



Ethnicity Pay Report

November 2025

St Basils' Ethnicity Pay Report

St Basils places equality, diversity and inclusion at the heart of the services it provides and is committed to creating an environment for staff, young people and partners that is free from all forms of discrimination and where diversity is embraced. One of St Basils' strategic priorities is 'Challenging discrimination and promoting diversity and cohesion through employment, service delivery and community engagement' – central to our ongoing commitment to equality, diversity, inclusion, and to addressing workplace barriers to equality.

A key part of St Basils' journey to ensuring equity amongst its workforce was its adoption of the RACE Equality Code (REC), and the codes' quality marker was obtained by St Basils in 2024, after the introduction of our EDI Officer in 2023. Working through the REC Action Plan has enabled St Basils to improve its training, policy framework and corporate business plan to ensure race equality, and other areas of equality, diversity and inclusion, are incorporated.

This is St Basils' first Ethnicity Pay Gap report and it is our intention to report annually from now on. We welcome the opportunity to report on this data and will use the information to inform our continuing commitment to ensure that everyone has an equal opportunity to thrive. We welcome the opportunity to use pay gap reporting as a transparency measure to build accountability for addressing inequalities and creating true inclusion.

The figures in this report relate to pay in the month of October 2025. The ethnicity data of 347 employees and cover workers was used, which was 85% of the total employees on our HR system. Obtaining missing diversity data for our employees and cover workers is a key focus for 2026/27.

What is the Ethnicity Pay Gap?

The ethnicity pay gap is an equality measure that shows the difference in average (mean and median) earnings between Global Ethnic Majority (GEM) employees and those of white ethnicities. We recognise that collective terms combine and dilute the experiences of Black, Asian, and other ethnic groups. Therefore, we have also analysed data by different communities and ethnicities.

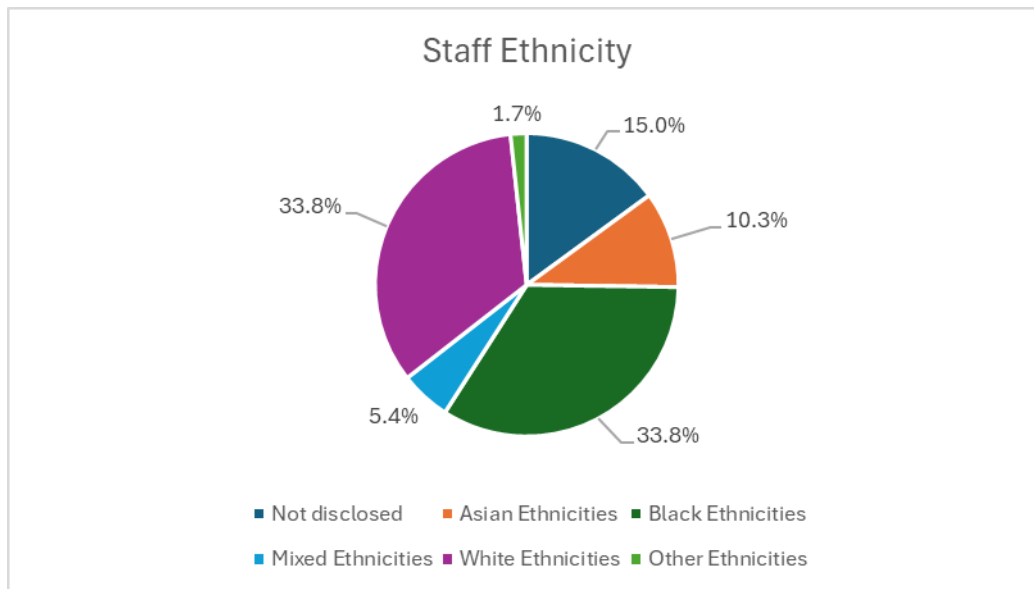
The method of calculating the mean and median earnings is in line with the requirements of Gender Pay Gap reporting, which is a legal requirement for organisations with 250 or more employees.

A pay gap should not be confused with equal pay, which is about ensuring that different groups undertaking work of an equal value are paid a similar amount for that work.

