staff, a difference of 10 percentage points. In contrast, ethnically diverse staff are more likely to receive enhancements linked to unsocial working patterns, including Saturday, Sunday and night-duty payments. For example, 25% of ethnically diverse staff receive Saturday enhancements compared with 11% of white staff, and 24% receive Sunday enhancements compared with 10% of white staff.

In addition, these differences are influenced by service location and workforce distribution, including higher concentrations of ethnically diverse staff in services such as Prospect Park Hospital where unsocial working patterns are more prevalent.

These elements affect hourly pay in different ways. Location-based supplements increase pay consistently across all hours worked, while unsocial hours and night-duty payments compensate for patterns of work rather than increasing baseline pay. The observed differences therefore reflect role mix, service delivery models and working arrangements, rather than differential pay decisions.

Pay Element	Ethnically Diverse (count)	White (count)	Ethnically Diverse (%)	White (%)	Difference (pp)
Sunday ENH PAY NHS	418	315	23.80	9.59	14.21
Saturday ENH PAY NHS	439	363	25.00	11.06	13.94
Night Duty ENH PAY NHS	273	112	15.55	3.41	12.14
AfC High Cost Area PAY NHS	950	2,090	54.10	63.66	-9.56

Bonus pay

Bonus payments within the Trust are confined to Medical and Dental staff and arise from nationally defined contractual arrangements, primarily Clinical Excellence Award schemes.

In 2025/26, 26 staff received an award, all of whom were Medical and Dental staff, representing less than 1% of the Trust's workforce.

Bonus payments within the Trust are confined to Medical and Dental staff and arise from nationally defined contractual arrangements, primarily historic Clinical Excellence Award schemes. These awards are no longer issued but remain payable for the lifetime of recipients and cannot be altered. As such, they reflect historic contractual commitments rather than current organisational decision-making.

Given the limited number of recipients, the contractual nature of these awards, and their restriction to a single staff group, bonus pay does not represent a material driver of the Trust's overall ethnicity pay gap. The data is therefore presented for transparency and completeness rather than as a focal area of gap analysis.

9. National Context

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ONS labour-market and Census-based analysis provides important background context for interpreting the Trust's findings. Nationally, economic inactivity rates are higher among people from 'ethnic minority' backgrounds than among white groups. In 2022, around 26% of people from ethnic minority backgrounds were economically inactive, compared with approximately 21% of white people.

[Economic inactivity - GOV.UK Ethnicity facts and figures](#)

Economic inactivity encompasses a range of circumstances, including long-term illness, caring responsibilities and other factors that limit participation in paid employment. While this does not necessarily represent permanent withdrawal from the labour market, higher inactivity rates

reduce cumulative exposure to paid employment, which over time can influence representation in later-career and higher-earning age cohorts.

National demographic data also shows that the white population has an older average age profile than ethnically diverse groups. Analysis referenced in the Trust's WRES reporting indicates that, at a national level, the white population is on average 11.1 years older than ethnically diverse groups. This age profile difference provides important context for pay and seniority distributions observed within organisations, including the Trust.

Taken together, these national patterns reinforce that differences in pay outcomes are closely associated with age profile, tenure, role mix and career stage, and should be interpreted as a contextual, secondary influence alongside organisational factors such as occupational distribution, working patterns, progression pathways and pay band representation.

10. What the Ethnicity Pay Gap Can and Cannot Tell Us

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What this analysis can tell us

- **How average pay outcomes differ across the workforce.**
- **How workforce structure, career stage and role mix influence pay.**
- **Where lifecycle effects shape outcomes.**

What this analysis cannot tell us

- **Whether individuals are paid differently for equal work.**
- **Whether observed differences reflect unfair treatment.**
- **Causality without further controlled analysis.**

The ethnicity pay gap should therefore be interpreted as a diagnostic indicator, not a direct measure of fairness.

11. Interpretation and Next Steps

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Taken together, the analysis indicates that the Trust's ethnicity pay gap is predominantly shaped by structural and lifecycle factors, rather than systematic differences in pay for equivalent work.

The key drivers identified in this report are:

1. Workforce age profile and career stage
Ethnically diverse staff are more highly represented in earlier career stages, while older age cohorts (which attract higher average pay due to accumulated experience, time in band and seniority) are proportionally less ethnically diverse.
2. Distribution across pay bands and pay quartiles
White staff are disproportionately represented in upper pay quartiles and at higher Agenda

for Change bands, reflecting cumulative effects of age, tenure and occupational distribution.

3. Starting salary position for external hires

White staff enter the organisation on average at higher Agenda for Change increment points than ethnically diverse staff. While this does not indicate unequal pay for equivalent roles, it represents a mechanism through which pay differences can accumulate over time and therefore requires appropriate governance.

4. Time spent in band

White staff on average remain longer within pay bands, increasing the likelihood of reaching and remaining at higher incremental points and further contributing to differences in average hourly pay.

