

**Liverpool Heart and Chest NHS  
Foundation Trust  
Ethnicity Pay Gap Report  
2025**

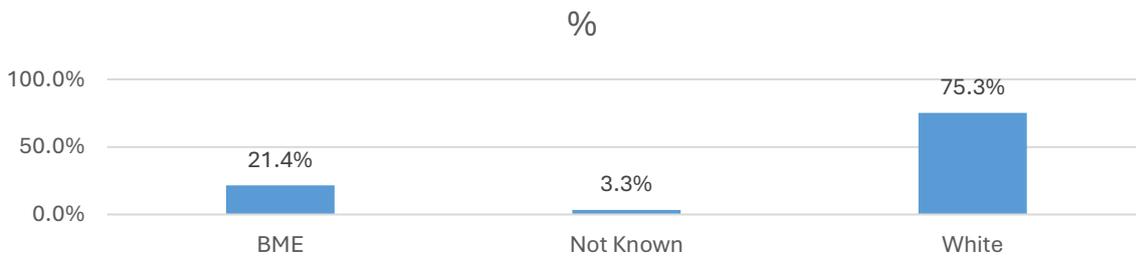
## Ethnicity Pay Gap report 31/03/2025

The following report provides Liverpool Heart and Chest ‘Ethnic Origin Pay Gap’ report using data from ESR at the snapshot date 31/03/2025. Ethnic Origin pay gap shows the difference in Mean (Average) and Median (Mid-point) pay between all staff in the workforce.

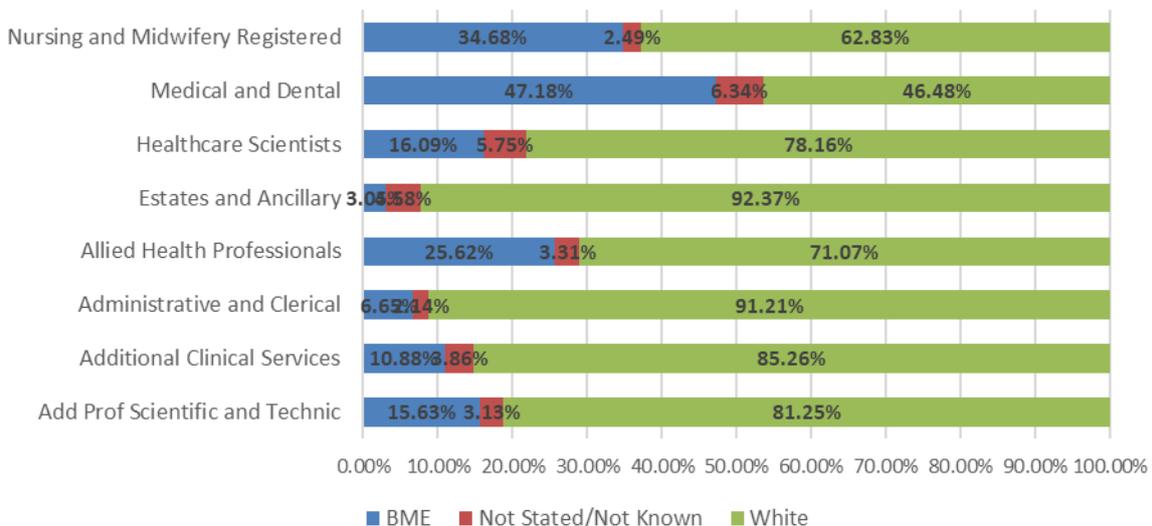
Data is based on 1926 eligible staff employed at LHCH at snapshot date of 31/03/2025 – 91.69% of staff in this sample are on Agenda for change terms and conditions, 0.93% Adhoc Payscales and 7.37% Medical Payscales. The highest proportion of staff within the Trust are ‘Registered Nursing’ staff who represent 33.49% of the Trust total. Grades have a set of paypoints for annual progression therefore the longer period of time that someone has been in a grade the higher their salary is likely to be.

