

Manchester University NHS Foundation Trust

Ethnicity Pay Gap Report

2024-2025



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This report sets out the Manchester University NHS Foundation Trust's (MFT's) **Ethnicity Pay Gap** data for 2024-25, provides analysis of the data, and explains the actions being undertaken to address the gap.

The Ethnicity Pay Gap shows the differences in the average pay between Black Asian and Minority Ethnic (BME) and White working in the same organisation. The data in this report is based on the UK Government's methodology for calculating difference in pay between BME and White in the organisation.

The Ethnicity Pay Gap is calculated using the mean (average) and the median (the mid value of a range of values) earnings of BME and White expressed as a percentage of earnings. In reporting the Ethnicity Pay Gap a positive value indicates that the average pay for White is greater than for BME, whereas a negative value would indicate the opposite.

This report includes:

- An overview of the Ethnicity pay gap reporting requirements
- MFT Ethnicity pay gap data analysis
- MFT additional workforce Ethnicity pay analysis
- MFT response to Ethnicity pay gap data and priority actions

Public sector organisations must publish their **Ethnicity Pay Gap** information by the 30th of March each year using pay data from a snapshot a year before the reporting deadline.

The data in this report is reflective of a snapshot taken on:

- **31st March 2025**

The data sources for MFT's reporting against the Ethnicity Pay Gap reporting requirements are:

- **Electronic Staff Records (ESR)**
- **Trac Recruitment System**
- **MFT Clinical Excellence Awards (CEA) Portal**

Not included within the scope of MFT's Ethnicity Pay Gap reporting are:

- **Any member of staff not on Electronic Staff Record (ESR) or staff who are not on Retention of Employment (RoE) contracts managed through Sodexo**
- **Resident Doctors who are managed through the Lead Employer (St Helen's and Knowsley NHS FT)**
- **Volunteers**

The **Local Clinical Excellence Awards** (used to calculate Bonus pay) ceased to accept new applications as of April 1, 2024. Therefore, the data in this report only includes information for those receiving **National Awards** and includes data for individuals who received Local Awards before 2018, as they continue to receive them under protection.

Ethnicity pay gap reporting for 2024/25 has been introduced to help address ongoing differences in pay between employees from different ethnic backgrounds. It builds on the Equality Act 2010, which aims to prevent discrimination and promote fairness at work. Requiring large employers to report on ethnicity pay gaps increases transparency and encourages organisations to take action to reduce these gaps. This is in response to evidence showing that ethnicity pay gaps have changed very little over time. For MFT, this work supports the NHS Workforce Race Equality Standard (WRES), which uses data to identify barriers, improve inclusion, and support career progression for staff from ethnic minority backgrounds.

The ethnicity pay gap shows the difference in average pay between ethnic minority staff and white staff across an organisation. It is not the same as equal pay. Equal pay means paying people the same for doing the same or similar work, or work of equal value, and it is unlawful to pay someone less because of their ethnicity

Median Ethnicity pay gap – the difference between the median hourly rate of pay of, White full-pay relevant employees and that of BME full-pay relevant employees.

Mean Ethnicity pay gap – the difference between the mean hourly rate of pay of White full-pay relevant employees and that of BME full-pay relevant employees.

Bonus proportions – the proportions of White and BME relevant employees who were paid bonus pay during the relevant period.



For **Ethnicity** Pay Gap reporting, Clinical Excellence Awards (**CEAs**) local and national are considered as **bonus** pay. Only Medical and Dental Consultants are eligible for CEAs.

Median bonus gap – the difference between the median bonus pay, paid to white relevant employees and that paid to BME relevant employees.

Mean bonus gap – the difference between the mean bonus pay paid to White relevant employees and that paid to BME relevant employees.

Quartile pay bands – the proportions of White and BME full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.