Importantly, the analysis shows no consistent evidence of lower pay for ethnically diverse staff within age bands or pay structures. The ethnicity pay gap should therefore be interpreted as a workforce-level indicator of structural distribution, not as a direct measure of individual pay fairness.

Recommended next steps

Future analytical and governance activity will focus on areas where organisational influence is most likely to affect pay outcomes over time:

- Introduce enhanced review of starting increment point decisions to ensure consistent application of national guidance.
 - Develop longitudinal tracking of staff cohorts to better understand progression, tenure and cumulative pay effects.
 - Continue monitoring pay quartile composition, career pathways and time in band by ethnicity.
 - Maintain transparent reporting of both all-staff and Agenda for Change-only measures to support clear and balanced interpretation.
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Appendix A – Headline Ethnicity Pay Gap Metrics

Theme: Statutory and headline position

Purpose: To present the required headline ethnicity pay gap metrics and their longitudinal context.

Included here (full tables and charts):

- Mean hourly pay
- Median hourly pay
- Ethnicity Pay Gap by Workforce Scope (All Staff vs AfC Bands 2–9), 2025/26
- Percentage of staff in each pay quartile – last 5 years
- Bonus pay gaps
- Ethnicity breakdown of employees receiving bonus payments (BHFT)
- Further breakdown of ethnically diverse staff receiving bonus payments

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Mean hourly pay

Reporting year	2022–23	2023–24	2024–25	2025–26
Ethnically diverse (reference group)	£20.76	£20.82	£22.59	£23.68
White	£20.36	£20.12	£22.83	£23.91
Not Stated	£22.26	£22.26	£24.40	£28.04
Asian	£21.66	£21.74	£23.61	£25.14
Black	£19.71	£19.71	£20.99	£22.04
Mixed	£20.05	£20.03	£22.23	£22.28
Other	£20.87	£21.42	£26.40	£25.99
Difference (White – Ethnically diverse)	-£0.40	-£0.70	£0.24	£0.23
Mean ethnicity pay gap % (White vs Ethnically diverse)	-1.93%	-3.36%	1.06%	0.97%

Median hourly pay

Reporting year	2022–23	2023–24	2024–25	2025–26
Ethnically diverse (reference group)	£18.10	£18.10	£19.77	£20.77
White	£18.75	£18.81	£21.16	£23.15
Not Stated	£21.30	£21.02	£21.25	£24.95
Asian	£18.10	£18.10	£19.60	£20.77
Black	£18.47	£18.51	£19.60	£20.77
Mixed	£18.10	£18.12	£20.05	£20.77
Other	£16.84	£17.72	£21.83	£21.92
Difference (White – Ethnically diverse)	-£0.65	-£0.71	-£1.39	-£2.38
Median ethnicity pay gap % (White vs Ethnically diverse)	3.59%	3.92%	7.03%	11.46%

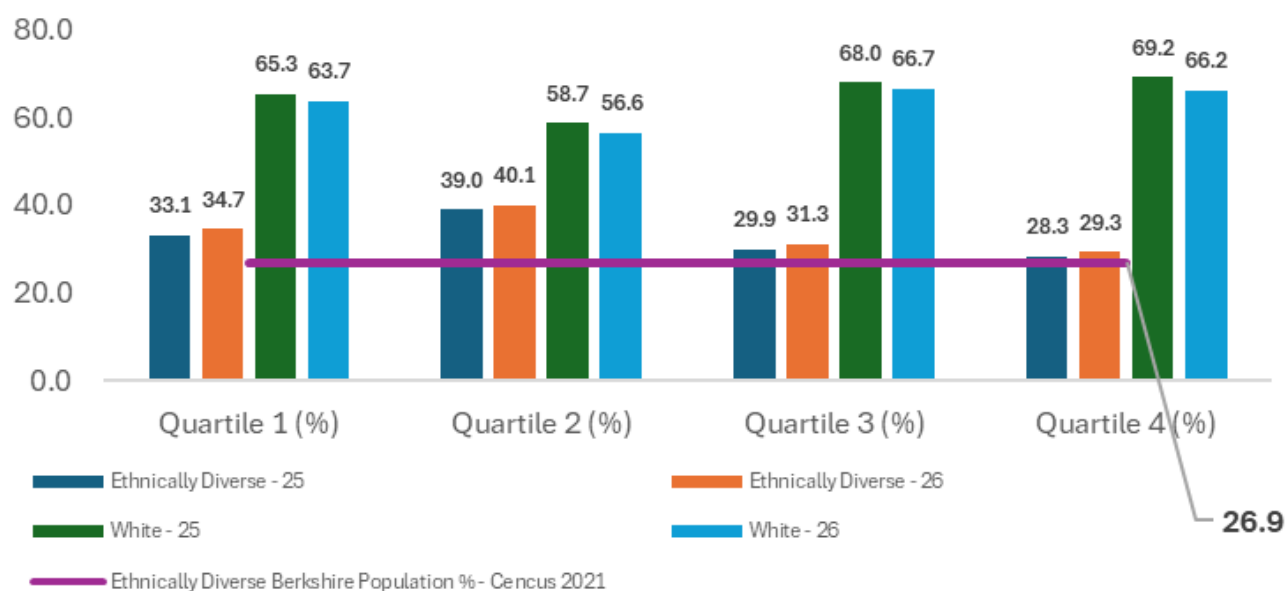
**Ethnicity Pay
Gap by
Workforce Scope
(All Staff vs AfC
Bands 2–9),
2025/26**

