

**HIF Board**  
**27 February 2024**

Title:	Ethnicity Pay Gap Report 2023 (HIF)
Responsible Director:	Angela Gillett
Author:	Equality, Diversity and Inclusion Manager

Purpose of the report and summary of key issues:	<p>Gender Pay Gap data and reporting is mandated as part of the NHS England EDI Improvement Plan from 2024 and is in line with our commitment on closing gaps in workplace inequalities between our Black, Asian and Minority Ethnic (BME) staff and White staff. The Company is reporting a 8.26% ethnicity pay gap, meaning that based on an average hourly rate White colleagues are paid 8.26% more than BME colleagues. This gap is a decrease on 2022, which was 14.02%.</p> <p>The figures also demonstrate that the Company has a 3.42% median ethnicity pay gap in 2023, which means that the median rate is lower for BME colleagues. This figure is also a decrease in comparison to 2022, which saw a median ethnicity pay gap of 8.94%</p>	
<p>BAF Risk:</p> <p><b>Please tick any BAF risks which apply</b></p> <p>→</p>	<p>AIM 1: To be an outstanding place to work</p> <p>BAF1.1 to be an outstanding place to work <input checked="" type="checkbox"/></p> <p>BAF1.2 To be an inclusive employer where diversity is celebrated and valued <input checked="" type="checkbox"/></p> <p>AIM 2: To work with partners to deliver integrated care</p> <p>BAF2.1 To improve population health and wellbeing, provide integrated care and to support primary care <input type="checkbox"/></p> <p>BAF2.2 To be an active partner in population health and the transformation of health inequalities <input type="checkbox"/></p> <p>AIM 3: To deliver high quality care</p> <p>BAF3.1 and 3.4 To provide outstanding care and outstanding patient experience <input type="checkbox"/></p> <p>BAF3.2 To provide a high quality service <input checked="" type="checkbox"/></p> <p>BAF3.3 To provide high quality care to children and young people in adults community services <input type="checkbox"/></p> <p>BAF3.5 To provide high quality public health 0-19 services <input type="checkbox"/></p> <p>AIM 4: To ensure clinical and financial sustainability</p> <p>BAF4.1 To continually improve services we provide to our population in a way that are more efficient <input checked="" type="checkbox"/></p> <p>BAF4.2 and 4.3 To provide high quality care and to be a financially sustainable organisation <input type="checkbox"/></p> <p>BAF4.4 To be financially stable to provide outstanding quality of care <input type="checkbox"/></p>	
	Corporate Risks	No risks to note
	Report History:	Presented to HIF Board
	Recommendation:	The Board are requested to approve this report for publication on their public website and also to agree to the action plan included.

## Ethnicity Pay Gap at Harrogate Integrated Facilities



### 1. Ethnicity pay gap reporting

Diversity and inclusion are fundamental to the success of an organisation; in the service it provides and in creating a fair, diverse and inclusive environment for its workforce.

Research shows that organisations with diverse workforces and inclusive cultures perform better because they benefit from having a range of lived experiences and deeper understanding and viewpoints in the room. This in turn promotes diverse, creative and innovative decision-making.

The culture of an organisation also depends on these values; a place where people are proud to work, where they feel valued, recognised and supported to develop their true potential.

Gender Pay Gap data and reporting is mandated as part of the NHS England EDI Improvement Plan from 2024 and is in line with our commitment on closing gaps in workplace inequalities between our Black, Asian and Minority Ethnic (BME) staff and White staff.

The disclosure of diversity data, such as ethnicity, is optional for staff. The data used in this report is based on a snapshot of data from 31 March 2023 for colleagues who have chosen to disclose their ethnicity.

Our mean ethnicity pay gap shows the difference in average pay between BME colleagues and White colleagues and takes into account all roles at all levels within Harrogate Integrated Facilities (HIF). This is different to the concept of equal pay i.e. the comparison in pay received by BME and White colleagues performing the same roles at the same grade.

The Company pays the majority of staff who transferred on the 1st March 2018 on the Agenda for Change scale, any staff engaged in post since 1st March 2018 are paid on a scale comparable to Agenda for Change. Added to which all staff who fall below the Living Wage are in receipt of a top up payment. By using Agenda for Change and the HIF shadow scale provides assurance that equal pay for equal work is recognised i.e. someone entering the band 3 scale with the same level of qualification and experience would be paid the same irrespective of ethnicity, they would then have the opportunity to progress up the pay scale annually.