The importance of inclusion is embedded into the NHS People Plan and our Trust's Strategy. In addition, the Trust has articulated the vision and priorities for improving EDI practice and health outcomes through the EDI Plan 2022-2026










The **Mean** figures will give a very good overall picture of the ethnicity pay gap but can be distorted by very large or small pay rates or bonuses. The **Median** figures, however, indicate the “typical” gap as it is not distorted by very large or small pay rates or bonuses. However, this means that not all ethnicity pay gap issues will be picked up. They could also fail to pick up as effectively where the ethnicity pay gap issues are most pronounced in the lowest paid or highest paid employees.




% The **percentage** of white and BME in each hourly pay quarter is designed to show the spread of employees across salary ranges.

%  The **bonus payment percentages** are intended to reflect the distribution of bonus payments made to White and BME colleagues

Mean (average) hourly pay
£  The **mean hourly rate** is the difference between the mean (average) hourly pay of white, and the mean (average) hourly pay of BME.

Mean (average) bonus pay
   The **mean bonus** is the difference between the mean (average) bonus pay paid to white, and bonus pay paid to BME employees.

Median (average) hourly pay
£  The **median hourly rate** is the difference between the median hourly pay for a white and the median hourly pay for a BME employees.

Median bonus pay
   The **median bonus** is the difference between the median bonus pay paid to white and the median bonus pay paid to BME employees.

Bonus Pay /Clinical Excellence Awards (CEAs)



Bonuses or Clinical Excellence Awards (Local and National) paid to each full-pay relevant employee within the pay period that includes your snapshot date. Bonus pay includes the **CEAs**. CEAs are recognition programs for NHS consultants in the UK, designed to reward and recognise those who have made outstanding contributions to patient care, medical practice, leadership and innovation within the NHS. They aim to acknowledge and celebrate the extra efforts made by consultants that go beyond their basic duties. There are **two types** of CEAs:

Local CEAs	National Clinical Impact Awards (NCIAs),
These are awarded by individual NHS trusts or health boards, based on contributions to the local level of healthcare service.	Formerly known as the National CEA, recognising senior NHS clinicians for significant national or international contributions to healthcare policy, research, or practice. They are granted by the Advisory Committee on Clinical Impact Awards (ACCIA).
The amount is paid as a as a lumpsum amount	The amount is paid Monthly
Once received stays with the recipient until retirement	All awards are held for 5 years and can be re-applied for a new award
Processed within the Trust through an application process evaluated by a panel committee	Externally processed – the Trust's involvement is limited to sending the application. A list is provided to the Trust to check for any disciplinary actions against the nominee; if any are found, they are not considered for an award.
No new applications will be accepted from 1st April 2024. However, those who received a local award before 2018 will continue to receive it, as it is protected.	Active and ongoing for 5 years from the date of receipt.

If a consultant applies and is successful for both awards , then the national award supersedes a local one. So the same individual cannot get both local and National CEAs

The Local Clinical Excellence Awards ceased to accept new applications as of April 1, 2024. Therefore, the data in this report only includes information for those receiving national awards and also includes data for individuals who received local awards before 2018, as they continue to receive them under protection.

Workforce Ranges

As of 31 March 2025, MFT Employed 31,649 Staff. Out of these **30.88%** were **Black Asian Minority Ethnic (BME)** and **60.68% White**.

This represented a 2% increase from previous year, rising from 28% to 30%.

Growth has been positive across both clinical staff (up by 3.2%) and nonclinical staff (up by 1.3%).

Overall Ethnicity Pay Gap

As of 31st March 2025, Ethnicity pay gap at MFT was at **2.41%**.

When we exclude the Medical and Dental employees from the calculation, the **gap increase to 15%**.

This is due to having higher percentage of BME workforce in the Medical and Dental group.

Mean Pay Gap

Overall **BME employees earn 97p for every £1** that **White employee** earn when comparing mean hourly pay.

BME employees mean hourly pay is **2.41% lower** than **White employees**.

Median Pay Gap

Overall **BME employee earn 98p** for every **£1** that **White employee** earn when comparing median hourly pay.

BME employee at MFT are **paid 2.30% less** median hourly pay than **White employee**.

Bonus Pay

When comparing overall MFT workforce, White employees remain more likely than BME employees to receive a CEA (bonus).