Gender	Mean hourly pay (£)		Median hourly pay (£)	
	All staff	AfC only (Bands 2–9)	All staff	AfC only (Bands 2–9)
Ethnically Diverse	£23.68	£21.40	£20.77	£20.30
White	£23.91	£23.09	£23.15	£21.92
Difference	-£0.23	-£1.69	-£2.38	-£1.62
Pay gap (%)	0.97%	7.89%	11.46%	7.98%

**Percentage of
staff in each pay
quartile last 5
years**

Year	Gender	Quartile 1 (%)	Quartile 2 (%)	Quartile 3 (%)	Quartile 4 (%)
2023	Ethnically Diverse - 23	26.5	33.0	26.5	27.9
2023	White - 23	71.4	64.6	70.6	69.0
2024	Ethnically Diverse - 24	26.5	33.1	25.5	28.1
2024	White - 24	71.4	64.8	70.7	68.9
2025	Ethnically Diverse - 25	33.1	39.0	29.9	28.3
2025	White - 25	65.3	58.7	68.0	69.2
2026	Ethnically Diverse - 26	34.7	40.1	31.3	29.3
2026	White - 26	63.7	56.6	66.7	66.2

Percentage of staff in each pay quartile 25 vs 26



Bonus pay gaps

Ethnicity	Avg. Pay	Median Pay
Ethnically Diverse Overall	£4,862	£4,985
Asian	£5,287	£4,085
Not Stated	£5,521	£5,521
Other	£4,985	£4,985
White	£5,443	£5,302
Difference	£581	£317
Pay Gap %	10.68	5.98

**Ethnicity
breakdown of
employees
receiving bonus
payments (BHFT)**

Ethnicity	2022/2023	2023/2024	2024/2025	2025/2026
Ethnically diverse	38	50	11	11 (0.58%)
White	32	34	15	13 (0.4%)
Not stated	1	1	0 (0%)	2 (1.34%)
Total	71	85	26	26

**Further
breakdown of
ethnically diverse
staff receiving
bonus payments**

Ethnicity (subset)	2022/2023	2023/2024	2024/2025	2025/2026
Asian	32 (%)	44 (%)	10 (%)	10 (1.23%)
Black	2 (%)	1 (%)	0 (0%)	0 (0%)
Mixed	1 (%)	2 (%)	0 (0%)	0 (0%)
Other	3 (%)	3 (%)	1 (%)	1 (1.14%)

Appendix B – Workforce Profile and Demographics

Theme: Workforce composition

Purpose: To evidence how differences in workforce structure and career stage by ethnicity shape pay outcomes.

Included here (full tables and charts):

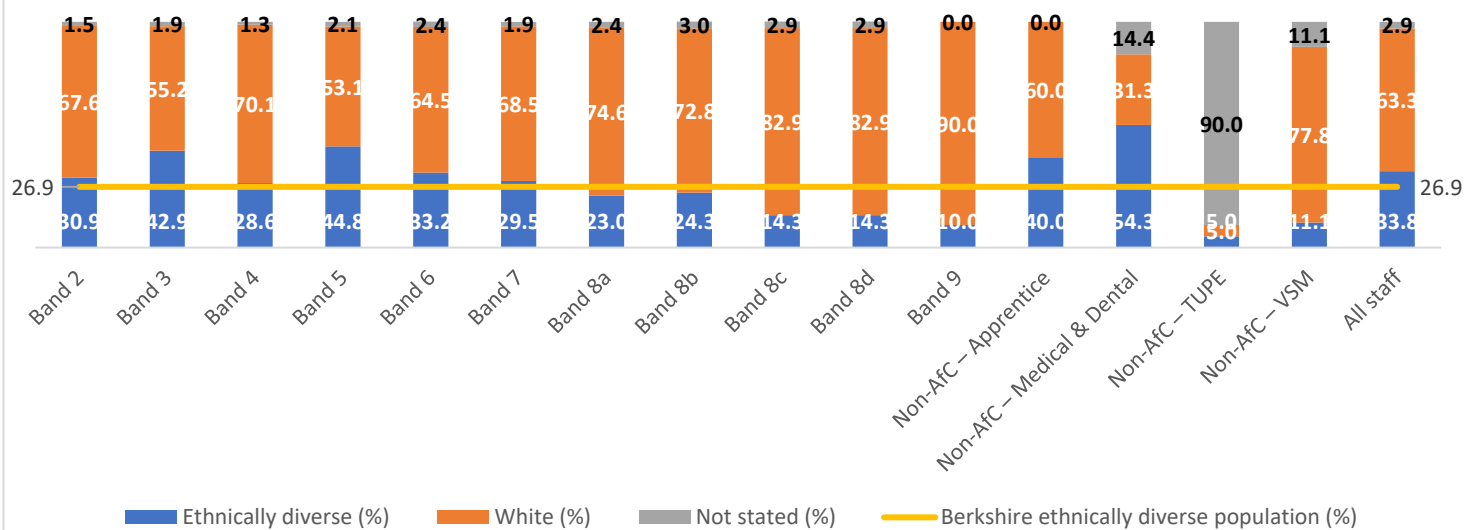
- Workforce split by Ethnicity (BHFT) – 5 year period
- Workforce Ethnicity Profile by Band (%)
- Workforce Ethnicity Profile by Band (% of staff in post)
- Average age by ethnicity
- Average of hourly rate by ethnicity and age range
- Average FTE of workforce by ethnicity and age range
- Count of workforce by ethnicity and age range
- % of workforce by ethnicity and age range

