

Ethnicity pay gap report 2021

Our pay gap results

In 2021 we continued to review the way we pay our employees. We want to reduce our pay gaps. Our median pay gap remained at 27.1 percent (27.1 percent in 2020) and our mean pay gap decreased by 5 percentage points to 23.7 percent (28.7 percent in 2020).

This is a step in the right direction to reducing our pay gaps. We're an ambitious organisation and are taking specific steps to reduce this further.

We'll continue to look at how we can increase the number of Black and minority ethnic (BME) employees working in our higher salary roles, and have taken our first steps towards this. This includes increasing the capacity of our equality, diversity and inclusion (EDI) team and reviewing our EDI priorities to make sure they're as effective as possible in helping us to achieve our goals.

We're reviewing our training, development, recruitment and career progression areas. And we're the first health and care regulator to take part in the NHS Workforce Race Equality Standard – using our findings to set specific actions to improve the development and experience of our BME colleagues.



We're committed to equal employment opportunity regardless of race, colour, religion, sex, national origin, sexual orientation, age, marital status, pregnancy, maternity, disability, or gender identity.

We're proud to be the first health and care regulator to take part in the NHS Workforce Race Equality Standard (WRES), and are using the findings from our WRES survey to inform our actions to improve the development and experiences of our Black and minority ethnic colleagues.

We're reviewing our EDI priorities to make sure that we make meaningful improvements, including focusing on how we attract, retain and support our staff, and increasing the number of colleagues from BME backgrounds across our organisation.

I confirm that the figures in this report have been verified and checked thoroughly to ensure complete accuracy.



Francesca Okosi

Executive Director of People and Organisational Effectiveness



How does 2021 compare to 2020?

NMC	2020	2021	Difference
Mean ethnicity pay gap	28.7%	23.7%	-5%
Median ethnicity pay gap	27.1%	27.1%	0%
Mean ethnicity bonus gap	0%	0%	0%
Median ethnicity bonus gap	0%	0%	0%
White employees receiving a bonus	0%	0%	0%
BME employees receiving a bonus	0%	0%	0%

In summary:

- Our mean pay gap **decreased by 5.0 percent** compared to 2020.
- Our median pay gap saw **no change** compared to 2020.
- Our organisation doesn't run a bonus scheme.

2021 results

Mean pay gap

23.7% down 5% compared to 2020

We've seen a decrease because there are more BME employees in our upper pay quartile. This increased by three percent in the last 12 months.

Median pay gap

27.1% no change compared to 2020

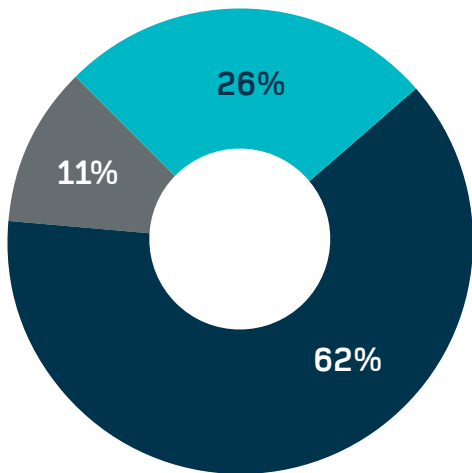
There's been no change in our median pay gap. This is because the overall distribution of white and BME employees has largely remained the same compared to 2020.

Pay grade distribution for employees by ethnicity

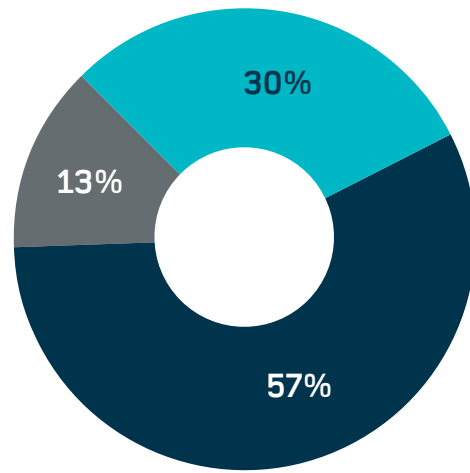


■ BME
 ■ White
 ■ Not declared

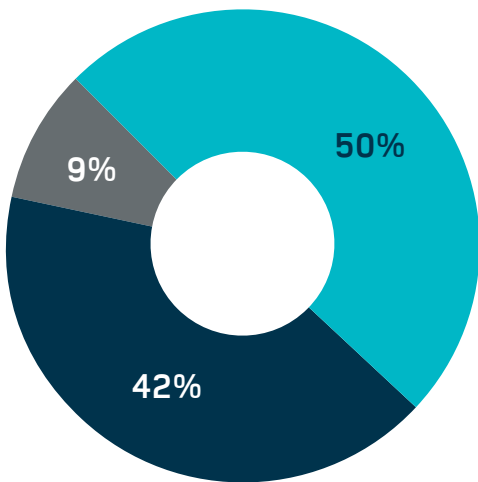
Upper quartile



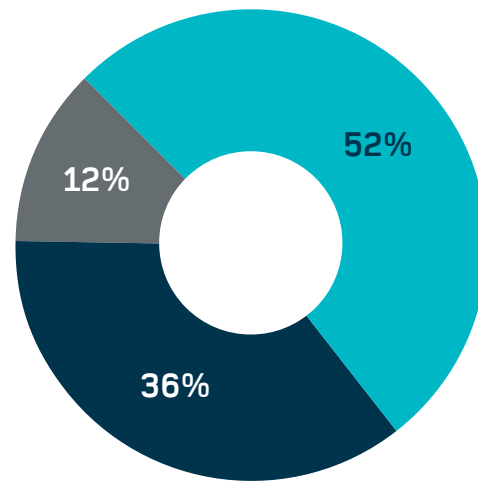
Upper middle quartile



Lower middle quartile



Lower quartile



The biggest change this year was an increase in employees not disclosing their ethnicity:

39% are BME -2% decrease compared to 2020

50% are white -3% decrease compared to 2020

11% did not declare +5% increase compared to 2020

There were also small changes in the quartiles compared to 2020:

Upper quartile +3% increase in BME employees

Upper middle quartile +2% increase in white employees

Lower middle quartile -4% decrease in white employees

Lower quartile -6% decrease in BME employees


What's next?

To improve our pay gaps we need to embed EDI throughout all our work, in a meaningful way. We're taking the following steps to do this:

- Developing a specific race equality action plan for 2022, building on the findings from our NHS WRES submission and pulling together all of our race equality actions into one holistic, measurable plan.
- Launching our new EDI plan which contains four new EDI priorities including a specific aim to role model good equality practice as an employer, and a specific workforce action plan underpinning this for the next 18-24 months.
- Introducing a new people plan in January 2022, which will include targeted strategic actions to improve the way we recruit, develop and manage talent across our organisation.
- Improving the capacity of our EDI team, including resource to specifically improve workforce equality and inclusion.
- Continuing to champion our employee networks including our BME race equality network, and providing specific resource to support underrepresented groups at all levels.

Our EDI plan will bring all actions towards reducing our pay gaps under one framework. This will help us to measure our progress.

Our governance structures will hold us accountable. These include our EDI Leadership Group and Executive Board, who have a specific role in monitoring our progress.



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The nursing and midwifery regulator for England, Wales, Scotland and Northern Ireland
Registered charity in England and Wales (1091434) and in Scotland (SC038362). Nov 2021.