

Ethnicity pay gap project in Manchester: Learnings and reflections

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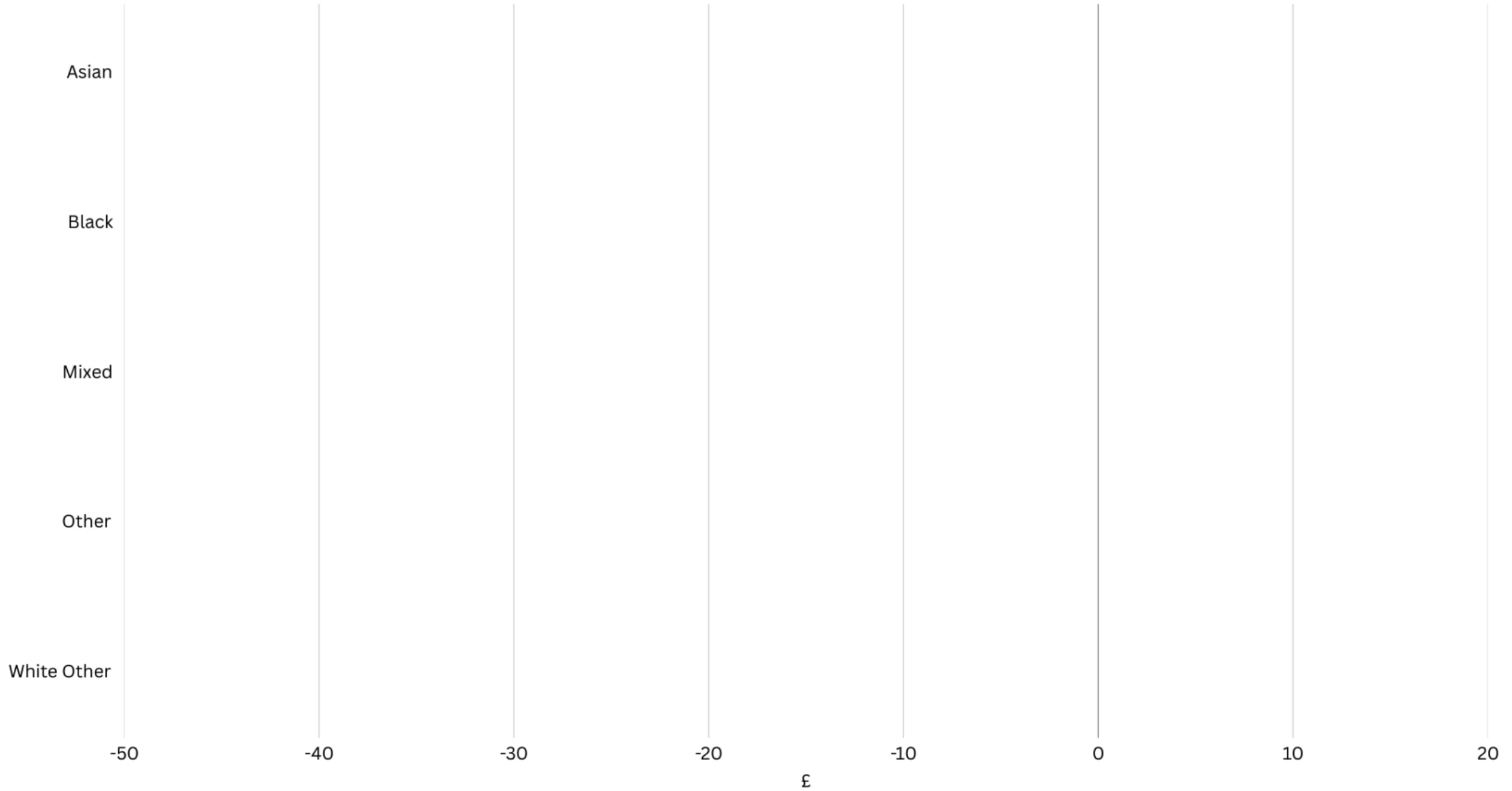
#RHORoadshows