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**Workforce split
by Ethnicity
(BHFT) over 5
year period**

Ethnicity group	2023/24	2024/25	2025/26
Ethnically diverse	1,565 (30.0%)	1,804 (32.8%)	1,875 (33.9%)
White	3,530 (67.6%)	3,581 (65.1%)	3,498 (63.3%)
Not Stated	124 (2.4%)	118 (2.1%)	150 (2.7%)
Asian	738 (14.1%)	853 (15.5%)	865 (15.7%)
Black	584 (11.2%)	693 (12.6%)	735 (13.3%)
Mixed	158 (3.0%)	163 (3.0%)	180 (3.3%)
Other	85 (1.6%)	95 (1.7%)	95 (1.7%)
Total workforce	5,219 (100%)	5,503 (100%)	5,523 (100%)

Workforce Ethnicity Profile by Band (%)



Workforce Ethnicity Profile by Band (% of staff in post)

Band / group	Ethnically diverse (%)	White (%)	Not stated (%)	Berkshire ethnically diverse population (%)	Headcount
Band 2	30.9	67.6	1.5	26.9	68.0
Band 3	42.9	55.2	1.9	26.9	744.0
Band 4	28.6	70.1	1.3	26.9	777.0
Band 5	44.8	53.1	2.1	26.9	699.0
Band 6	33.2	64.5	2.4	26.9	926.0
Band 7	29.5	68.5	1.9	26.9	1027.0
Band 8a	23.0	74.6	2.4	26.9	421.0
Band 8b	24.3	72.8	3.0	26.9	169.0
Band 8c	14.3	82.9	2.9	26.9	70.0
Band 8d	14.3	82.9	2.9	26.9	35.0
Band 9	10.0	90.0	0.0	26.9	10.0
Non-AfC – Apprentice	40.0	60.0	0.0	26.9	5.0
Non-AfC – Medical & Dental	54.3	31.3	14.4	26.9	208.0
Non-AfC – TUPE	5.0	5.0	90.0	26.9	20.0

Non-AfC – VSM	11.1	77.8	11.1	26.9	9.0
All staff	33.8	63.3	2.9	26.9	5188.0

Average age by ethnicity

	Ethnically Diverse	White
Average age of workforce	43 years and 11 months	45 years and 9 months

Average of Hourly Rate by Ethnicity and age range

Row Labels	Ethnically Diverse	White	Difference	Grand Total
16-25	£15.77	£15.75	£0.02	£15.75
26-35	£20.26	£21.56	-£1.30	£21.27
36-45	£23.09	£24.56	-£1.47	£24.04
46-55	£26.26	£25.51	£0.75	£25.84
56-65	£27.02	£25.28	£1.74	£26.05
66+	£31.54	£23.67	£7.87	£26.09
Grand Total	£23.68	£23.91	-£0.23	£23.96

Average FTE of workforce by ethnicity and age range

Row Labels	Ethnically Diverse	White	Difference	Grand Total
16-25	0.97	0.98	-0.01	0.98
26-35	0.95	0.91	0.04	0.92
36-45	0.90	0.83	0.07	0.86
46-55	0.93	0.86	0.07	0.88
56-65	0.90	0.81	0.09	0.84
66+	0.83	0.67	0.16	0.71
Grand Total	0.92	0.85	0.07	0.88

Count of workforce by ethnicity and age range

Row Labels	Ethnically Diverse	White	Grand Total
16-25	97	152	255
26-35	382	674	1,095
36-45	499	795	1,335
46-55	507	894	1,438
56-65	235	670	927
66+	36	98	138
Grand Total	1,756	3,283	5,188

