ETHNICITY PAY GAP 2023/24

About Brunelcare

Established in 1941, Brunelcare is a Bristol based charity providing high quality housing, care and support for later living in the South West.

Today, across Bristol, South Gloucestershire and Somerset, Brunelcare works to support over 2,000 people to remain as independent as possible, for as long as possible.

Care is provided in people's own homes, in specialist care homes and our two reablement facilities.

Housing is provided by 1,150 properties, across 33 sites, three extra care housing sites and a retirement village.

To deliver all of its vital services Brunelcare employs a dedicated team of over 1,000 people.

The extensive range of our services means that people can stay with us however their needs may change.

We are also widely recognised for our expertise and excellence in caring for people living with dementia and for supporting their families.

What is an ethnicity pay gap?

At Brunelcare we consider our diversity to be one of our key strengths. Indeed, one of our organisational values is: 'we are diverse and one team'. We know we must do more than simply state it, we must act to improve our diversity, to better represent the communities we serve and to remove barriers to access employment.

To do this, it is essential that we have accurate information so we understand our current situation and any positive trends.

There is currently no legal requirement for employers to monitor or publish data comparisons in regard to their ethnicity pay gap or any other group apart from gender. However, doing so presents an accurate picture of our pay gap, publishing an ethnicity pay gap report can help us focus on our long-term diversity and inclusion goals.

Just as publishing our gender pay gap report provides transparency around gender pay, preparing an ethnicity pay gap report helps us broaden the emphasis on equality in the workplace to focus on all of our employees, particularly those from ethnic minorities.

Over the last year we have been aiming to improve the equality information we hold on colleagues by providing incentives to colleagues to enter information on to the new HR system.

The numbers

The total number of employees that form the basis of this report is 982.

Of the employees involved, 17 employees have not provided confirmation of their ethnicity and six employees 'preferred to not say' so this report reports on three groups, those who identify as white, those who have identified as an ethnic minority and those who have not disclosed their ethnicity.

Of Brunelcare's employees who identify with a minority ethnic group, on average they receive 95% when compared to our colleagues who describe themselves as 'White'.

The average rates of pay per hour are shown below:

Brunelcare	Average hourly rate	
White	£13.08	100.0%
Ethnic minority	£12.47	95.3%
Not Disclosed	£13.63	104.2%

As with our Gender Pay reporting, it is helpful to identify the distribution of each group across four quartiles, from the lowest rates of pay through to the highest.

The distribution of pay rates for Brunelcare are as follows:

The data for the above chart is shown here:

	Ethnic minority	Not disclosed	White
Lower Quartile	42.45%	2.45%	55.10%
Lower Middle Quartile	30.08%	2.03%	67.89%
Upper Middle Quartile	15.51%	1.63%	82.86%
Upper Quartile	26.83%	3.25%	69.92%

The breakdown of employees is provided in the table below:

Quartile	Asian / Asian British	Black / African / Caribbean / Black British	Mixed / Multiple ethnic groups	Not Provided	Other Ethnic Groups	Prefer not to say	White	Grand Total
Lower	48	54	1	3	1	3	135	245
Lower Middle	33	36	4	5	1		167	246
Upper	41	17	8	5		3	172	246
Upper Middle	19	15	4	4			203	245
Grand Total	**141**	**122**	**17**	**17**	**2**	**6**	**677**	**982**

The average rate of pay across Brunelcare is £12.92, the following table shows each group's rate of pay as a percentage of the average:

Ethnicity	AVERAGE of Hourly Rate	Percentage of the average rate of pay
Asian / Asian British	£ 12.95	100.26%
Black / African / Caribbean / Black British	£ 11.68	90.39%
Mixed / Multiple ethnic groups	£ 14.45	111.89%
Not Provided	£ 13.41	103.82%
Other Ethnic Groups	£ 11.47	88.78%
Prefer not to say	£ 14.24	110.26%
White	£ 13.08	101.27%
Average	**£ 12.92**	

It can be noted that the Real Living Wage when this data was taken was £10.90.

Conclusion

The average rate of pay for those who identify as an ethnic minority is 95% which is 5% lower than the same calculation for those declaring themselves as white. However there are subsets within the group that are being paid a higher rate than the Brunelcare average.

It is clear that reducing the number of 'Not Disclosed' results (now down to 17 from 693 in 2022) has greatly enhanced the validity of these figures and that will continue to be the focus over the next twelve months.

The ethnicity gap overall has widened over the last year by 2.1%, this will have been influenced by our much improved data collection and our activities to attract applications from all communities across Bristol and the South West. Our workforce includes 31% of employees who have not identified as 'white'. This exceeds the published Bristol demographics.

According to the 2021 census, black, asian, and minority ethnic residents were 18.9% of the Bristol population, including 6.6% asian, 5.9% black, and 4.5% mixed heritage. Source

We have put in place a structured approach to succession planning and career paths and one aim of this is to enable colleagues in the lower quartiles to develop their skills and move up the pay grades. This is called Thrive at Brunelcare and is a commitment to support the professional development and career planning opportunities for everyone who works for Brunelcare.

1. We will actively encourage and support all employees to pursue the qualifications relevant to their current role

2. We will work with all employees to understand their career aspirations and support internal and external development opportunities to help them achieve their goals

Brunelcare will publish our ethnicity pay gap results on our website in the New Year. We will also continue to be signatories of the City of Bristol Equality Charter and maintain our membership of the Bristol Equality Network.