

Ethnicity Pay Gap Report (March 2026)

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Introduction

Submitting Ethnicity Pay Gap data or producing a report is not a statutory requirement in the same way as the Gender Gap reporting.

As part of Royal Devon's ongoing commitment to inclusion (as per our Trust values) we have created this report to ascertain if there is a difference between the average pay for our colleague's dependant on ethnicity for the third year in a row.

The data in this report is based on a snapshot taken on 31st March 2025. Throughout this report, when data is labelled "2026" this refers to the year of publishing our pay gap report (so the data is from 2025).

The pay gap is different from equal pay. Equal pay is covered by the Equality Act 2010, and requires all employers to pay the same for work of equal value

Executive summary

Due to the recording of ethnicity status not being mandated on ESR, there will be colleagues missing from the data due to the Trust having 11.5% of staff not having an ethnicity recorded on ESR¹, Our Workforce Race Equality Standard (WRES) report details at which bandings and staff groups this unknown data is more prevalent, whilst this report gives an overall view at each banding. In order to improve our data to the level of national benchmarking (4.3% unknown as of 2025 reporting²) there needs to be an ongoing and multifaceted approach to foster an environment where staff feel safe enough to record this data, while understanding what this data is used for, who will have access and being able to exercise their right not to disclose this personal information.

This Ethnicity Pay Gap Report contains a number of elements:

- Mean ethnicity pay gap
- Median ethnicity pay gap
- Quartile distribution
- Bonus pay gap
- Comparison to previous year
- Source of pay gap

The pay gap based on the median average is the most reliable and widely used measure of pay equity. When the pay gap is measured using the mean average, this allows "outliers" at either end to distort the measure.

¹ Workforce Race Equality Standards (WRES) Report 2025

<https://www.royaldevon.nhs.uk/media/frijzles/royal-devon-wres-report-2025.pdf>

² <https://www.england.nhs.uk/publication/nhs-workforce-race-equality-standard-2024-data-analysis-report-for-nhs-trusts/>

Average hourly rates

The below is expressed relative to the earnings of White staff members

BME hourly rate is		
6.42% HIGHER (mean)		3.93% HIGHER (median)
Unknown ethnicity hourly rate is		
5.77% HIGHER (mean)		1.24% HIGHER (median)
Pay quartiles		
How many ethnicities are in each quarter of the employer's payroll.		
Top quartile		
76.27% White	11.69% BME	12.04% Unknown
Upper middle quartile		
75.23% White	14.25% BME	10.52% Unknown
Lower middle quartile		
74.24% White	13.32% BME	12.44% Unknown
Lower quartile		
83.76% White	7.63% BME	8.61% Unknown

The above data shows that both the mean and median hourly rate is higher for BME staff and staff with an unknown ethnicity when compared to White staff.

The below pay gaps are expressed relative to the earnings of White British staff members, a negative number means that the average earnings of that ethnic grouping are higher than White British staff

Ethnic origin grouping	Mean Hourly Rate	Median Hourly Rate	Median Pay Gap %
White British	£21.15	£18.66	
White Other	£22.13	£18.66	-0.01%
Asian or Asian British	£22.04	£19.20	-2.92%
Black or Black British	£21.76	£19.09	-2.34%
Mixed or Multiple ethnic groups	£26.59	£21.14	-13.29%
Other ethnic group	£26.35	£21.53	-15.39%
Unknown	£22.50	£18.89	-1.23%

As we can see from the above groupings all other ethnicities have a higher median hourly rate compared to White British staff. Those of other and mixed ethnic groups have the highest average hourly rate, please note there are under 100 staff members with an ethnicity of 'Other'.

