

Ethnicity pay and progression gap project

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#RHORoadshows

Diversity is an asset

- The NHS is very diverse
- 216 nationalities work in the NHS

Staff group	Head count
GMC Registered international medical and dental graduates	110,732
NMC Registered international nurses and midwives	200,362
HCPC Registered international professionals	49,262



NHS workforce: December 2024 data

Ethnicity	Headcount	Percentage
White	1012079	66.0%
Mixed	34646	2.3%
Asian	222987	14.5%
Black	140463	9.2%
Chinese	10273	0.7%
Other	51079	3.3%
Not stated	46242	3.0%
Unknown	15034	1.0%
Total	1532803	100.0%

- 30% of NHS staff are from an ethnic minority background
- 14.5% are Asian and 9.2% are Black



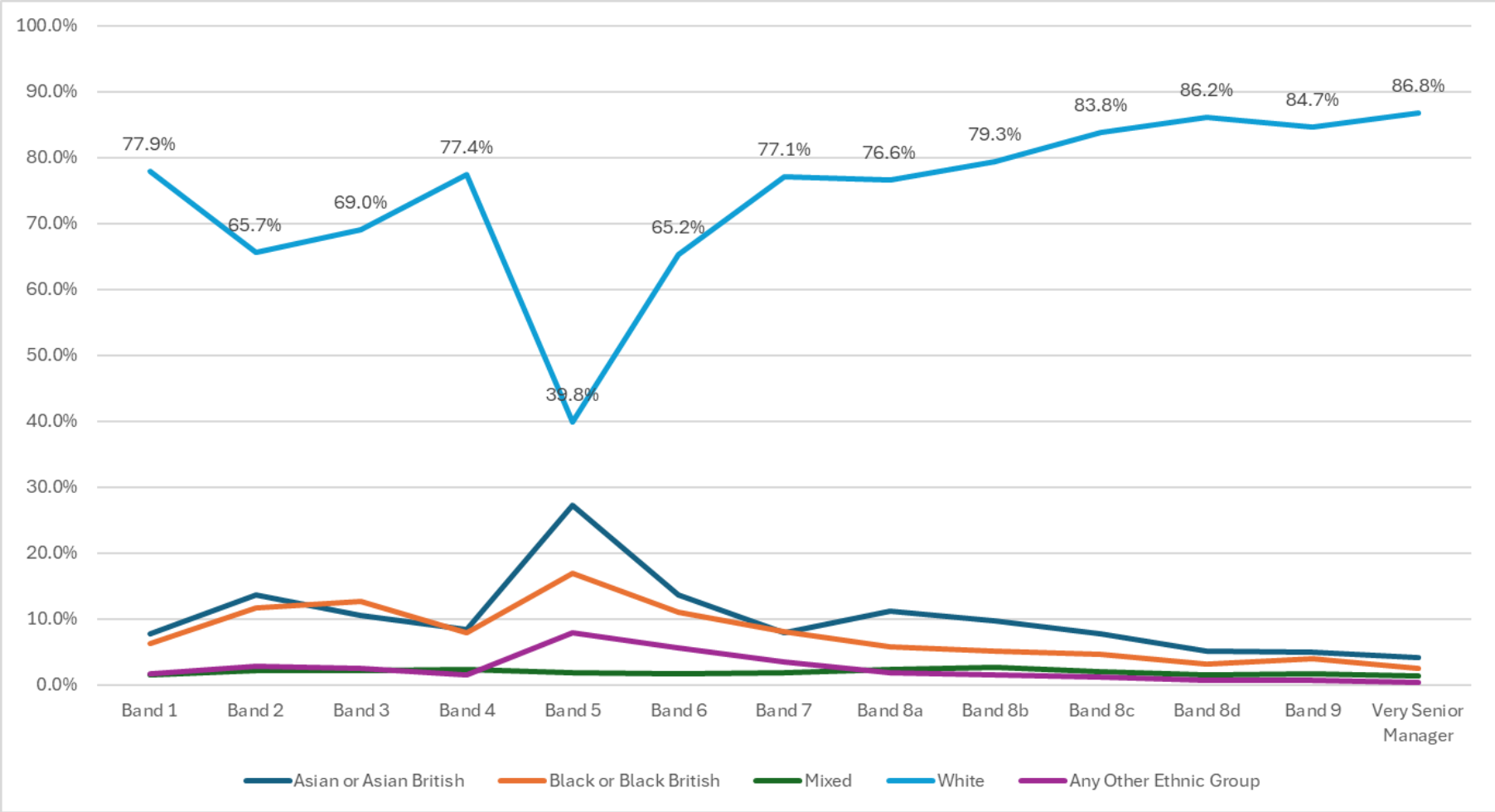
NHS workforce: Over time

Ethnicity	Sep-15	Dec-24	Headcount increase	Percentage increase
White	902622	1012079	109457	12.1%
Mixed	16120	34646	18526	114.9%
Asian	94741	222987	128246	135.4%
Black	59729	140463	80734	135.2%
Chinese	5956	10273	4317	72.5%
Other	21215	51079	29864	140.8%
Not stated	41898	46242	4344	10.4%
Unknown	8857	15034	6177	69.7%
Total	1151138	1532803	381665	33.2%

There were 261,687 more ethnic minority staff in December 2024 compared to September 2015