Focusing exclusively on White and BME consultants, who are the only employees eligible for CEAs, **21.72% of White** consultants **received bonus pay**, compared to **14.79% of BME consultants**, resulting in a **gap of 6.93%**

The **Local Clinical Excellence Awards ceased** to accept new applications as of **April 1, 2024**. Therefore, the data in this report only includes information for those receiving National Awards and includes data for individuals who received Local Awards before 2018, as they continue to receive them under protection.

Mean Bonus Pay

BME employees at MFT are paid **20.30% less** mean bonus pay than **White employees**.

When comparing mean hourly bonus pay, **BME are paid 79p** for every **£1 paid to White employees**.

Median Bonus Pay

BME employees received **33.33% less** median bonus pay than white employees. Overall **BME employees earn 67p** for every **£1** that **White employees** earn when comparing median bonus pay.

Quartile Pay Bands

Overall **BME employees occupy 27%** of the **highest paid jobs** and **35%** of the **lowest paid jobs**.

The middle pay quartiles (2 and 3) shows between 27% and 33% of BME employee occupying this quartile.

Snapshot Date: 31st March 2025

MFT Employed 31,649 Staff

Yearly Comparison (% of BME, White and Unknown in MFT)	
Ethnicity	2024-25
BME	9,773 (30.88%)
White	19,206 (60.68%)
Unknown	2,670 (8.44%)

The Black Minority Ethnic (BME) staff make up 31% of the overall MFT workforce. In comparison, white staff make up 61%. As of 31st March 2025, almost 10,000 staff who work for Manchester NHS Foundation Trust, have identified are from a Black Minority Ethnic community. This is almost 1/3 of the overall MFT workforce.



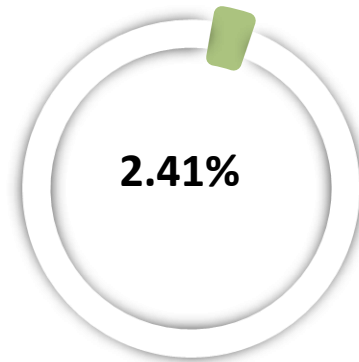
Snapshot Date 31st March 2025



The figures will usually be either a positive or negative percentage.

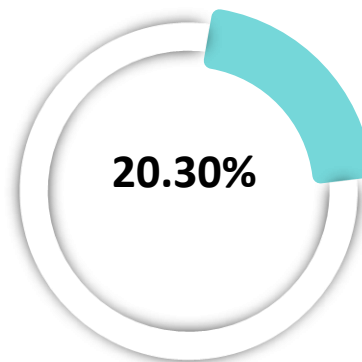
- A positive percentage shows that BME staff have lower pay or bonuses than white staff in your organisation.
- A negative percentage shows that white staff have lower pay or bonuses than BME staff in your organisation.
- A zero percentage shows that there is equal pay or bonuses between white staff and BME staff in your organisation.

**MEAN
HOURLY
PAY**



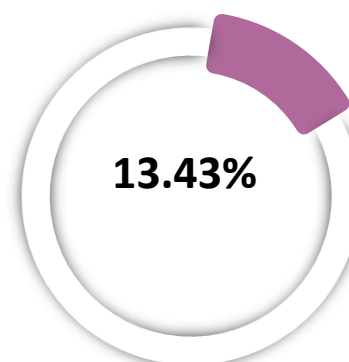
When using the mean (average), BME employees are paid **2.41%** less than White employees. For every **£1** a White employee earns, a BME employee earns **97p**.

**MEAN
HOURLY
BONUS**



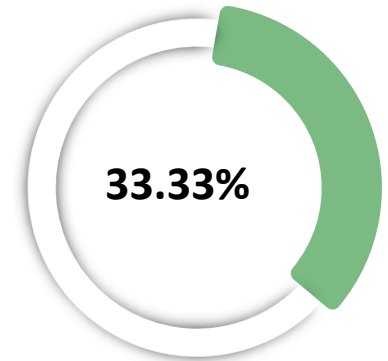
When using the mean (average), BME employee receive **20.30%** more in bonus pay than White employee. For every **£1** a BME employee receives in bonus pay, a White employee receives **£80p**.