An ethnicity pay gap does not indicate a pay equity issue or an imbalance in St Basils' pay structures and policies. What the gap *does* reflect is the current distribution of ethnicities across the pay quartiles, determining if there is an underrepresentation of some ethnicities in senior roles, or concentration of some ethnicities in lower graded roles.

St Basils' Ethnicity Data

St Basils' Head Office and most of its projects are located in Birmingham, one of the most ethnically diverse cities in the UK. White ethnicities make up approximately 33.8% of St Basils' workforce, employees from the GEM make up approximately 51.2%, and for the remaining 15% of employees we need to collect missing diversity data (%s as at the time of writing this report) – see graph below.



As a comparator, the 2021 Birmingham City Council national census data showed a split of 48.6% white ethnicities and 51.4% GEM ethnicities. St Basils' is committed to being an inclusive employer and the ethnic diversity representation is evident in the graph above. However, we acknowledge there is progress to be made to minimise the ethnicity pay gaps that exist, or eradicate it entirely, to ensure we are a truly equitable organisation.

St Basils' Ethnicity Pay Gap Data

Overall Ethnicity Pay Gap

St Basils overall ethnicity pay gap data is show below.

Table 1 – Difference in average hourly pay rate between white ethnicities (W) and GEM ethnicities (GEM)

	W	GEM
Mean Hourly Rate	£15.26 ph	£14.47 ph
Median Hourly Rate	£13.45 ph	£13.45 ph

St Basils' mean and median average hourly pay rates (excluding overtime) for white ethnicities and GEM ethnicities.

The mean average represents the total hourly pay for these two categories and is divided by the total number of employees in each category. The median average is the value in the middle point in the pay rates for both males and females – when the data is listed in order of value.

This data includes mixed (white and another ethnicity) GEM ethnicities.

Table 2 – Pay Gap between white ethnicities (W) and GEM ethnicities (GEM)

	% Difference
Mean Hourly Rate	5.2%
Median Hourly Rate	0.0%

St Basils' mean and median pay gaps between the hourly pay rates of white ethnicities and GEM ethnicities as outlined in table 1.

As shown in the table, St Basils has an ethnicity pay gap between white ethnicities and GEM ethnicities of 5.2%.

The most common role in St Basils' workforce is the Progression Coach, which makes up 35% of all roles. This is why there is no gap in the hourly median rate across ethnicities.

Table 3 – Proportions of white ethnicities and GEM ethnicities staff in pay quartile bands

Quartile	White Ethnicities	GEM Ethnicities
Upper Quartile (A)	44%	56%
Upper Middle Quartile (B)	40%	60%
Lower Middle Quartile (C)	39%	61%
Lower Quartile (D)	36%	64%
Overall	40%	60%

Table 2 illustrates the proportion of white ethnicities and GEM ethnicities in the different pay quartile bands (same method as Gender Pay Reporting). GEM ethnicities are more represented in every quartile; however, the highest % of GEM employees are in the two lower quartiles, specifically the Lower Quartile (D). This quartile is where cleaners, night workers, frontline roles and cover workers would fall, and it is frontline roles which make up the largest proportion of St Basils' workforce. The reversing representation of white ethnicities and GEM ethnicities as you move up the pay quartiles explains why there is an overall ethnicity pay gap at St Basils.

It is important to look at the data of different groups within the GEM to identify if any particular groups are being disproportionately impacted. The following data looks at the pay gap within different GEM groups compared to white ethnicities.

Black Ethnicities Pay Gap

Table 4 – Difference in hourly pay rate between white ethnicities and Black ethnicities

	% Difference
Mean Hourly Rate	4.3%
Median Hourly Rate	0.0%

St Basils has a smaller ethnicity pay gap between white ethnicities and black ethnicities than it does with GEM ethnicities overall. This data includes mixed black ethnicities.

The most common role in St Basils' workforce is the Progression Coach, which makes up 35% of all roles. This is why there is no gap in the hourly median rate across ethnicities.

Table 5 – Proportions of white ethnicities and black ethnicities staff in pay quartile bands

Quartile	White Ethnicities	Black Ethnicities
Upper Quartile (A)	50%	50%
Upper Middle Quartile (B)	48%	52%
Lower Middle Quartile (C)	47%	53%
Lower Quartile (D)	46%	54%
Overall	48%	52%

Table 5 illustrates the proportion of white ethnicities and black ethnicities in the different pay quartile bands. Although there is an equal proportion of white ethnicities and black ethnicities in the Upper Quartile, black ethnicities become more represented as you move down the quartiles. This explains why the pay gap exists, albeit a smaller gap than the GEM overall.