% of workforce by ethnicity and age range

	Ethnically Diverse	White
16-25	38	60
26-35	35	62
36-45	37	60
46-55	35	62
56-65	25	72
66+	26	71
Grand Total	34	63

Average Hourly Rate by Ethnicity and age range as well as composition of each age range by ethnicity

Row Labels	Ethnically Diverse	White	% of age range which are Ethnically Diverse	% of age range which are White
16-25	£15.77	£15.75	38	60
26-35	£20.26	£21.56	35	62
36-45	£23.09	£24.56	37	60

46-55	£26.26	£25.51	35	62
56-65	£27.02	£25.28	25	72
66+	£31.54	£23.67	26	71
Grand Total	£23.68	£23.91	34	63

Appendix C – Progression and Promotion Outcomes

Theme: Internal progression

Purpose: To assess whether promotion outcomes differ by ethnicity.

Included here (full tables and figures):

- Internal Promotion Rates by Ethnicity and Band
- Internal Promotion Rates by Ethnicity and Band (all ethnic categories)
- Internal Promotion Rates by Ethnicity and Band (overall)

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Internal Promotion Rates by Ethnicity and Band

Band	Ethnically Diverse – Total staff	Ethnically Diverse – Promoted	% promoted (Ethnically Diverse)	White – Total staff	White – Promoted	% promoted (White)	Likelihood of promotion (ED vs White)
All AfC staff (Bands 2–9)	1693	121	7.2%	3569	225	6.3%	1.14
Band 2	42	12	28.6%	64	9	14.1%	2.03
Band 3	332	19	5.7%	485	35	7.2%	0.79
Band 4	263	28	10.6%	590	36	6.1%	1.74
Band 5	284	23	8.1%	406	40	9.9%	0.82
Band 6	321	22	6.9%	663	47	7.1%	0.97
Band 7	294	7	2.4%	783	38	4.9%	0.49
Band 8a	104	8	7.7%	329	10	3.0%	2.53
Band 8b	38	2	5.3%	148	7	4.7%	1.11

Band 8c	10	0	0.0%	60	3	5.0%	0.00
Band 8d	4	0	0.0%	30	0	0.0%	—
Band 9	1	0	0.0%	11	0	0.0%	—
Band 8a and above	157	10	6.4%	578	20	3.5%	1.84
Band 7and above	451	17	3.8%	1361	58	4.3%	0.88

Internal Promotion Rates by Ethnicity and Band (all ethnic categories)

Ethnicity	% of workforce promoted
Mixed	9.82
Other	9.52
Ethnically Diverse	7.15
Black	6.98
Not Stated	6.60
Asian	6.49
White	6.31
CH White Turkish	0.00
LK Asian Unspecified	0.00

Internal Promotion Rates by Ethnicity and Band (overall)

Ethnicity	% of workforce promoted
Ethnically Diverse male	7.39
Ethnically Diverse female	7.07
White male	6.62
White female	6.26

Appendix D – Recruitment and External Appointments

Theme: Entry into the organisation

Purpose: To evidence differences in recruitment outcomes and starting position.

Included here (full tables and figures):

- External Hires by Band and Ethnicity (Headcount)
- Ethnicity Composition of External Hires by Pay Band
- Average Increment Point on Appointment for External Hires by Pay Band and Ethnicity
- Recruitment Outcomes by Ethnicity (All Applicants)
- Recruitment Outcomes by Ethnicity (Internal Applicants Only)
- Recruitment Outcomes by Ethnicity (Band 8a to 9 only)

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25/26 External Hires by Band and Ethnicity (Headcount)

Row Labels	Asian	Black	Mixed	Not Stated	Other	White	Ethnically Diverse	Grand Total
Band 2	3	3	1	0	0	5	7	12
Band 3	7	19	5	9	4	40	35	84
Band 4	15	8	8	4	1	69	32	105
Band 5	19	39	5	7	2	47	65	119
Band 6	8	10	4	4	1	58	23	85
Band 7	9	21	3	7	1	36	34	77
Band 8a	3	2	0	3	0	8	5	16
Band 8b	3	2	0	1	1	3	6	10
Band 8c	0	0	1	1	0	2	1	4
Band 8d	0	0	0	0	0	0	0	0
Band 9	0	0	0	0	0	0	0	0
Non Agenda for change	11	2	2	64	1	9	16	89
Grand Total	78	106	29	100	11	277	224	601

25/26 Ethnicity Composition of External Hires by Pay Band

Pay band	Total hires (n)	% Ethnically Diverse Hires	% White Hires	% Ethnicity Not Stated Hires
Band 2	12	58	42	0
Band 3	84	42	48	11
Band 4	105	30	66	4
Band 5	119	55	39	6
Band 6	85	27	68	5
Band 7	77	44	47	9
Band 8a	16	31	50	19
Band 8b	10	60	30	10
Band 8c	4	25	50	25
Band 8c	0	0	0	0
Band 9	0	0	0	0
Non-AfC	89	18	10	72
Total	601	37	46	17