**MEDIAN
HOURLY
PAY**



When using the median, BME employees are paid **13.43%** less than White employee. For every **£1** a White employee earns, a BME employee earns **86p**.

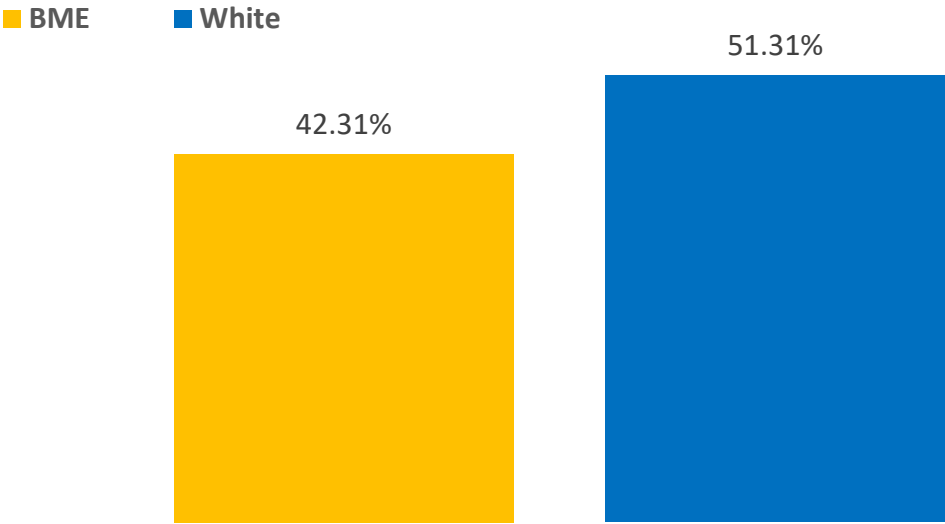
**MEDIAN
HOURLY
BONUS**



When using the median, BME employees receive **33.33%** less bonus pay than White employee. For every **£1** a White employee receives in bonus pay, a BME employees receives **67p**.

MFT Consultant Workforce by ethnicity – 2024-2025

The majority of the NHS workforce is covered by a transparent and fair pay system called Agenda for Change (AfC), helping to ensure that staff receive the same pay for the same work. The staff groups that are not covered by AfC are doctors, dentists, and very senior managers (VSMs).