### Ethnic Origin Breakdown at 31/03/2025:

Ethnic Origin Grouping Summary	Headcount	%
BME	413	21.4%
Not Known	63	3.3%
White	1,450	75.3%



### Ethnic Profile by Staff Group

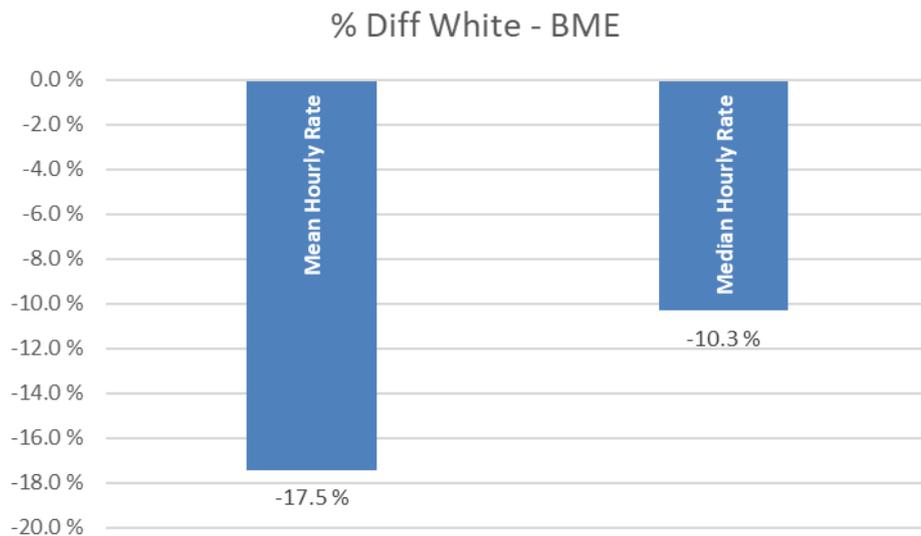


### Pay Gap – Ordinary Pay

Data is based on snapshot of all fully paid staff in March 2025 or Week 52 2025 for weekly paid staff (Bank staff).

BME Hourly Rate Gap is:	
<b>17.5% higher</b> than White which equates to £3.82 <i>(Mean)</i>	<b>10.30% higher</b> than White which equates to £1.93 <i>(Median)</i>

Ethnicity “Not known” Hourly Rate Gap is:	
<b>8.3% higher</b> than White which equates to £1.80 <i>(Mean)</i>	<b>7.00% higher</b> than White which equates to £1.30 <i>(Median)</i>



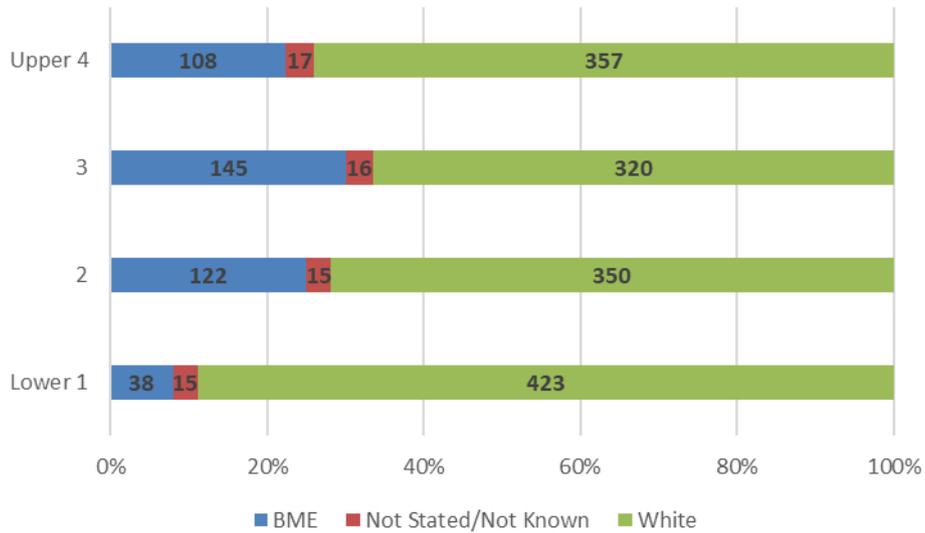
Mean (or average) is based on hourly rate of ordinary pay including Basic Pay, Allowances and Shift Premium pay.