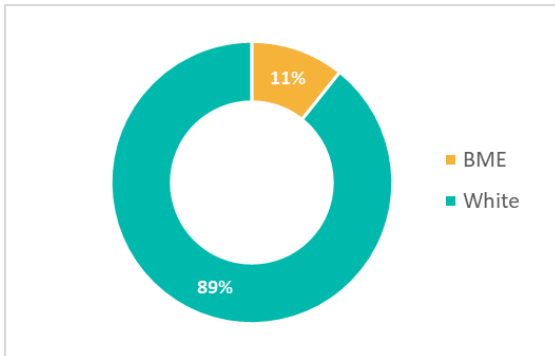
The report will provide a breakdown of:

- Mean ethnicity pay gap in hourly pay.
- Median ethnicity pay gap in hourly pay.
- Proportion of White and BME colleagues in each pay quartile.
- Mean bonus ethnicity pay gap.
- Median bonus ethnicity pay gap.

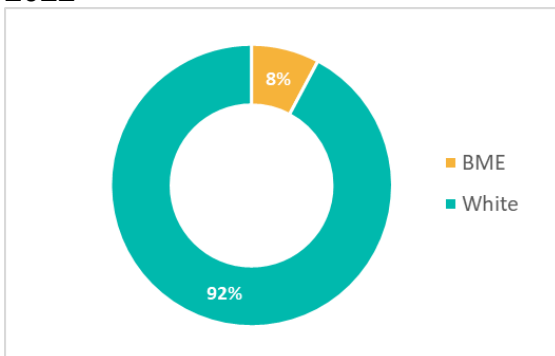
## 2. Company Position

Staff eligible for inclusion in the report as at the 31<sup>st</sup> March 2023 was 261 (excludes those on career break, maternity, adoption leave) The workforce ethnicity split at the time was as follows, BME – 28, White – 233.

2023



2022



## 3. Definitions and scope

The Ethnicity Pay Gap is a measure that shows the difference in average earnings between BME colleagues and White colleagues across an organisation

The report is based on rates of pay for the financial year 2022/23. It includes all workers in scope at 31 March 2023. A figure above zero indicates an Ethnicity Pay Gap disadvantageous to BME colleagues; a minus figure indicates the ethnicity pay gap disadvantageous to White colleagues.

The Ethnicity Pay Gap is described in two different terms. Firstly, the difference between the mean of hourly rates of White colleagues and the hourly rates of BME colleagues and secondly as the difference between the median of hourly rates of White colleagues and the median hourly rates of BME colleagues.

Mean and Median

- The "mean" is an average of all hourly rates of pay.
- The "median" is the middle value in a complete list of all hourly rates of pay.

#### 4. Mean and median ethnicity pay gap in hourly pay

Ethnicity	Mean Hourly Rate 2023	Median Hourly Rate 2023	Mean Hourly Rate 2022	Median Hourly Rate 2022
White (£)	13.94	12.70	12.76	11.73
BME (£)	12.78	12.26	10.97	10.68
Difference (£)	1.15	0.43	1.79	1.05
Pay Gap %	8.26	3.42	14.02	8.94

As shown the Company is reporting a 8.26% ethnicity pay gap, meaning that based on an average hourly rate White colleagues are paid 8.26% more than BME colleagues. This gap is a decrease on 2022, which was 14.02%.

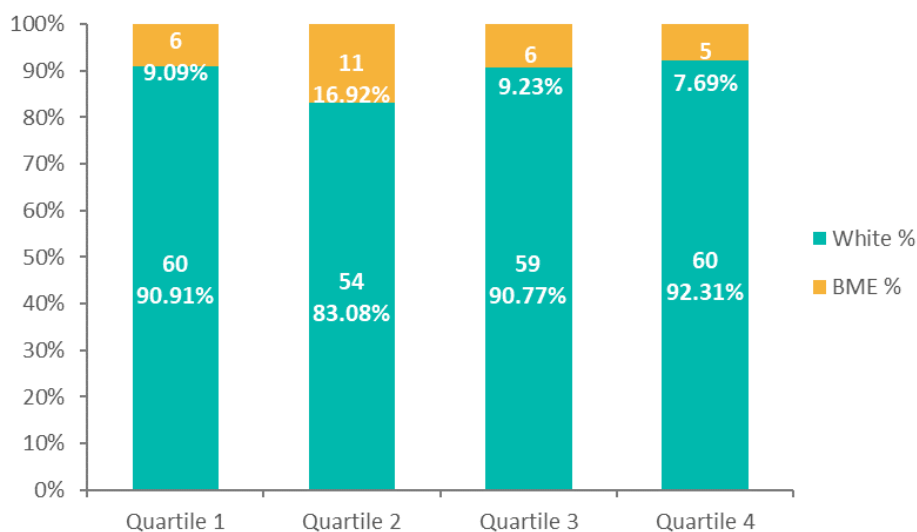
The figures also demonstrate that the Company has a 3.42% median ethnicity pay gap in 2023, which means that the median rate is lower for BME colleagues. This figure is also a decrease in comparison to 2022, which saw a median ethnicity pay gap of 8.94%

As can be seen in the company profile, the percentage of BME colleagues has seen a small increase in proportion in 2023 in comparison to 2022.