Mean Pay Gap 2024 vs 2023

● 2024 ● 2023



Mean Pay Gap 2025 - Clinical

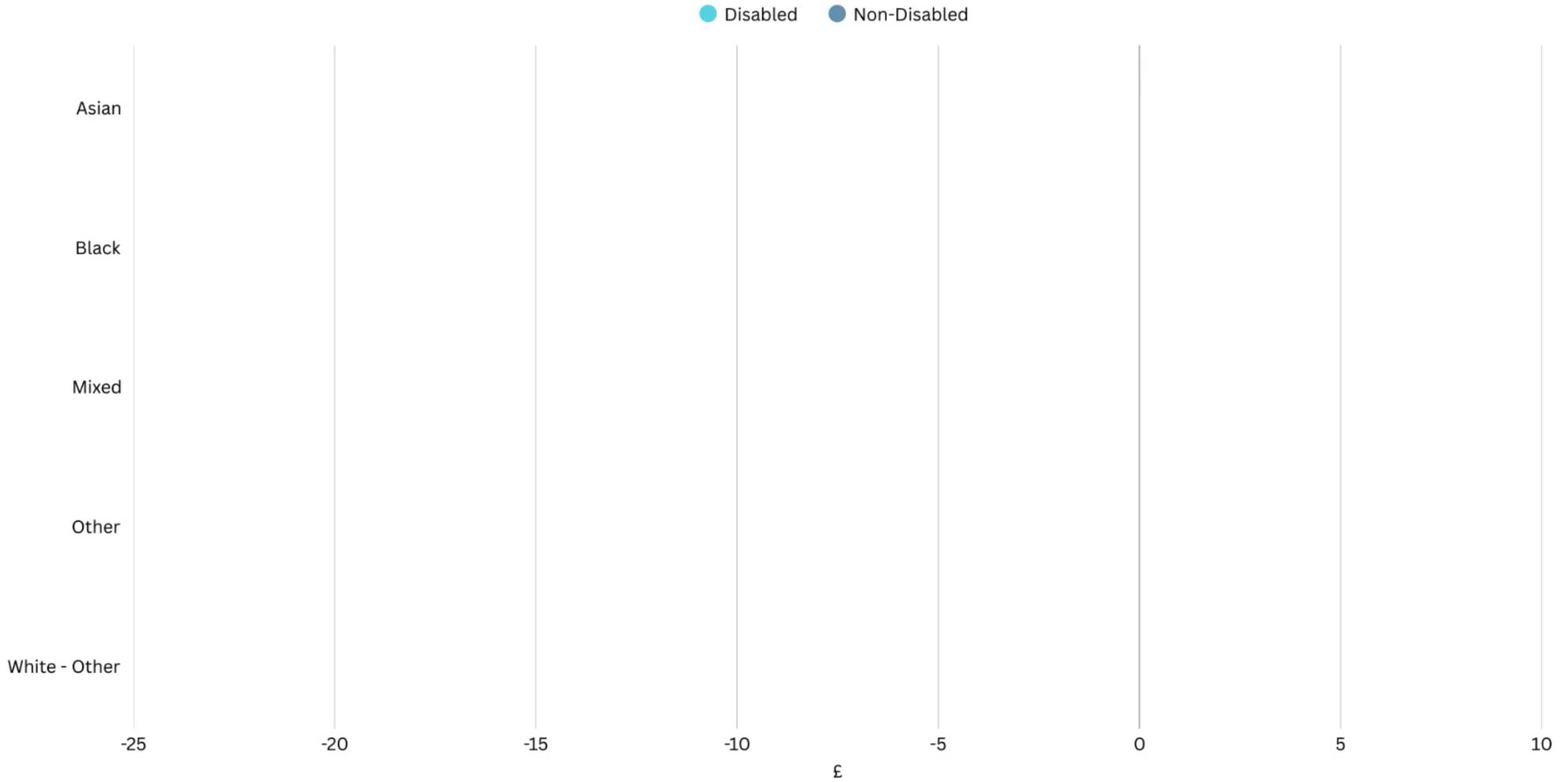


Mean Pay Gap Ethnicity x Sex

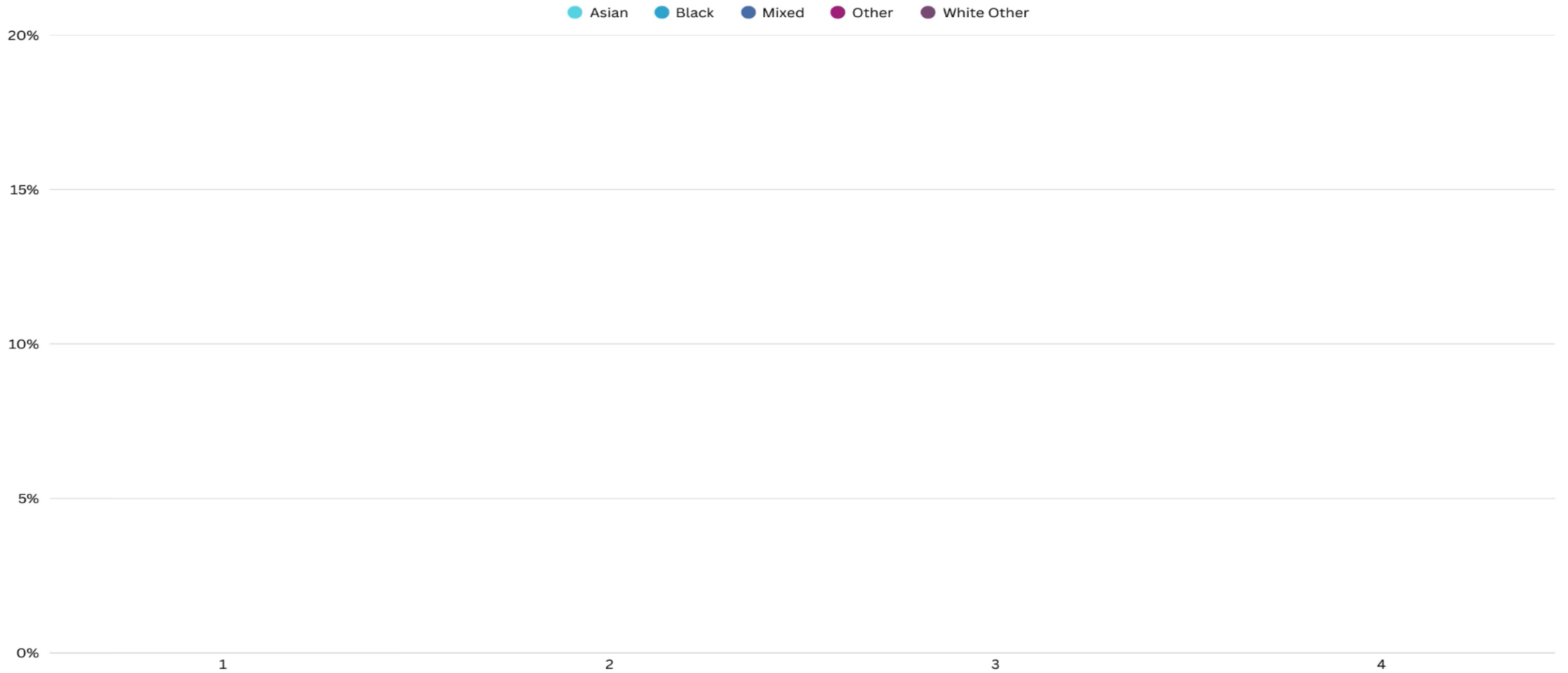
● Female ● Male



Mean Pay Gap Ethnicity x Disability Status



Pay Quartiles



What does this mean in real terms?

Black staff overall pay gap of £6.67 per hour:

- They would need to work an extra hour every day just to earn the same daily wage as their White British peers.
- For a parent that £6.67/hour gap could mean not affording after-school clubs, school uniforms, or birthday gifts.
- The cost of a daily bus, train, or tram fare in Greater Manchester.

Mixed male staff in clinical roles pay gap of £20.75 per hour:

- Over a 10-year career the gap adds up to £76,360 — enough to:
 - Buy a house in some parts of Greater Manchester.
 - Start a business.
 - Retire years earlier.

Disabled staff from Other Ethnic groups overall pay gap of £3.45 per hour

- Over a year (46 working weeks), the gap becomes £5,952.40 — enough to:
 - Cover a year's rent in Greater Manchester.
 - Pay for mobility aids or accessibility modifications.
 - Fund a professional qualification or training programme.



What does this mean in real terms?

Knowing you are paid less per hour than your peers — not because of performance, but because of race — can lead to:

- Burnout, disengagement, and mental health strain.
- Feeling undervalued, invisible, or excluded — especially in organisations that claim to champion inclusion.

This is not just a statistical issue — it's about fairness, dignity, and opportunity.

It's not just unequal pay — it's unequal recognition, unequal opportunity, and unequal voice.

The gap isn't just about a few missed promotions — it reflects systemic barriers in recruitment, progression, and retention.

The pay gap reflects more than hourly rates — it's about who gets promoted, mentored, and retained.