Ethnicity of NHS staff by pay bands December 2024

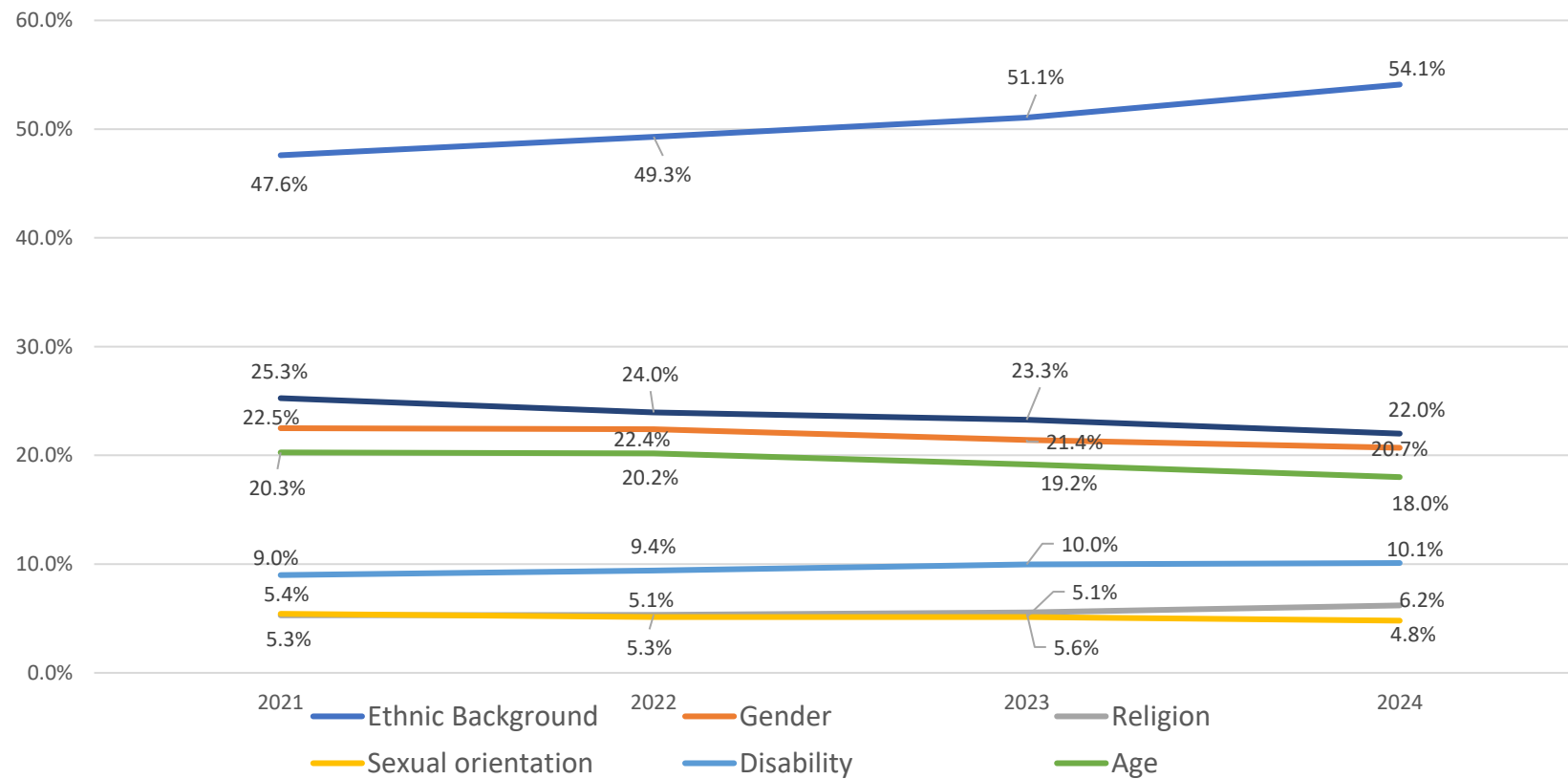


The higher you go up the AfC pay bands, the lower the proportion of staff from an ethnic minority background.



2024/25 NHS Staff Survey

Question 16c: In the last 12 months, what were the perceived reasons for discrimination at work?



Project team

- Owen Chinembiri (Assistant Director - Workforce, NHS RHO)
- Prof Carol Woodhams (Co - Project Lead, University of Surrey)
- Prof Doyin Atewologun (Co- Project Lead, CEO Delta Alpha Psi Ltd)
- Prof Giuseppe Moscelli (Economist, University of Surrey)
- Dr Nicola Burton-Brown (Quantitative Analyst, University of Surrey)
- Dr Anne-Marie Baker (Senior Consultant, Delta Alpha Psi Ltd)
- Dr Nabeela Kajee (Consultant, Delta Alpha Psi Ltd)



Overview of the Problem

- Key findings indicated that the proportion of BME people in the NHS workforce continues to rise. 28.6 per cent of the workforce
- Although the percentage of representation of BME staff at very senior manager (VSM) level has increased from 11.2 per cent to 12.7 per cent since last year, the largest representation of BME staff is at Agenda for Change (AfC) band 5 at 42.3 per cent.
- BME staff are finding it harder to progress than their white counterparts
- Ethnic pay gap (EPG) reporting not mandatory
- NHS Trusts show wide variation in gaps, and where data is collected, by ethnic group.
- Gaps differ by occupation, gender, and seniority
- Causes poorly understood
- How this review will create new insight.



Project stages

- Literature review (existing research and policy context)
- Quantitative analysis of ESR and NHS Staff Survey data
