



# Ethnicity Pay Analysis Report 2025/2026

As of 31 March 2025 (snapshot date)

## Content

	<b>Page</b>
1. Introduction	3
2. Equality and our Values	3
3. Message from People Directorate	4
4. What this Audit covers	4
5. Our Workforce Ethnicity profile	5
6. Our Ethnicity Pay audit	6
6.1 The Mean and Median Ethnicity pay gap	6
6.2 Our Pay Quartiles	6
7. Conclusions	7

## 1. Introduction

The ethnicity pay gap is the difference in the average hourly wage of all white staff and all staff from ethnic minority groups across a workforce. If staff from ethnic minority groups do more of the lower banded jobs within an organisation, the ethnicity pay gap is usually bigger. High impact action 3 of the NHS England Equality, Diversity and Inclusion Improvement Plan requires NHS organisations to analyse pay gap data by protected characteristic and put improvement plans in place, starting with sex (Ethnicity), then race, and disability. This report is based on a snapshot of ordinary pay differences on 31 March 2025, and a workforce ethnicity profile of 8.2% from ethnic minority groups and 88.5% white.

Unlike Ethnicity Pay Gap reporting, there is no requirement to report on or submit Ethnicity Pay Gap data under the Equality Act (2010). While ethnicity pay reporting is voluntary, SCAS as with many employers have taken the initiative to report on ethnicity pay data.

A pay gap is not the same as unequal pay. Unequal pay means that employees performing equal work, or work of equal value, are not receiving equal pay. It is unlawful to discriminate both directly and indirectly against employees and people seeking work because of their race, including ethnicity. This includes paying an employee less or giving them terms and conditions which put them at a disadvantage because of their race.

An ethnicity pay gap is a measure of the difference between ethnic groups' average earnings across an organisation or the labour market as a whole over a period of time, regardless of role or seniority. It is not a like-for-like comparison of employees of different ethnicities. Even if an employer has a fair pay and reward policy, and even if it has equal pay, it could still have a pay gap.

## 2. Equality and our Values

At South Central Ambulance Service NHS Foundation Trust (SCAS) we are committed to promoting positive measures that eliminate all forms of unlawful or unfair discrimination on the grounds of age, marriage and civil partnership, disability, ethnicity, Ethnicity, religion/belief, sexual orientation, Ethnicity reassignment, domestic circumstances, social and employment status, political affiliation or trade union membership, HIV status or any other basis not justified by law or relevant to the requirements of the post.

The Trust, therefore, takes every reasonable step to ensure that individuals are treated equitably and fairly, with dignity and mutual respect, and that decisions in recruitment, selection, training, promotion and career management and the right to

request flexible working and service provision are based solely on objective organisational factors and job-related criteria.

Our Values Based behaviours:



### 3. Message from Chief People Officer

“We are pleased to publish our first Ethnicity Pay Report. While we have previously reported this data internally, we are proud to now share it publicly as part of our commitment to transparency and accountability.

This report reflects an accurate snapshot of our organisation as at 31 March 2025, and I confirm the information is correct.

We take race equality seriously and recognise the importance of understanding our data to drive meaningful change. We have identified clear actions to improve pay parity and will continue to build a fair and inclusive workplace for all.

We will undertake annual audits and publish our ethnicity pay data on our website in line with regulations, ensuring ongoing transparency and progress.”

**Danny Hariram, Chief People Officer/Deputy Chief Executive Officer**

## 4. What this Audit covers

The purpose of an Ethnicity pay gap audit is to focus on comparing the pay of Black, Asian & Minority Ethnic (BAME) and white employees and shows the difference in the average earnings.

This report provides information on the following indicators:

**Mean Ethnicity pay gap in hourly pay** – adding together the hourly pay rates of all BAME or white full-pay and dividing this by the number of BAME or white employees. The gap is calculated by subtracting the results for whites from results for BAMEs and dividing by the mean hourly rate for BAMEs. This number is multiplied by 100 to give a percentage.

