

Ethnicity Pay Gap Report 2023

Summary of 2023 Data

The NASUWT Ethnicity Pay Gap (EPG) data indicates that the mean hourly pay rate for Black staff (£23.46 per hour) is slightly greater than the hourly pay rate for White staff (£22.65 per hour). There is a 3.24% ethnicity pay gap in terms of the median hourly pay rate between Black staff (£22.31 per hour) and White staff (£21.61 per hour). The Employer recognises that there are relatively low numbers of Black staff across the workforce especially at the more senior level. It is worth noting that there are a high number of employees that have not declared their ethnicity, particularly in the lower salary quartile. An action plan has been developed to address these issues and the key points are set out below.

Results

EPG 2023		
Black	Mean	£23.46
	Median	£22.31
White	Mean	£22.65
	Median	£21.61
EPG	Mean	3.58%
	Median	3.24%

EPG - Quartile Distribution 2023			
Quartile	Black	White	Not stated
Lower	5.49%	60.44%	34.07%
Lower Middle	16.48%	75.82%	7.69%
Upper Middle	8.79%	86.81%	4.40%
Upper	6.59%	85.71%	7.69%
TOTAL	9.34%	77.20%	13.46%

Action Plan

The NASUWT is taking a range of actions, and has:

- (i) Continued to progress the Anti-Racism Action Plan;
- (ii) A requirement for six monthly equality audits of recruitment outcomes;
- (iii) Anonymised shortlisting in the recruitment process;
- (iv) Equality training for recruitment and selection panel members;
- (v) Annual reporting of all aspects of employment including recruitment, training, career progression and exit;
- (vi) A committed to a publicity campaign setting out the employer's commitment to equality, inclusion and diversity and to ensuring that all staff feel safe whilst at work and are able to report it when they do not;

- (vii) Continued development and work of the Black staff forum, to identify actions that the employer can take to address issues affecting staff recruitment and retention and to ensure that Black staff's voices are heard, and where personal and professional advancement is possible;
- (viii) Developed new procedures for reporting and dealing with allegations of racial harassment;
- (ix) A formal review of pay and grading and job evaluation of all roles and salary differentials across the organisation;
- (x) A commitment to developing an individual performance and development framework, and career/learning pathways;
- (xi) A new Dignity at Work policy and procedures;
- (xii) Providing all staff with training in unconscious bias, tackling sexism and anti-racism, and line managers with training in inclusive recruitment practices
- (xiii) Commitment to further training and/or staff engagement needs on the topic of Dignity at work and creating an inclusive workplace.

Notes

Whilst there is no legal requirement to do so, the NASUWT has taken the decision to publish its Ethnicity Pay Gap report & Disability Pay Gap report alongside its Gender Pay Gap report.

The report above reflects the position in April 2023.

The Pay Gap calculation is based on an individual's hourly rate excluding any variable payments such as overtime or back pay and also any salary sacrificed as part of a wider remuneration strategy. However, the benefits that are accrued as a result of the salary sacrifice are not taken into account. The NASUWT has a number of salary sacrifice schemes including Childcare Vouchers, Pensions, Cycle to Work and Lease cars and the potential impact of this is illustrated below

Gross Pay	Originating Gross Pay	Gross Pay after salary sacrifice (pensions 8%)	Employer Contributions	Reported Pay Gap
Employee A	£25,000	£23,000	£6,475	8%
Employee B	£25,000	£25,000	£0	

Despite the fact that both employees receive the same gross pay, and Employee A has a higher total remuneration package, the statutory calculation treats Employee A as being paid 8% less than their colleague because employee contributions are made via salary sacrifice. This minimises the net cost to members. All other salary sacrifice schemes such as Childcare Vouchers, Cycle to Work and Lease Cars have the same effect. If the contributions

were made from net pay, at higher actual cost to the employee, then there would be no reported pay gap.