

Appendix 1. Breakdown of different ethnicities

Calculations by different ethnic groups

Comparison of 'white ethnicities' with different ethnic groups:

Ethnicity	Mean hourly rate	Median hourly rate	Mean pay gap	Median pay gap
White ethnicities	£13.34	£12.83	-	-
Asian ethnicities	£13.30	£12.60	0.34%	0.0%
Black ethnicities	£12.72	£12.40	4.62%	1.59%
Mixed and multiple ethnic background	£13.08	£12.60	1.95%	0.0%

Representation of different ethnic groups in each pay quartile:

	White ethnicities		Asian ethnicities		Black ethnicities		Mixed ethnicities		Totals	
	No	%	No	%	No	%	No	%	No	%
Total workforce	2590	55.21%	271	5.78%	1705	36.35%	98	2.09%	4691	100%
Pay quartile 1 (lower)	703	59.93%	57	4.86%	387	32.99%	18	1.53%	1173	25%
Pay quartile 2 (lower middle)	534	45.52%	52	4.43%	555	47.31%	28	2.39%	1173	25%
Pay quartile 3 (upper middle)	626	53.37%	53	4.52%	459	39.13%	29	2.47%	1173	25%
Pay quartile 4 (upper)	727	62.03%	109	9.30%	304	25.94%	23	1.96%	1172	25%
Top 10%	367	78.25%	22	4.69%	69	14.71%	6	1.28%	469	10%

Diversity

Based on findings of the Skills for Care State of the adult social care sector and workforce in England 2025 report, diversity within our workforce remains greater than the sector average (55.2% compared to 64% white), which is noted already as more diverse than the population of England.

Within the adult social care sector, there was a particularly higher proportion of Black ethnic groups (21%) compared to the wider population (4%). This trend remained greater within our organisation, with Black staff representing 36.35% of our workforce.

Although there was no significant difference in the percentage of Asian staff within the sector and wider population (12% and 10% respectively), within our organisation there are notably less Asian staff (5.8%). The report also offers figures broken down by service type, as a more accurate comparison, where our percentage of Asian staff is more in line with the average (7% in 'community care').