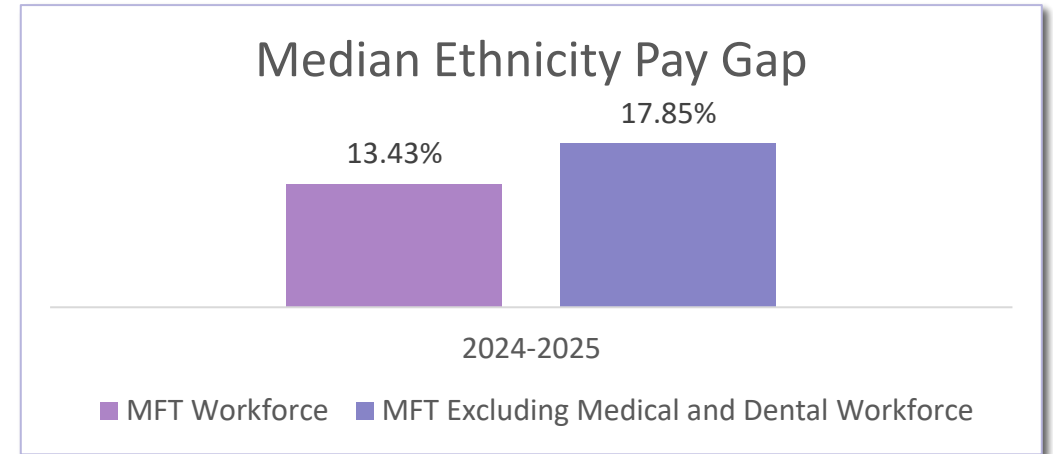
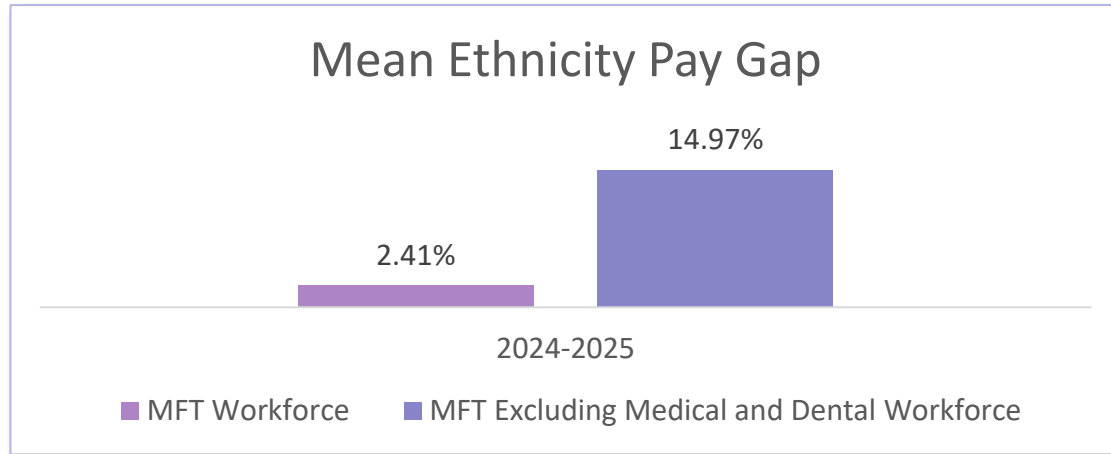


To better understand our Ethnicity, Pay Gap at MFT in addition to the national reporting requirements, we also investigate the impact of our Medical and Dental workforce. This analysis is set out below:



The figures will usually be either a positive or negative percentage.

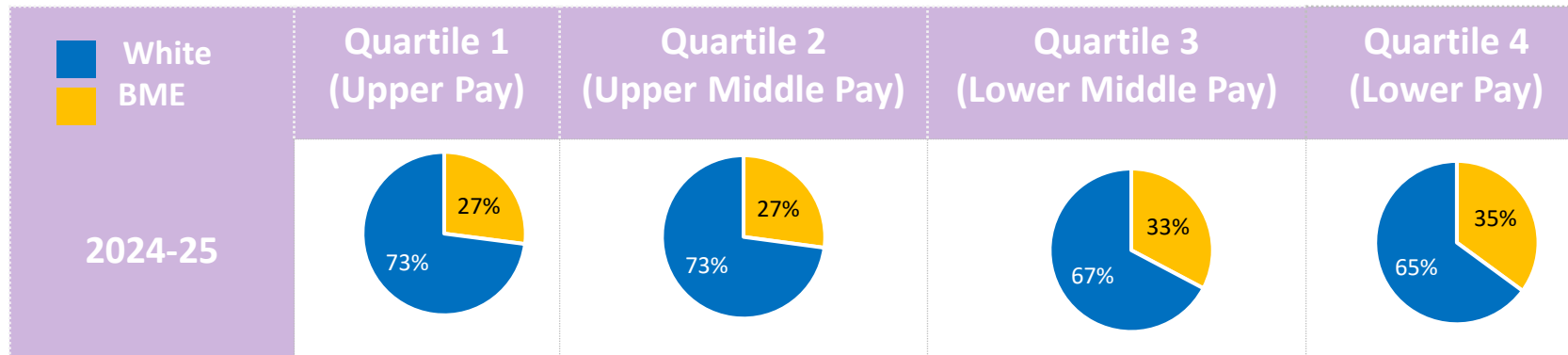
- A positive percentage shows that BME staff have lower pay or bonuses than white staff in your organisation.
- A negative percentage shows that white staff have lower pay or bonuses than BME staff in your organisation.
- A zero percentage shows that there is equal pay or bonuses between white staff and BME staff in your organisation.



