

Appendix 2. 3 year data comparisons

Total workforce:

	2022	2023	2024
Total number of staff	4938	3994	4446

Diversity of our workforce:

	2022	2023	2024
White ethnicities	71.2	70.8	61.0
All other ethnicities combined	28.8	29.2	39.0
Asian	5.1	5.9	5.44
Black	20.8	20.6	30.79
Mixed	2.4	2.1	2.23

Pay gaps:

	Mean			Median		
	2022	2023	2024	2022	2023	2024
All other ethnicities combined	2.42	2.50	3.35	0	0	0
Asian	-0.29	0.60	-0.24	-0.52	0	-0.84
Black	3.29	3.37	4.31	0	0.91	0.84
Mixed	2.13	2.24	1.68	0	0.91	-0.84

Diversity within quartile 4:

	2022	2023	2024
White ethnicities	68.8	71.2	64.72
All other ethnicities combined	31.2	28.7	35.28
Asian	7.86	7.71	7.83
Black	20.83	18.86	24.48
Mixed	1.94	1.42	2.16

Diversity within highest paid 10%:

	2022	2024	2025
White ethnicities	83.6%	86%	85.4%
All other ethnicities combined	16.4%	14%	14.61%
Asian	4%	3.3%	3.4%
Black	10.3%	9.4%	9.4%
Mixed	1.6%	0.5%	1.1%