

Ethnicity Pay Gap at Harrogate Integrated Facilities



1. Ethnicity pay gap reporting

Diversity and inclusion are fundamental to the success of an organisation and the service it provides, creating a fair, diverse, and inclusive environment for its workforce.

Research shows that organisations with diverse workforces and inclusive cultures perform better because they benefit from having a range of lived experiences and obtain a deeper understanding of the viewpoints in the room. In turn, this promotes diverse, creative, and innovative decision-making.

The culture of an organisation also depends on these values, fostering a place where people are proud to work and where they feel valued, recognised, and supported to develop their true potential.

While there is currently no legal requirement to publish ethnicity pay gap data in the UK, we are reviewing this data alongside our mandated gender pay gap data as good practice and in line with our commitment on closing gaps in workplace inequalities between our Black, Asian and Minority Ethnic (BME) staff and White staff.

The disclosure of diversity data, such as ethnicity, is optional for staff. The data used in this report is based on a snapshot of data from 31 March 2025 for colleagues who have chosen to disclose their ethnicity.

Our mean ethnicity pay gap shows the difference in average pay between BME colleagues and White colleagues and takes into account all roles at all levels within Harrogate Integrated Facilities (HIF). This is different to the concept of equal pay, i.e., the comparison of pay received by BME and White colleagues performing the same roles at the same grade.

The Company pays the majority of staff who transferred on the 1 March 2018 on the Agenda for Change scale. Any staff engaged in post since 1 March 2018 are paid on a scale comparable to Agenda for Change, and all staff who fall below the Living Wage are in receipt of a top-up payment. Using Agenda for Change and the HIF shadow scale provides assurance that equal pay for equal work is recognised; i.e., someone entering the Band 3 scale with the same level of qualification and experience would be paid the same irrespective of ethnicity, and would then have the opportunity to progress up the pay scale annually.

The report will provide a breakdown of:

- Mean ethnicity pay gap in hourly pay.
- Median ethnicity pay gap in hourly pay.
- Proportion of White and BME colleagues in each pay quartile.
- Mean bonus ethnicity pay gap.
- Median bonus ethnicity pay gap.

Definitions and scope

The ethnicity pay gap is a measure that shows the difference in average earnings between White and BME colleagues across an organisation.

The ethnicity pay gap is measured in two different ways: firstly, the difference between the mean of hourly rates of White colleagues and the hourly rates of BME colleagues; and secondly, as the difference between the median hourly rates of White colleagues and the median hourly rates of BME colleagues.

Mean and Median

- The 'mean' is an average of all hourly rates of pay.
- The 'median' is the middle value in a complete list of all hourly rates of pay.

The report is based on rates of pay for the financial year 2024/25. It includes all employees in scope at 31 March 2025.

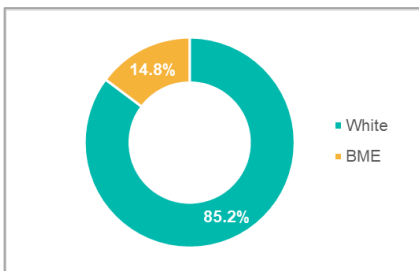
Employees in scope are those who received their usual full basic pay during the pay period ('full-pay relevant employees') and declared their ethnicity. Employees out of scope are those who did not receive their usual full basic pay during the pay period, which includes staff who had reduced pay due to maternity leave, sickness, and unpaid leave. Employees who have not stated their ethnicity are also out of scope.

A positive figure indicates an ethnicity pay gap disadvantageous to BME colleagues; a negative figure indicates the ethnicity pay gap disadvantageous to White colleagues.

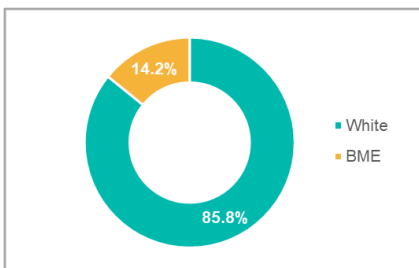
2. Company position

The number of staff eligible for inclusion in the report as at 31 March 2025 was 298. The workforce ethnicity split was 254 White colleagues and 44 BME colleagues.

2025



2024



3. Mean and median ethnicity pay gap in hourly pay

Ethnicity	Mean Hourly Rate 2025	Median Hourly Rate 2025	Mean Hourly Rate 2024	Median Hourly Rate 2024
White (£)	15.84	14.19	15.20	13.43
BME (£)	14.49	14.27	14.39	13.79
Difference (£)	1.35	-0.08	0.81	-0.37
Pay Gap %	8.55	-0.58	5.30	-2.74

As shown, the Company is reporting an 8.55% ethnicity pay gap, meaning that based on an average hourly rate, White colleagues are paid 8.55% more than BME colleagues. This is an increase from 2024, which was 5.30%, demonstrating a widening of ethnicity pay gap.