The data on this page shows that MFT's Ethnicity Pay Gap is significantly increases, when the Medical and Dental workforce is removed from the calculations.

Pay quarters show the percentages of BME and White employees in four equal sized groups based on their hourly pay. Pay quarters give an indication of BME and White representation at different levels of the organisation.

Quartile 1 (Upper Pay) Band 7 and above
 Quartile 2 (Upper Middle Pay) Band 5 - 7
 Quartile 3 (Lower Middle Pay) Band 4 - 5
 Quartile 4 (Lower Pay) Band 1 - 4



- Overall BME employees occupy 27% of the highest paid jobs and 35% of the lowest paid jobs.
- The middle pay quartiles (2 and 3) shows between 27% and 33% of BME employee occupying this quartile.



For the purposes of Ethnicity Pay Gap reporting, Clinical Excellence Awards (CEAs) local and national are considered as bonus pay.

Only Medical and Dental Consultants are eligible for CEAs.

Yearly Comparison (2024-2025)		
	BME receiving a bonus	WHITE receiving a bonus
2025	1.12 %	0.88%

- Across the overall workforce, BME staff are more likely than White staff to receive a bonus (2.84% compared with 0.88%).
- When analysis is limited to consultants—the only group eligible for Clinical Excellence Awards (CEAs), a higher proportion of White consultants receive bonus pay than BME consultants (21.72% versus 14.79%), resulting in a gap of 6.93% in favour of White consultants.

Addressing the Ethnicity Pay Gap at MFT



The findings of the **Ethnicity Pay Gap Report 2025** will inform workforce planning, attraction, and talent management strategies across the Trust. The data highlights an ethnicity pay gap in both hourly pay and bonus pay, with a mean hourly pay gap of 2.41% and a median gap of 13.43%. Analysis of pay quartiles shows that BME colleagues are increasingly represented in the lower pay quarters and are underrepresented in the upper pay quarter, where 27.04% of roles are held by BME staff compared to 72.96% by White staff. This distribution is a key contributing factor to the overall pay gap.

In relation to bonus pay, the ethnicity pay gap is more pronounced, with a mean bonus pay gap of 20.30% and a median gap of 33.33%. While a higher proportion of BME staff received bonus payments compared to White staff, the value of bonuses awarded to BME staff was lower on average, contributing to the gap.

We will:

Action	By When	By Whom
Review systems, processes, and reporting mechanisms within our talent attraction and progression pathways, alongside engagement with our workforce and local communities.	March 2027	Head of Recruitment
Develop targeted initiatives through our talent enablement and leadership development programmes to support career progression for BME staff, particularly into senior, medical, dental, and other higher-paid roles.	March 2027	Head of Recruitment
Continue to apply the national NHS pay frameworks of Agenda for Change (AfC) and conditions for medical and dental staff	March 2027	Medical Workforce
Track the process and impact of the National Clinical Excellence Awards (CEAs)	March 2027	Medical Workforce
Monitor the Ethnicity Pay Gap data via EDI Dashboard	September 2026	Head of EDI

This plan will be overseen through revised governance arrangements, including the Equality, Diversity and Human Rights Operational Subgroup and the Trust Equality, Diversity and Human Rights Group (TEDHRG), with progress and outcomes reported to the Workforce Education and Management Committee (WEMC) and the People Board Committee (PBC).

We thank those responsible for compiling and reviewing the Ethnicity Pay Gap report 2025:

Sandra Masiliso, Director of Organisational Development and Inclusion

Shain Miah, Senior Equality, Diversity and Inclusion Practitioner

Workforce Planning & Information Team

Medical Workforce Team

Manchester University NHS Foundation Trust (MFT) Board members

Date on which Ethnicity Pay Gap was reported to the Board of Directors:

February 2026

Date published: 30th March 2026



We would really appreciate feedback and suggestions for improvements on this report

Please contact the Equality, Diversity & Inclusion Team via the email address below:

equality@mft.nhs.uk