**Median Ethnicity pay gap in hourly pay** – arranging the hourly pay rates of all BAME or white employees from highest to lowest and find the point that is in the middle of the range.

**Proportion of BAMEs and whites in each pay quartile** – ranking all of our employees from highest to lowest paid, dividing this into four equal parts ('quartiles') and working out the percentage of BAME and white staff in each of the four parts.

## 5. Our Workforce Ethnicity profile

In 2025 (as of 31st March) there were **4732 staff** on ESR payroll excluding volunteers, students, and any honorary positions. Last year it was 4738 (as of 31st March 2024), (-6) no significant change.

White= 4194 = 88.5%. Last year 88.1%

BAME= 387 = 8.2% Total workforce, Last year 6.7%. **Increase of 1.5% (76 Headcount)**

Not declared = 151 = 3.2%. Last year 4.9%, increase of 1.7% in declaration rate

We have surpassed our target of a 1.08% increase every year over 10 years. We have implemented via our Trac system (recruitment system) understanding how to use it effectively for monitoring performance at each stage of the recruitment process. In addition, we have implemented the Inclusive Recruitment programme to help attracting a more diverse workforce.

Table 1- Ethnicity split over last 2 years.

	2024	2025	% difference
<b>BAME</b>	<b>6.7%</b>	<b>8.2%</b>	<b>+1.5%</b>
<b>white</b>	<b>88.1%</b>	<b>88.5%</b>	<b>-0.4%</b>
<b>Unknown</b>	<b>4.9%</b>	<b>3.2%</b>	<b>-1.7%</b>

## 6. Our Ethnicity Pay audit

### 6.1 The Mean and Median Ethnicity pay gap

**Table 2** - Mean pay gap (hourly rate)

	<b>BAME</b>	<b>white</b>	<b>% Gap</b>
<b>Mean Ethnicity Pay Gap (hourly rate)</b>	£19.80	£19.27	-2.7%

The table above shows that BAME staff have a greater **Mean** hourly pay rate than white by a gap of 2.7%.

**Table 4** - Median pay gap (hourly rate)

	<b>BAME</b>	<b>white</b>	<b>% Gap</b>
<b>Median Ethnicity Pay Gap (hourly rate)</b>	£18.19	£17.00	-6.5%

The **Median** hourly pay is also greater for BAME staff by a gap of 6.5% as shown in the table 4 above.

### 6.2 Our Pay Quartiles

Pay quarters give an indication of our BAME staff representation at different levels of the organisation. This data ranks all our employees and dividing them into **four equal parts** or quartiles and calculating the percentage of BAME and white in each of the quartiles (by hourly pay rate). However, this does not include any Over-Time payment (only hourly pay rate not 'take home' pay) or which gender is taking more over-time. Table 7 below contains data that ranks all our employees from lowest (Quartile 1) to highest paid (Quartile 4). The percentage figures given are a breakdown of each quartile BAME/white split. The Ethnicity split overall for the Trust is 8.2% BAME and 88.5% white.

**Table 7** – Quartile proportions by gender and % pay differences

	<b>BAME</b>	<b>white</b>	<b>Difference</b>
<b>Gender Proportions in Pay Quartile 1</b>	7%	88%	<b>81%</b>
<b>Gender Proportions in Pay Quartile 2</b>	7%	91%	<b>84%</b>
<b>Gender Proportions in Pay Quartile 3</b>	10%	87%	<b>77%</b>
<b>Gender Proportions in Pay Quartile 4</b>	7%	89%	<b>82%</b>

There are more white staff across all the quartiles. The lowest margin of difference in quartile 3

## **7. Conclusion**

This is our first published Ethnicity pay report. Based on the data, there is no evidence of an ethnicity pay gap disadvantaging BAME staff in SCAS. Both mean and median hourly pay figures show a modest advantage for BAME staff, and their representation across pay quartiles is broadly proportionate to their overall workforce presence.

If anything, the data suggests relatively equitable pay distribution by ethnicity within the Trust. We will be able to get a better picture of pay equity as we compile more (longitudinal) figures in the coming years.