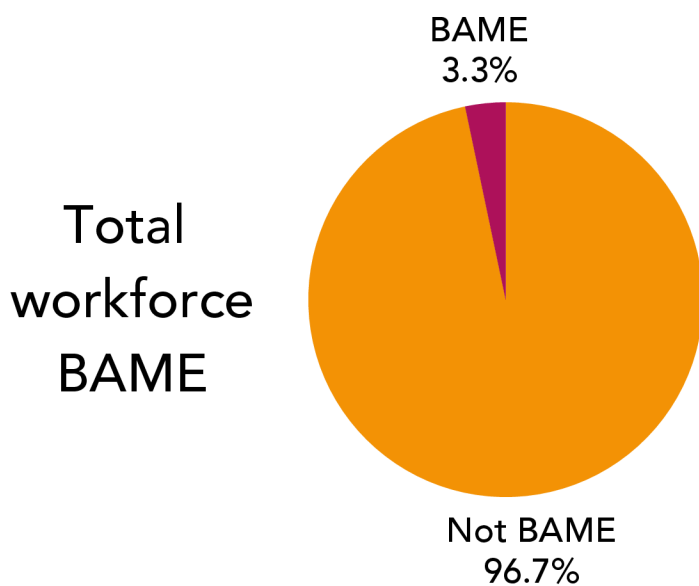# Ethnicity and Disability Pay Gaps 2024

We are publishing our ethnicity and disability pay gaps as analysing pay information is one way we can identify and investigate disparities in the average pay between different groups in the workforce. It helps us to understand whether unjustifiable disparities exist and in turn, gives us an evidence base from which to develop an action plan
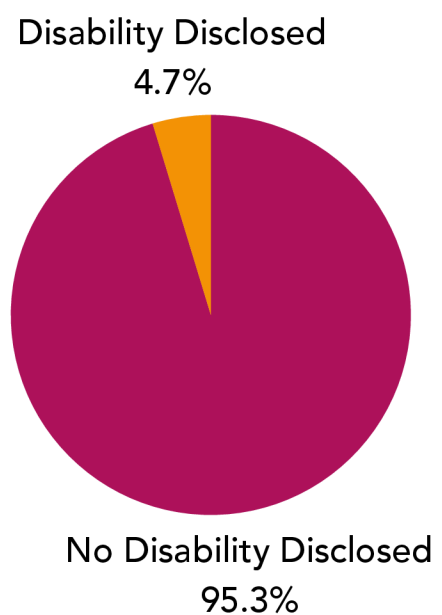
Our ethnicity pay gap is a measure of the difference between White British and other ethnic groups' average earnings of colleagues across the organisation on a given date*

BAME
3.3%

Total workforce BAME

Not BAME
96.7%

The representation of minority ethnic employees within the organisation is consistent with the local population rate, indicating proportional representation.

The disability pay gap is the difference between the average earnings of non-disabled colleagues and disabled colleagues across the organisation on a given date.*

Total workforce Disability Status

Disability Disclosed
4.7%

No Disability Disclosed
95.3%

As of the snapshot date of 5 April 2024, 3.3% of our workforce identified BAME and 4.7% identified as disabled.

*Colleagues who marked 'prefer not to say' or 'not known' in these categories were not counted in the calculations.

National Median Gaps

Pay gap based on the median average is the most reliable and widely used measure of pay equality.

Ethnicity Median 14.8%

Disability Median 17.2%
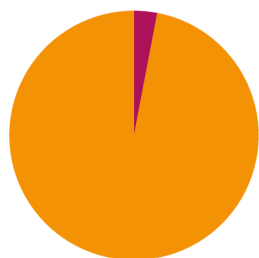
Ethnicity Pay Gap

Median
-3.17%

Mean
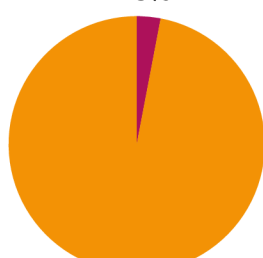**-54.5**

Lower Pay Quartile
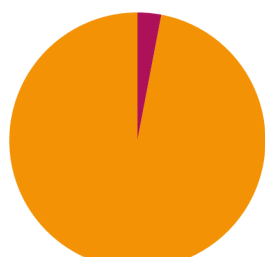
BAME 3%

Not BAME 97%

Lower Middle Pay Quartile
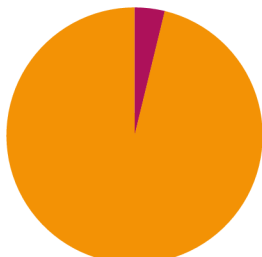
BAME 3%

Not BAME 97%

Upper Middle Pay Quartile

BAME 3%

Not BAME 97%

Upper Pay Quartile
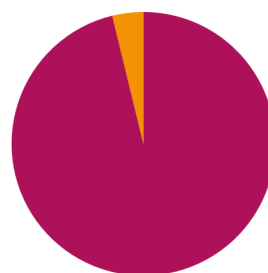
BAME 3.8%

Not BAME 96.2%

Disability Pay Gap

Median
-9.73%

Mean
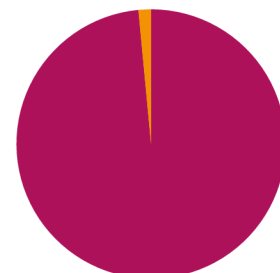**-0.29**

Lower Pay Quartile

Disability Disclosed 3.8%

No Disability Disclosed 96.2%
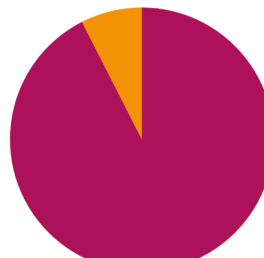
Lower Middle Pay Quartile

Disability Disclosed 1.5%

No Disability Disclosed 98.5%
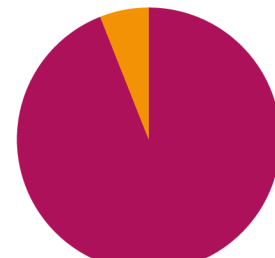
Upper Middle Pay Quartile

Disability Disclosed 7.5%

No Disability Disclosed 92.5%

Upper Pay Quartile

Disability Disclosed 6%

No Disability Disclosed 94%

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