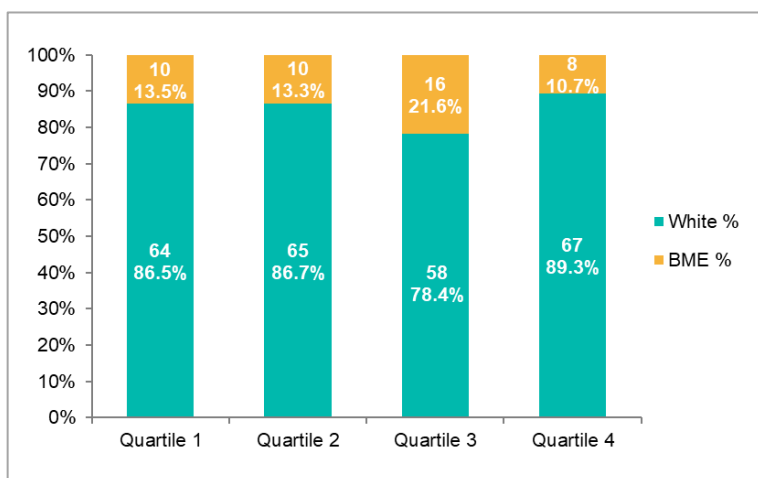
Whilst the mean hourly rate in 2025 indicates a rate disadvantageous to BME colleagues, the median hourly rate in 2025, in comparison, is disadvantageous to White colleagues. The median hourly rate exhibits a decrease from 2024, indicating that the gap has narrowed.

As can be seen in the Company profile, the percentage of BME colleagues has seen a marginal increase in proportion in 2025 in comparison to 2024, and this has a small impact on the data.

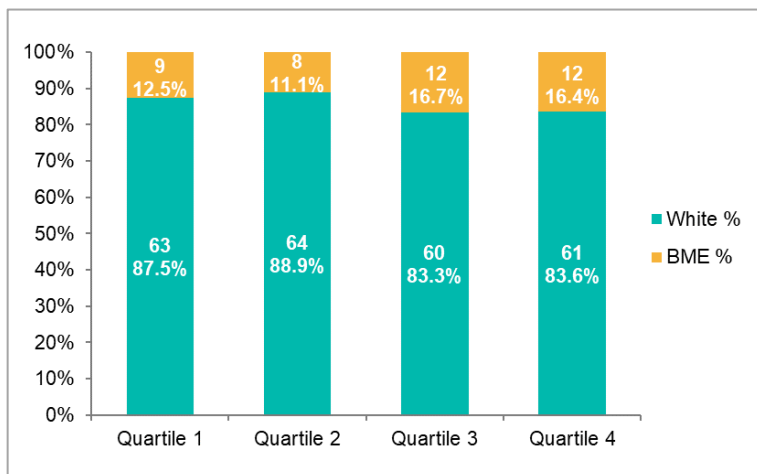
4. Proportion of White and BME colleagues in each pay quartile (1 is low, 4 is high)

The graph below shows that the highest proportion of White colleagues is found in the upper quartile – an increase compared to 2024. The highest proportion of BME colleagues is within the upper middle quartile, whereas compared to the previous year, the greatest proportion of BME colleagues was within the two higher quartiles.

2025



2024



5. Mean and median bonus ethnicity pay gap across 12 months to 31 March 2025

The Company currently only pays a bonus in the form of Long Service Awards, which is a £40 bonus paid to both White and BME colleagues in recognition of 25, 30, 35, 40, and 50 years' service. As the Company has been in existence for 7 years as at 31 March 2025, this will account for staff who have had continuous service with HDFT. As this bonus is paid out at an equal level to all employees, it has no influence on the figures.

Five Long Service Awards were issued to staff still employed as at 31 March 2025 and who had declared their ethnicity. All five were issued to White colleagues.

All Long Service Awards carry the same financial value of £40, meaning that the ethnicity bonus gap is zero.

7. Summary and next steps in reducing the ethnicity pay gap

The data in this report is based on colleagues who have chosen to disclose their ethnicity.

We acknowledge that there is a lot more to do to continue making improvements and bring positive changes for our BME colleagues, and to welcome a more diverse workforce to HIF.

Further workforce analysis is required to continue efforts to reduce the ethnicity pay gap and identify patterns and trends within service areas, departments, and occupations. Positive actions include:

- 'At our Best' work streams focussing on recruitment, progression, and culture.
- Encouraging the uptake of shared parental leave, job-sharing, and part-time working and promoting flexible working arrangements in vacancies including part-time, job-share, compressed hours, and home working.
- Promoting training and education, including unconscious bias training, as part of the First Line Leaders programme and Pathway to Management.
- Continuing to listen to the lived experiences of the BME and Ally Staff Network, engaging with and valuing their expertise.
- Encouraging staff to feel confident in declaring their ethnicity status on ESR.

- Developing a talent pipeline and encouraging conversations with staff to discuss progression/promotion and goal setting through annual review processes.