Average Increment Point on Appointment for 25/26 External Hires by Pay Band and Ethnicity

Row Labels	Total hires (n)	Asian	Black	Mixed	Not Stated	Other	White	Ethnically Diverse	Grand Total
Band 2	12	1.00	1.00	1.00			1.00	1.00	1.00
Band 3	84	1.29	1.37	1.20	1.67	1.00	1.30	1.29	1.33
Band 4	105	1.13	1.63	1.25	1.67		1.32	1.29	1.32
Band 5	119	1.21	1.23	1.00	1.29	1.00	1.36	1.20	1.27
Band 6	85	1.38	1.90	1.50	2.00	3.00	2.03	1.70	1.94
Band 7	77	1.22	2.00	1.67	1.83	1.00	1.81	1.74	1.78
Band 8a	16	1.00	1.00		2.67		1.75	1.00	1.69
Band 8b	10	1.00	1.50		2.00	1.00	2.67	1.17	1.70
Band 8c	4			1.00	2.00		2.00	1.00	1.75
Band 8dc	0								
Band 9	0								
Grand Total	601	1.19	1.50	1.26	1.76	1.22	1.57	1.36	1.50

25/26 Recruitment Outcomes by Ethnicity (All Applicants)

Recruitment stage	Ethnically Diverse	White
Applications shortlisted	15,668	4,294
Offered interview	1,559	1,422
% of shortlisted offered interview	10.1%	33.1%
Attended interview	1,141	1,081
% of interviews attended	73.2%	76.0%
Offered job	382	522
% offered job (of those interviewed)	33.5%	48.3%
Likelihood to be appointed	0.69	1.44

25/26 Recruitment Outcomes by Ethnicity (Internal Applicants Only)

Recruitment stage	Ethnically Diverse	White
Applications shortlisted	813	675
Offered interview	276	369
% of shortlisted offered interview	33.9%	54.7%
Attended interview	233	331
% of interviews attended	84.4%	89.7%
Offered job	129	248
% offered job (of those interviewed)	55.4%	74.9%
Likelihood to be appointed	0.74	1.35

25/26 Recruitment Outcomes by Ethnicity (Band 8a to 9 only)

Recruitment stage	Ethnically Diverse	White
Applications shortlisted	445	391
Offered interview	78	133
% of shortlisted offered interview	17.5%	34.0%
Attended interview	65	110
% of interviews attended	83.3%	82.7%
Offered job	28	44
% offered job (of those interviewed)	43.1%	40.0%
Likelihood to be appointed	1.08	0.93

Appendix E – Time in Band, Tenure and Retention

Theme: Accumulation over time

Purpose: To explain how tenure and retention shape pay outcomes.

Included here (full tables and figures):

- Average months in pay grade of workforce
- March 26 turnover rate by Ethnicity
- Average Hourly Rate by Pay Band and Ethnic Type

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Average months in pay grade of workforce

Ethnicity	Years and Months in grade
Ethnically Diverse	4 years 6 months
White	6 years 0 months
Ethnicity not disclosed	3 years 7 months

“White staff spend around 33% longer in grade than ethnically diverse staff (72 months vs 54 months).”

March 26 Turnover rate by Ethnicity

Ethnicity	Turnover rate
White	10.24%
Asian	9.07%
Black	8.77%
Other	8.56%
Not Stated	7.15%
Mixed	6.94%

**Average
Hourly
Rate by
Pay Band
and Ethnic
Type**

Band / Group	Headcount	Asian	Black	Mixed	Not stated	Other	White	Ethnically diverse	Diff: ethnically diverse vs White
Band 2	68	£15.02	£14.63	£14.18	£13.18	£15.79	£14.75	£14.77	£0.02
Band 3	744	£14.71	£15.70	£15.01	£15.22	£15.09	£14.46	£15.24	£0.77
Band 4	777	£15.44	£15.60	£15.12	£15.34	£15.56	£15.49	£15.44	−£0.05
Band 5	699	£18.79	£19.01	£18.51	£18.50	£19.32	£18.33	£18.89	£0.57
Band 6	926	£22.48	£23.05	£22.74	£23.91	£23.54	£23.17	£22.81	−£0.36
Band 7	1,027	£27.39	£27.54	£26.92	£28.09	£28.01	£27.34	£27.44	£0.10
Band 8a	421	£31.34	£31.12	£32.16	£30.39	£31.03	£31.54	£31.35	−£0.19
Band 8b	169	£36.05	£34.38	£38.07	£36.63	£35.96	£36.91	£35.64	−£1.27
Band 8c	70	£44.83	£42.87	£40.11	£44.68	£46.48	£43.99	£42.99	−£1.00
Band 8d	35	£52.27	£50.57	£49.58	£50.70		£52.88	£51.39	−£1.49
Band 9	10		£61.14				£63.95	£61.14	−£2.81
Non-AfC – Apprentice	5	£7.55		£12.71			£7.55	£10.13	£2.58
Non-AfC – Medical & Dental	208	£57.20	£50.00	£54.38	£47.81	£57.24	£58.36	£56.46	−£1.89
Non-AfC – TUPE	20		£17.85		£18.29		£17.47	£17.85	£0.38
Non-AfC – VSM	9		£92.82		£79.02		£90.06	£92.82	£2.77
Grand total	5,188	£25.22	£22.04	£22.28	£28.29	£25.08	£23.91	£23.68	−£0.23