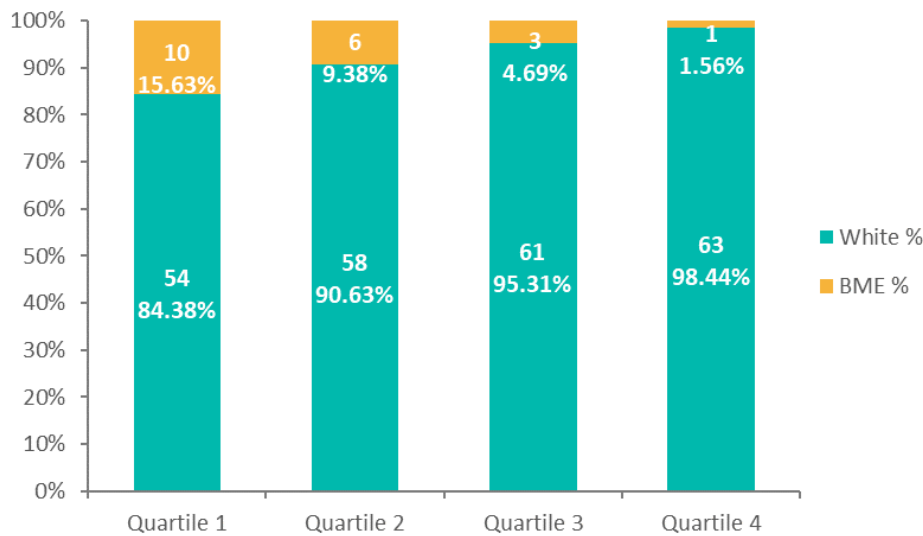
#### 5. Proportion of White and BME colleagues in each pay quartile (1 is low, 4 is high):

The graph below shows that the highest proportion of white colleagues is found in the upper quartile, this is 92.31%, however this is a decrease from 98.44% in 2022. This equates to 26% of the overall white workforce. In contrast it can be seen that the highest proportion of BME colleagues has moved from the lowest quartile in 2022 to the lower middle quartile in 2023. 11 BME colleagues are within the lower middle quartile and this equates to just over a third of the overall BME workforce.

2023



2022



## 6. Mean and median bonus ethnicity pay gap across 12 months to the 31 March 2023

The Company currently only pays a bonus in the form of long service awards which is a £40 bonus paid to both White and BME colleagues in recognition of 25, 30, 35, 40 and 50 years' service. As the Company has been in existence for 5 years as at 31<sup>st</sup> March 2023, this will account for staff who have continuous service from their service with HDFT. As this bonus is paid out at an equal level to all employees it has no influence on the figures.

The Long Service Awards were postponed in 2021/22 due to Covid and were awarded to employees in November 2022, along with the Long Service Awards for 2022/23. The two consecutive years are therefore reported in the 31 March 2023 Ethnicity Pay Gap report.

In 2023 there were 10 long service awards, 10 White colleagues, 0 BME colleagues.

All long service awards carry the same financial value of £40 meaning that the ethnicity bonus gap would be zero.

## 7. Summary and next steps in reducing the ethnicity pay gap

The data in this report is based on those who have chosen to disclose their ethnicity.

We acknowledge there is a lot more to do to continue making improvements and bring positive changes for our BME colleagues, and to welcome a more diverse workforce to HIF.

Further workforce analysis is required to continue efforts in reducing the ethnicity pay gap and identifying patterns and trends within service areas, departments and occupations. Positive actions include:

- 'At our Best' work streams focussing on recruitment, progression and culture.
- Encourage the take up of shared parental leave, job-share and part-time working and promote flexible working arrangements in vacancies including part-time, job share, compressed hours, home working etc.

- Promote training and education including unconscious bias training as part of the First Line Leaders programme and Pathway to Management.
- Continue to listen to the lived experiences of the BME and Ally Staff Network, engage with and value their expertise.
- Encourage staff to feel confident in declaring their ethnicity status on ESR.
- Develop talent pipeline and encourage conversations with staff to discuss progression/promotion and goal setting through annual review processes.