Asian Ethnicities Pay Gap

Table 6 – Difference in hourly pay rate between white ethnicities and Asian ethnicities

	% Difference
Mean Hourly Rate	8.1%
Median Hourly Rate	0.0%

St Basils has a larger ethnicity pay gap between white ethnicities and Asian ethnicities than it does with GEM ethnicities overall. This data includes mixed Asian ethnicities.

The most common role in St Basils' workforce is the Progression Coach, which makes up 35% of all roles. This is why there is no gap in the hourly median rate across ethnicities.

Table 7 – Proportions of white ethnicities and Asian ethnicities staff in pay quartile bands

Quartile	White Ethnicities	Asian Ethnicities
Upper Quartile (A)	86%	14%
Upper Middle Quartile (B)	73%	27%
Lower Middle Quartile (C)	74%	26%
Lower Quartile (D)	66%	34%
Overall	75%	25%

Table 7 illustrates the proportion of white ethnicities and Asian ethnicities in the different pay quartile bands. There is a smaller proportion of Asian ethnicities in St Basils’ workforce, which out of the data collected the representation was at 12.1%. Asian ethnicities become much more represented as you move down the quartiles, and this explains why there is a relatively large pay gap.

Mixed Ethnicities Pay Gap

Table 8 – Difference in hourly pay rate between white ethnicities and mixed ethnicities

	% Difference
Mean Hourly Rate	3.0%
Median Hourly Rate	0.0%

St Basils has a smaller ethnicity pay gap between white ethnicities and mixed ethnicities than it does with GEM ethnicities overall.

The most common role in St Basils’ workforce is the Progression Coach, which makes up 35% of all roles. This is why there is no gap in the hourly median rate across ethnicities.

Table 9 – Proportions of white ethnicities and mixed ethnicities staff in pay quartile bands

Quartile	White Ethnicities	Mixed Ethnicities
Upper Quartile (A)	84%	16%
Upper Middle Quartile (B)	80%	20%
Lower Middle Quartile (C)	92%	8%
Lower Quartile (D)	91%	9%
Overall	86%	14%

Table 9 illustrates the proportion of white ethnicities and mixed ethnicities in the different pay quartile bands. There is a much smaller proportion of mixed ethnicities in St Basils' workforce, and out of the data collected there was a 6.3% representation. Mixed ethnicities are mostly represented in the Upper Middle Quartile, but due to the representation of white ethnicities in the Upper Quartile, there is still a small pay gap between white ethnicities and mixed ethnicities.

White Ethnicities Pay Gap

Table 10 – Difference in hourly pay rate between White British ethnicities and White Other ethnicities

	% Difference
Mean Hourly Rate	0.0%
Median Hourly Rate	0.0%

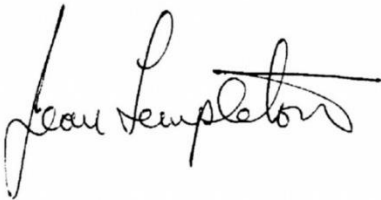
There is no pay gap between White British Ethnicities and White Other ethnicities at St Basils. For reference, White Other includes White Irish, White Gypsy, Roma and Travelers and White Other.

Continuing Actions

St Basils has an overall ethnicity pay gap of **5.2%**, with Black ethnicities having a gap of 4.3% and Asian ethnicities having a gap of 8.1%

During the year 2026/27, we will look to reduce all ethnicity pay gaps, with a particular focus on:

1. Improve employee disclosure rates for their diversity data, as we had 15% of employee data missing from this report,
2. Review our recruitment practices to ensure our roles will appeal to people from Asian communities,
3. Analyse responses to our April 2026 Staff Survey to ensure employee voices are heard and their experiences are understood,
4. Continue to work through the outstanding actions in our RACE Equality Code of Governance Action Plan.

A handwritten signature in black ink, appearing to read 'Jean Templeton', with a stylized flourish at the end.

Jean Templeton

Chief Executive Officer