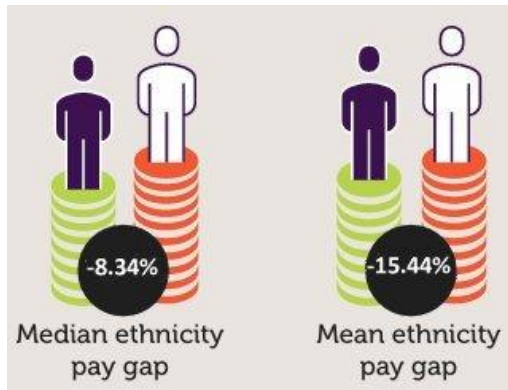
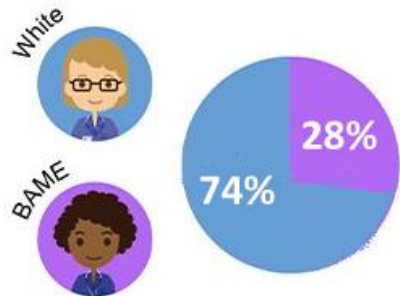
This is not just about pay — it's about life chances.

Ultimately, the result is quality-of-life gap.

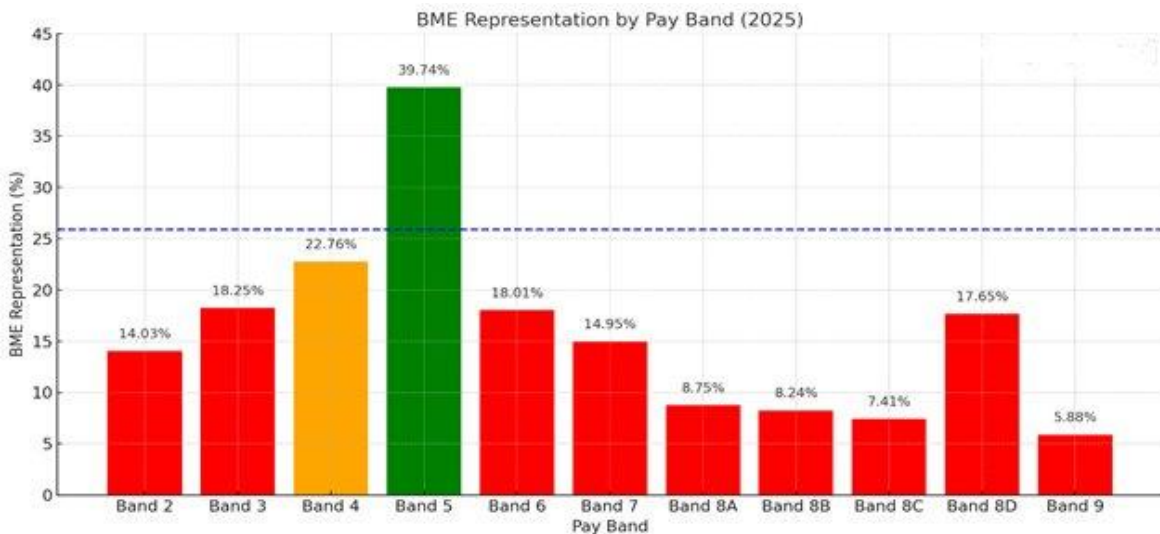


ELHT Ethnicity Pay Gap & Workforce Race Equality

The Trust's Ethnicity Profile



The "Leaky Pipeline" is Evident and Severe



The overall average hourly pay shows BAME staff earn more (£21.41 vs £18.55 White). This is misleading.

	Average of Average Hourly Rate			
Ethnic Group	ELHT	Agenda for Change (AfC) Band 1-9	Very Senior Managers (VSM)	Medical & Dental
BAME	£21.41	£16.73	£49.35	£39.17
White	£18.55	£17.47	£66.25	£47.88
Variance	£-2.86	£0.73	£16.90	£8.71
Pay Gap	-15.44%	4.19%	25.50%	18.19%

Staff Group	BAME	White	Variance	Pay Gap%
Add Prof Scientific and Technic	£20.93	£21.50	0.58	3%
Additional Clinical Services	£13.38	£13.35	-0.03	0%
Administrative and Clerical	£14.74	£15.49	0.75	5%
Allied Health Professionals	£18.56	£21.79	3.23	15%
Estates and Ancillary	£13.81	£13.00	-0.81	-6%
Healthcare Scientists	£21.67	£23.43	1.76	8%
Nursing and Midwifery Registered	£18.59	£21.42	2.83	13%
Students	£14.53	£17.02	2.48	15%
Grand Total	£16.73	£17.47	0.73	4%
Total	21.41	18.55	-2.86	-15%