Bonus Pay

The below is expressed relative to the earnings of White staff members

BME bonus pay is		
2.69% HIGHER (mean)		21.31% HIGHER (median)
Unknown ethnicity bonus pay is		
32.24% LOWER (mean)		39.35% LOWER (median)
Who receives bonus pay		
1.45% of White staff	1.28% of BME staff	0.33% of unknown staff

Please note that due to the small numbers of unknown staff receiving bonus pay, these figures should be interpreted with caution

Comparison with previous year

Mean average for hourly rate of pay

	2025	2026	% change
BME	£21.26	£22.64	6.50%
White	£19.88	£21.28	16.18%
Unknown	£19.37	£22.50	7.03%

Median average for hourly rate of pay

	2025	2026	% change
BME	£18.14	£19.39	6.90%
White	£17.52	£18.66	6.49%
Unknown	£16.74	£18.89	12.83%

Quartiles

Quartile	% change from 2025		
	White	BME	Unknown
Top	-2.43%	-0.78%	3.21%
Upper middle	-3.03%	1.74%	1.29%
Lower middle	-0.42%	1.49%	-1.07%
Lower	-1.59%	1.46%	0.13%

Pay gap differences - mean

	2025	2026	% change
BME	-6.98%	-6.42%	-0.56%
Unknown	2.53%	-5.77%	8.30%

Pay gap differences - median

	2025	2026	% change
BME	-3.57%	-3.93%	0.36%
Unknown	4.46%	-1.24%	5.70%

We can see that all ethnic groupings have increased their mean and median average hourly rate compared to last year. The median pay gap has slightly increased for White staff compared to BME colleagues and the median pay gap between White staff and those with unknown ethnicity has reduced

Source of pay gap

Excluding consultants

As we know from our Gender Pay Gap reporting, pay gaps are largely driven by consultant pay, below is a comparison of the pay gap when we remove consultants from the analysis

RDUH Excluding consultants				
	Hourly rate average		Mean pay gap %	
	Mean average	Median average	Mean pay gap %	Median pay gap %
White	£19.38	£17.87		
BME	£20.38	£19.09	-5.17%	-6.85%
Unknown	£20.60	£18.66	-6.31%	-4.41%

We can see that excluding consultants from the analysis lowers the pay gap between BME and White staff for the mean and increases the pay gap for the median. Excluding consultants increases the pay gap in the mean and median for staff of an unknown ethnicity compared to White staff.

AfC banding

As with previous years reporting we have examined the pay gap by AfC banding, due to some of the small numbers of staff in each banding, particularly at both ends of the spectrum, please see below staff numbers for context:

	White	BME	Unknown	Total
Band 1	38	6	0	44
Band 2	4129	909	753	5791
Band 3	7391	1063	609	9063
Band 4	2659	149	96	2904
Band 5	5110	2400	2046	9556
Band 6	6000	707	499	7206
Band 7	3639	210	175	4024
Band 8a	1164	49	45	1258
Band 8b	308	7	9	324
Band 8c	161	5	7	173
Band 8d	77	4	2	83
Band 9	38	0	6	44

The below table examines the mean and median pay gap of BME staff compared to White staff by AfC banding:

	Mean pay gap %	Median pay gap %
Band 1	0.40%	-10.00%
Band 2	-5.95%	-9.61%
Band 3	-6.93%	-8.13%
Band 4	1.40%	8.27%
Band 5	-8.58%	-5.38%
Band 6	5.76%	11.29%
Band 7	1.37%	0.00%
Band 8a	3.59%	0.00%
Band 8b	-5.06%	-8.36%
Band 8c	-1.46%	-2.95%
Band 8d	0.16%	0.64%
Band 9		

Action planning

Ethnicity Pay Gap reporting remains more complex in nature than Gender Pay Gap reporting for a number of reasons. Gender is mandated on ESR, which means we have overall data which reflects the workforce, whereas we have a much lower sharing rate on ethnicity on ESR which makes the data less reliable. Overall, we can see a positive trend in our data, but there remains a concern around representation at senior management and leadership roles.

The reporting is also complex as the median pay gap does not reflect the full story, it is clear from looking at data from a banding level that you can begin to see where the issue around lack of representation lies. Band 4 is a supervisor level role, Band 6 is a first step management role and Band 8a and above are leadership positions. Viewing the data from the perspective of leadership and management at banding levels allows us to action plan more effectively. Currently at Band 8b and above there are only 16 individuals who identified as being from a BME background across the organisation, representing a much smaller percentage of our overall workforce numbers for people from similar backgrounds.

It is proposed that our action planning must include leadership opportunities and support for people from a BME background at leadership levels and an understanding of barriers which are getting in the way of progress.