

Component	Title	Description
Figure 7	Ethnicity pay gap (two groups) 2021 to 2024	<p>A line graph illustrating the ethnicity pay gap from 2021 to 2024. The mean ethnicity pay gap is shown in orange, while the median ethnicity pay gap is represented in blue.</p> <p>2021: Mean ethnicity pay gap 1.2%, median ethnicity pay gap -3.0%.</p> <p>2022: Mean ethnicity pay gap peaks at 7.7%, while the median ethnicity pay gap decreases to -4.5%.</p> <p>2023: Mean ethnicity pay gap declines to 1.6%, and the median ethnicity pay gap slightly increases to -3.9%.</p> <p>2024: Mean ethnicity pay gap further decreases to 0.8%, and the median ethnicity pay gap reaches 0.0%.</p>
Figure 8	Proportion of ethnic minority men and women in each pay grade (of those that reported)	<p>A bar chart showing the percentage of ethnic minority staff by pay grade, separated by gender. Women are represented in orange, and men are represented in blue.</p> <p>Pay Grade 2: Women 8.9%, Men 5.8%</p> <p>Pay Grade 3: Women 10.6%, Men 14.3%</p> <p>Pay Grade 4: Women 13.1%, Men 13.5%</p> <p>Pay Grade 5: Women 12.2%, Men 12.9%</p> <p>Pay Grade 6: Women 17.8%, Men 21.4%</p> <p>Pay Grade 7: Women 14.3%, Men 23.1%</p> <p>Pay Grade 8: Women 7.3%, Men 24.5%</p> <p>Pay Grade 9: Women 8.9%, Men 16.1%</p> <p>Pay Grade 10: Women 0.0%, Men 0.0%</p>
Figure 9	Ethnicity pay gaps (five groups) 2024	<p>A horizontal bar chart comparing mean and median pay gaps for different ethnic groups relative to White staff. The mean pay gap is shown in orange, while the median pay gap is shown in blue. The bars represent:</p> <p>Ethnic minority/White pay gap: Mean 0.8%, Median 0.0%</p> <p>Asian/White pay gap: Mean -0.1%, Median 0.0%</p> <p>Black/White pay gap: Mean 2.9%, Median 1.9%</p> <p>Mixed/White pay gap: Mean 8.7%, Median 11.1%</p> <p>Other/White pay gap: Mean -7.8%, Median -11.8%</p>