HIDDEN MISOGYNOIR: The Aggregation Trap in Ethnicity Pay Reporting

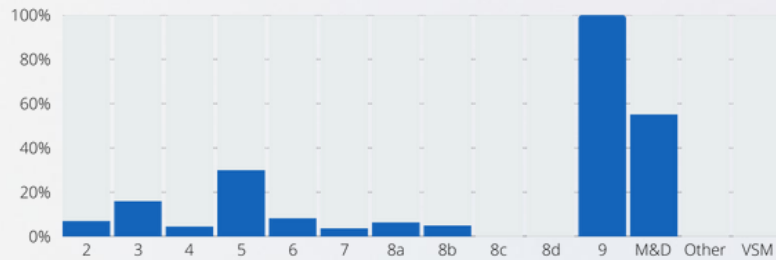
Hannah Chandisingh, Head of Equality, Diversity and Inclusion at Pennine Care NHS FT // Dataset: University Hospitals of Morecambe Bay 2022

Mandated ethnicity pay reporting alone **masks** the gap for global majority women - **especially nurses and midwives.**

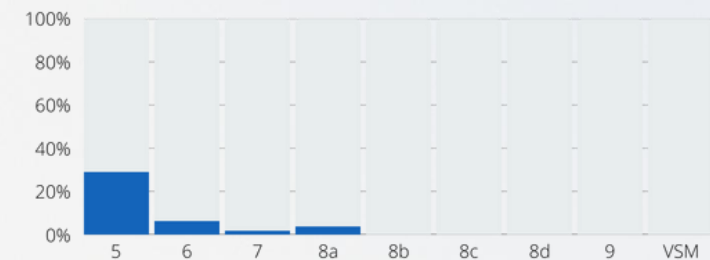
Data must be **disaggregated** and **triangulated** or we risk abandoning those who often have the least institutional power.

	Asian	Black	Mixed heritage	Another ethnic background
The earnings of colleagues from these backgrounds are:				
Mean pay gap in hourly pay	39.8% higher	15.3% higher	9.4% higher	2.4% higher
Median pay gap in hourly pay	13.2% higher	8.9% higher	8.4% higher	7.0% higher

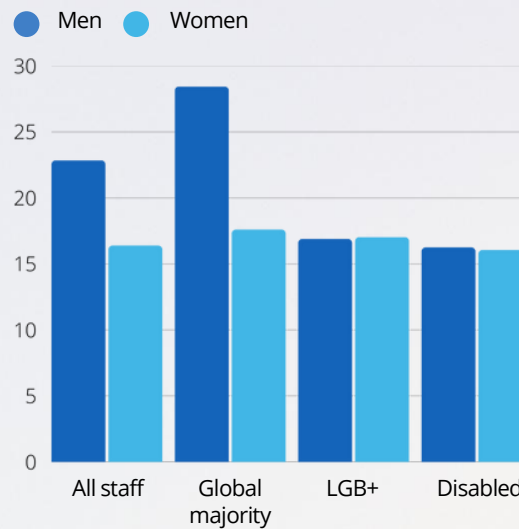
Proportion of global majority staff in each pay band - clinical roles (%)



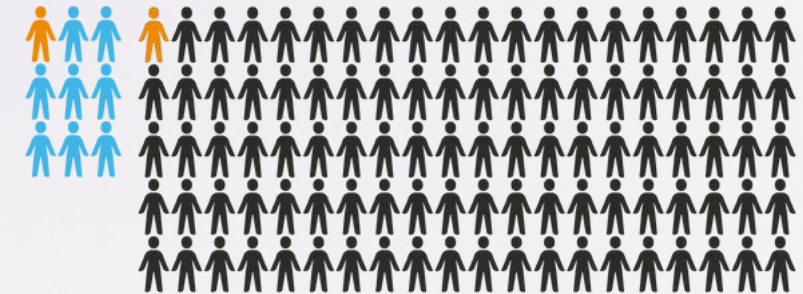
Proportion of global majority registered nurses in each pay band (%)



Average hourly rate (£)



The Sticky Floor: The Race Disparity Ratio in Nursing and Midwifery Career Progression



1 in 9 white nurses progressed from Bands 1-5 to Bands 8a, compared with **1 in 18** global majority nurses.

White nurses were **13.8x** more likely to progress.

30% of Band 5 nurses were from the Global Majority (Black African/Caribbean, South Asian or Filipino) - and more than 90% were women.

Calls to action

- Consider producing an ethnicity pay gap report for your organisation
- Go beyond basics – disaggregate your data, ethnic group, by gender, and disability
- Triangulate the data with WRES, PSED, EDS report, etc.
- Use this data to create targeted actions.

