

Ethnicity Pay Gap Report – As at 31 March 2022

Reporting the Ethnicity Pay Gap not a mandatory legislative requirement,

Here at Locala, we are committed to ensuring that all our employees are treated fairly, with dignity and respect, and with an equality of opportunity throughout their careers with us. Measuring, understanding, and reporting our Ethnicity Pay Gap is an important step on this journey.

Ethnicity Pay Gap – Data

Below are the six metrics we compared, based on a breakdown of those employed on 31 March 2022, including the items relevant to Locala to be included under bonus i.e. long service awards and clinical excellence awards. Terminology mirrors that available on ESR.

	2022	2021
Mean Ethnicity Pay Gap	3.6%	
Median Ethnicity Pay Gap	20.6%	
Mean Bonus Ethnicity Pay Gap	-217.7%	
Median Bonus Ethnicity Pay Gap	-804.8%	
Proportions		
Proportion of people of White ethnicity receiving a bonus	1.6%	
Proportion of people of BME ethnicity receiving a bonus	1.8%	
Hourly pay rate Quartiles White:BME		
Q1	82.3%	
Q2	89.2%	
Q3	92.3%	
Q4	91.5%	

The key points for Locala's 2023 data are;

- Colleagues from minority ethnicities mean hourly rate is 3.6% lower than white colleagues.
- Colleagues from minority ethnicities median hourly rate is 20.6% lower than white colleagues, main areas with higher rates of colleagues from minority ethnicities are Band 2 and 3 and Medical and Dental. This explains the low mean EPG and the high median EPG. For the mean calculation the high salaries in Medical and Dental will to some degree average out the lower salaries in Bands 2 and 3 reflecting a larger proportion of colleagues from minority ethnicities employed at Band 5 and under.
- Colleagues from minority ethnicities mean bonus pay is 217.7%, higher than white colleagues, indicating that colleagues from minority ethnicities occupy a higher proportion of roles in which bonuses are applicable – such as Medical & Dental (Clinical Excellence Bonus Payment)
- Colleagues from minority ethnicities median bonus pay is 804.8% higher than white colleagues, indicating that colleagues from minority ethnicities occupy a considerably larger proportion of positions in which bonuses are applicable as above.
- The % of white colleagues receiving a bonus this year is 1.6% versus the percentage of colleagues from minority ethnicities receiving a bonus payment at 1.8% - reflecting a larger percentage of colleagues from minority ethnicities occupying positions in Medical & Dental.

- Quartiles divide everyone into 4 roughly equally sized groups in that Q1 contains the 25% of people on the lowest pay, Q2 contains the 25% of people on the next highest pay, and so on. The data highlights higher levels of colleagues from minority ethnicities in the lower quartiles as well as Q4 reflecting an increased number of colleagues from minority ethnicities within Dental and Medical roles.

The organisation recognises that there is more to do. Work to improve representation overall and workplace experiences for all colleagues from minority ethnicities will remain a long-term and continued priority. Current representation:

white colleagues:	88.8%
colleagues from minority ethnicities:	11.2%

We see an overall slight increase from when we last reported figures when representation sat at 10.7% of colleagues declaring ethnicity.

Addressing the Ethnicity pay gap

A Five -Year Equality, Diversity & Inclusion (EDI) Action Plan to Develop a Diverse & Inclusive Workforce underpins our continued commitment to create a fairer and more equal Locala for all colleagues.

Each year will focus on agreed priorities to improve workplace experiences and increase representation for colleagues from underrepresented groups – with a particular focus on Board and senior level positions.

Our continued focus on EDI is driven by EMG and Board and is the responsibility of everyone in the organisation, regardless of seniority.

Collaboration with the Inclusivity Group and stakeholders will ensure an increase in tangible, measurable activities to create greater equality, equity, diversity and inclusion throughout Locala.

Supporting our Five-Year Plan is our Career Pathway which has been created to allow colleagues to proactively plan development, whether professional or holistic and understand the skills required for each role within Locala before such a time as the role is advertised. It is anticipated this workstream will further enhance and promote diversity across our workforce, including an improved gender and ethnicity pay balance.

Community Engagement is key to attracting, developing and retaining a diverse workforce to care for our equally diverse communities and will, in time support health inequalities experienced by our service users.



Karen Jackson, Chief Executive Officer
On behalf of Locala Community Partnerships CIC Board