Appendix F – Role-Based Pay Elements and Working Patterns

Theme: Role mix, pay structure and working patterns

Purpose: To evidence how non-basic pay and contractual patterns differ by ethnicity.

Included here (full tables and figures):

- Pay Elements Received by Staff, by Ethnicity
- Working Patterns by Ethnicity (Average FTE and Full time / Part time Split)
- % of adverts available for full time and part time

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Pay Elements Received by Staff, by Ethnicity

Pay Element	Ethnically Diverse (count)	White (count)	Ethnicity Not Disclosed (count)	Ethnically Diverse (%)	White (%)	Ethnicity Not Disclosed (%)	Difference (pp)
Sunday ENH PAY NHS	418	315	20	23.80	9.59	13.42	14.21
Saturday ENH PAY NHS	439	363	21	25.00	11.06	14.09	13.94
Night Duty ENH PAY NHS	273	112	8	15.55	3.41	5.37	12.14
Unsocial ENH PAY NHS	35	18	1	1.99	0.55	0.67	1.44
London Fringe Allow BAS PAY NHS	38	24	3	2.16	0.73	2.01	1.43
AfC Long R and R Percent PAY NHS	25	6	0	1.42	0.18	0.00	1.24
On Call Supplements PAY NHS	26	18	4	1.48	0.55	2.68	0.93
Emergency Commitment PAY NHS	8	4	0	0.46	0.12	0.00	0.33
Night Duty NP PAY NHS	10	9	12	0.57	0.27	8.05	0.30
Clinical Ex Award PAY NHS	11	13	2	0.63	0.40	1.34	0.23
On Call Availability NP PAY NHS	7	7	4	0.40	0.21	2.68	0.19

Flex Pay Premia Psych NP PAY NHS	9	11	14	0.51	0.34	9.40	0.18
Long Term Protection PAY NHS	4	2	0	0.23	0.06	0.00	0.17
Weekend Allowance NP PAY NHS	3	2	8	0.17	0.06	5.37	0.11
AfC Pay Protection PAY NHS	2	2	0	0.11	0.06	0.00	0.05
Salary Sacrifice Grp 0 PAY NHS	58	107	0	3.30	3.26	0.00	0.04
Flex Pay Premia PT Tran NP PAY NHS	1	2	3	0.06	0.06	2.01	0.00
OPP PAY NHS	0	1	0	0.00	0.03	0.00	-0.03
OSPP Recovery Birth	0	1	0	0.00	0.03	0.00	-0.03
Recovery Notional SPP NHS	0	1	0	0.00	0.03	0.00	-0.03
SPP Birth Total NHS	0	1	0	0.00	0.03	0.00	-0.03
SSP Total	116	222	10	6.61	6.76	6.71	-0.16
Basic Pay NHS	1,744	3,267	148	99.32	99.51	99.33	-0.20
Additional Basic Pay NHS	1	9	0	0.06	0.27	0.00	-0.22
Recovery Notional SMP NHS	1	14	1	0.06	0.43	0.67	-0.37
SMP Recovery	1	14	1	0.06	0.43	0.67	-0.37
SMP Total	1	14	1	0.06	0.43	0.67	-0.37
AfC Long Recruit Retain PAY NHS	15	41	0	0.85	1.25	0.00	-0.39
OMP Pay NHS	0	13	1	0.00	0.40	0.67	-0.40
Short Term Enh Prot PAY NHS	0	16	0	0.00	0.49	0.00	-0.49
AfC On Call PAY NHS	35	90	4	1.99	2.74	2.68	-0.75
Employer Specified WTD NHS	1,638	3,200	100	93.28	97.47	67.11	-4.19

AfC High Cost Area PAY NHS	950	2,090	65	54.10	63.66	43.62	-9.56
Total (all elements)	5,869	10,009	431	334.23	304.87	289.26	29.35

Working Patterns by Ethnicity (Average FTE and Full-time / Part-time Split)

Gender	Average FTE	% Full-time	% Part-time
Ethnically Diverse	0.93	77	23
White	0.86	56	44
Ethnicity Not stated	0.91	74	26
Total	0.89	64	36

% of adverts available for full time and part time

	Adverts	% of total adverts
Full time	1,386	77
Part time	496	28

Appendix G – Staff Group and Role Structure Analysis

Theme: Occupational distribution

Purpose: To explain how staff group composition affects pay outcomes.