- Qualitative research (interviews, focus groups and mini case studies)
- Synthesis into conclusions and evidence-based recommendations
- Practical resources and support based on 'what works'
- Throughout: Steering and stakeholder group engagement
- Seven regional workshops to launch.



Scope of analysis

- ESR data (2009–2025): covers the entire NHS workforce (≈ 1.3 million staff)
- Quantitative analysis: ethnicity \times migrant status, promotions, mobility, part-time work, leadership diversity
- Qualitative research: staff interviews & focus groups across occupations, ethnic groups and other identities
- Case studies: up to six examples of good practice informed by our work with various Trusts
- Staff Survey data: three Trusts (best practice, mid, poor) analysed over three to five years to link workplace culture and pay gaps



Values and principles

- Rigorous, independent, evidence-based research
- Intersectional perspective: such as ethnicity, gender, and migrant status. Not regarding ethnic minority as single category.
- Transparency and engagement with stakeholders
- Commitment to actionable policy recommendations



Timelines

- July 2025 – March 2027 project duration
- Literature review: early stage
- ESR data analysis: throughout
- Interviews and focus groups: mid-project from early 2026
- Final synthesis and reporting: December 2026



Summary

- Address knowledge gaps in NHS ethnic pay disparities
- Combine large-scale data with lived experiences
- Deliver evidence-based, practical solutions
- How can you get involved?



How to get involved

Thank you for your interest in the
Ethnicity Pay Gap Programme