Median (or mid pay) is based on hourly rate of ordinary pay including Basic Pay, Allowances and Shift Premium pay.

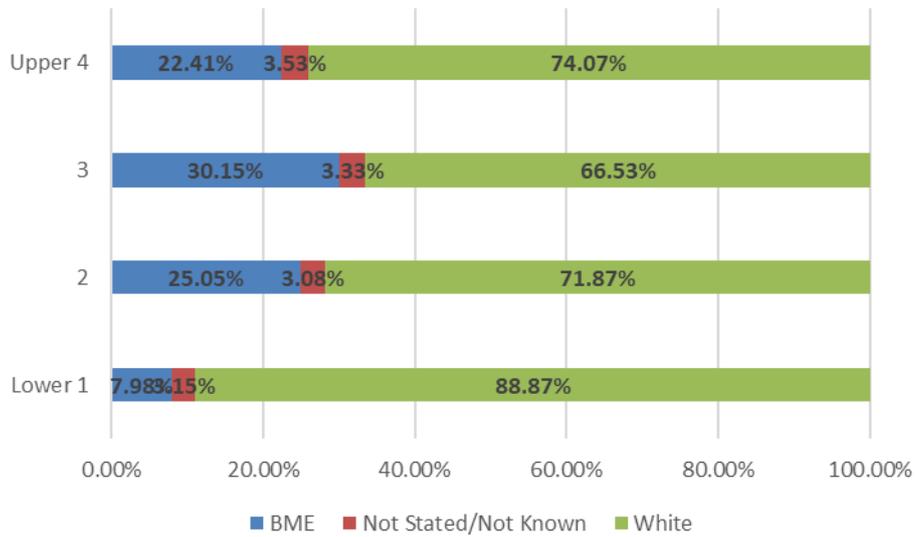
### Hourly Pay Quartiles:

An extract from ESR is used to rank staff in order of hourly pay. These are split into 4 quarters based on hourly pay groupings (Quartile 1 is the lowest). The following graph shows the Ethnic Origin split by Percentage's and Headcount for each of the quartiles.

Headcount:



%:



### Pay Bands:

The table below shows Pay Gap by Banding:

BME staff earn more than White staff in the following Bands		White staff earn more than BME staff in the following Bands	
Band	PayGap	Band	PayGap
Adhoc	10.29%	Band 3	3.21%
Band 2	10.53%	Band 4	4.08%
Band 5	1.20%	Band 7	0.69%
Band 6	2.72%	Band 8d	1.85%
Band 8a	2.02%	Band 9	100.00%
Band 8b	3.98%	Medical	8.57%
Band 8c	14.01%		

### Pay Gap Bonus Payments:

## Pay Gap – Bonus\* Payments

\*Only includes 'Clinical Excellence Awards' and 'Discretionary Points'

BME Bonus Pay Gap is:	
<b>12.64%</b> lower than White Staff (Mean)	<b>39.89%</b> lower than White Staff (Median)

(Data based on 20 White / 12 BME)

Who received Bonus Pay:	
<b>1.38 %</b> of White Staff	<b>2.91 %</b> of BME Staff

(Data based on 20 White staff out of 1450 / 12 BME staff out of 413)

If only including Consultant headcount as the Denominator the 'Who received Bonus Pay' % would be as below:

Who received Bonus Pay:	
<b>36.36%</b> of White Staff	<b>31.58 %</b> of BME Staff

(Data based on 20 White staff out of 55 / 12 BME staff out of 38)