Included here (full tables and figures):

- Average Hourly Pay and Ethnicity Composition by Staff Group (Trust Average Shown for Comparison)
- Number of roles within staff group which are up to band 7 or band 8a and above
- % of roles within staff group which are up to band 7 or band 8a and above

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Average Hourly Pay and Ethnicity Composition by Staff Group (Trust Average Shown for Comparison)

Staff group	Average hourly rate (£)	% Ethnically Diverse	% White	% Ethnicity Not Stated	Total staff
Medical and Dental	£55.98	55%	31%	14%	209
Additional Professional Scientific and Technical	£29.87	26%	72%	2%	561
Healthcare Scientists	£26.13	64%	36%	0%	11
Allied Health Professionals	£25.33	22%	76%	1%	578
Nursing and Midwifery Registered	£24.79	41%	57%	2%	1,372
Administrative and Clerical	£22.14	27%	70%	2%	1,256
Students	£17.99	50%	50%	0%	14
Estates and Ancillary	£16.70	29%	71%	0%	28
Additional Clinical Services	£15.87	38%	58%	3%	1,159

Trust total	£23.96	34%	63%	3%	5,188
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Average Hourly Pay and Ethnicity Composition by Staff Group (Trust Average Shown for Comparison)

Staff group	ED average hourly rate (£)	White average hourly rate (£)	Difference (£ per hour, ED – White)
Medical and Dental	£56.8	£58.4	-£1.6
Administrative and Clerical	£20.8	£22.5	-£1.7
Healthcare Scientists	£24.6	£28.8	-£4.2
Estates and Ancillary	£16.0	£17.0	-£1.0
Nursing and Midwifery Registered	£24.0	£25.3	-£1.3
Allied Health Professionals	£23.2	£25.9	-£2.7
Additional Clinical Services	£15.8	£15.8	£0.0
Additional Professional Scientific and Technical	£28.4	£30.5	-£2.0
Students	£19.0	£17.0	£1.9
Trust total	£23.1	£27.8	-£4.7

Number of roles within staff group which are up to band 7 or band 8a and above

Staff group	Bands 2-7	Bands 8a – 9	Total roles
Additional Professional Scientific and Technical	321	239	560
Healthcare Scientists	8	3	11

Allied Health Professionals	495	83	578
Nursing and Midwifery Registered	1228	144	1372
Administrative and Clerical	1011	234	1245
Students	14		14
Estates and Ancillary	28		28
Additional Clinical Services	1136	2	1138
Trust total	4241	705	4946

% of roles within staff group which are up to band 7 or band 8a and above

Staff group	Bands 2-7	Bands 8a – 9
Additional Professional Scientific and Technical	57	43
Healthcare Scientists	73	27
Allied Health Professionals	86	14
Nursing and Midwifery Registered	90	10
Administrative and Clerical	81	19
Students	100	0
Estates and Ancillary	100	0
Additional Clinical Services	100	0
Trust total	86	14

National Professional Registration Rates (2025)

Profession	% of registered ethnically diverse clinicians
Art Therapists	15
Audiologists	16
Dentists	38
Dietitians	15
Drama Therapists	15
Music Therapists	15
Nurses (all types)	38
Occupational Therapists	13
Orthoptists	29
Paramedics	5
Pharmacy technicians	19
Pharmacists	59
Physiotherapists	20
Podiatrists	11
Qualified clinical psychologists	12
Qualified doctors	45
Radiographers	40
Social workers	32
Speech and Language Therapists	10

Appendix H – Intersectional Analysis

Theme: Intersection of ethnicity with other characteristics

Purpose: To provide additional analytical context without overloading the main paper.

Included here (full tables and figures):

- Mean and Median pay by ethnicity and Gender

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Mean and Median pay by ethnicity and Gender

Ethnic Origin Grouping	Female – Avg (£)	Female – Median (£)	Male – Avg (£)	Male – Median (£)
Asian	£23.10 (4 th)	£20.30 (5 th =)	£32.08 (2 nd)	£24.95 (2 nd)
Black	£21.56 (5 th)	£20.44 (4 th)	£23.06 (6 th)	£20.82 (6 th)
Mixed	£21.42 (6 th)	£20.30 (5 th =)	£26.56 (5 th)	£23.03 (5 th)
Not Stated	£24.32 (2 nd =)	£21.92 (1 st =)	£39.86 (1 st)	£34.83 (1 st)
Other	£24.32 (2 nd =)	£21.92 (1 st =)	£26.69 (4 th)	£23.07 (4 th)
White	£24.48 (1 st)	£21.92 (1 st =)	£27.50 (3 rd)	£24.94 (3 rd)