

Pay gap report 2020:

Ethnicity

Published December 2020

Foreword

This is one of a suite of three pay gap reports the NMC is publishing simultaneously. The three reports cover the pay gap analysis for gender, ethnicity and disability.

We are publishing all three at the same time to identify the challenges holistically and set out what we are going to do about them. We hope that reviewing them together will support the conversation about the type of employer we want to be as set out in our corporate strategy 2020-2025 to develop a fit for purpose organisation that enables us to be a leading healthcare regulator and employer of choice. This report focuses on ethnicity. We are not legally bound, in the same way as gender, to publish our ethnicity and disability pay gaps but we are committing to publishing all three on our website in order to bring about meaningful conversation and change within our organisation.

The impact of global issues such as Covid-19 has affected everyone, but we know it has disproportionately affected people from Black and minority ethnic (BME) backgrounds and exacerbated inequalities we know already exist. The Black Lives Matter movement further reminds us that Black people have been experiencing and continue to experience disproportionately negative outcomes in every aspect of society and this includes the workplace. These inequalities have been further highlighted by the tragic death of George Floyd which has had a global impact that has moved society in a way that I don't believe I have seen before. In this context, we believe it is even more important than ever before that we are open and transparent about the challenges within our own organisations so that we can tackle the inequalities that exist and make a difference.

Of the 89 percent of colleagues that have disclosed their ethnicity to us, 41 percent have told us they are from a BME background. The Office of National Statistics (ONS) shows 20.5 percent of the UK working age are from ethnically diverse backgrounds which means we are employing an above average amount of employees from diverse communities. It is because of this we recognise we have even more of a responsibility to improve our colleagues' experiences in the workplace.

The ethnicity pay gap is defined as the difference between the average hourly pay of Black and minority ethnic colleagues and white colleagues. Our median score shows there is 27.1 percent difference between the midpoints in ranges of hourly earnings. Our mean score shows a 28.7 percent difference between the average hourly earnings.

Foreword

The gap is caused by where our colleagues from BME backgrounds can be found in our grading structures. We are committed to improving our ethnicity pay gap by continuing to look at how we increase recruitment or progression into our higher salary roles. We want our people to thrive and have the best experience working with us. We are committed to being an inclusive employer and we encourage training and development that supports everyone to build a career.

We understand how important it is for the NMC to address core concerns about career opportunities and progression in order for our organisation to be a place where colleagues feel a true sense of belonging and are satisfied that they can reach their full potential at work. We are reviewing recruitment and career progression processes to ensure equality of opportunity and continue our work on removing unconscious bias from the recruitment process. We will train our managers to understand and address implicit bias, to recognise and challenge micro-aggressions in the workplace and as part of our leadership programme, we will reflect the importance of being an ally and actively listen to people's concerns and lived experiences.

Our aim in publishing all of our pay gaps is to set an example as an open and transparent professional regulator and employer and I hope this will encourage others to share their information too. I hope that we can tackle these issues together, openly and collaboratively. I confirm that the figures contained in this report have been verified and checked thoroughly to ensure complete accuracy.



Sarah Daniels
Director of People

Our results

Why have we published our results?

All employers with 250 or more employees are required to publish their gender pay gap data every year under new legislation that came into force in April 2017. The data must be provided for the snapshot date of 5 April 2020.

Although not legally required to publish, the NMC is committed to being an inclusive employer and so we have decided to publish our ethnicity gap and the initiatives in place to achieve positive results and improve our processes in the future.

This is the first year the NMC has published our ethnicity pay gap results.

The data is as of 5 April 2020 matching the methodology we use to report our gender pay gap.



Our results

To match the regulation of gender pay gap we will report on the following:

1. the proportion of BME and white colleagues in quartile pay bands
2. the mean ethnicity pay gap
3. the median ethnicity pay gap

NMC	NMC 2020	ONS 2018	NMC vs ONS
Mean ethnicity pay gap	28.7%	3.8%	+24.9%
Median ethnicity pay gap	27.1%	8.7%	+18.4%

According to The Office of National Statistics (ONS):

The mean ethnicity pay gap was 3.8% for UK employers in 2018

The median ethnicity pay gap was 8.7% for UK employers in 2018, 26.6% in London

As shown above compared to ONS data the NMC pay gaps are high. Gaps in both the mean and median hourly pay are caused by the distribution of BME employees across the organisation. As the following page shows, the proportion of BME employees reduces in the upper 2 pay quartiles

Pay quartiles

Overall proportion of employees by their ethnicity:

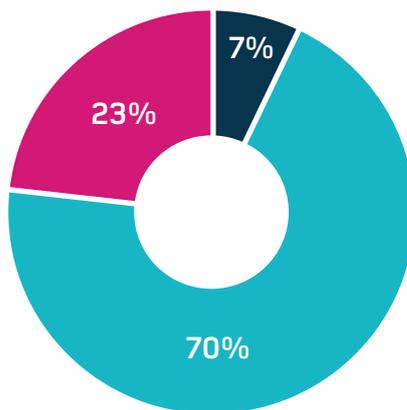
53% White

41% BME

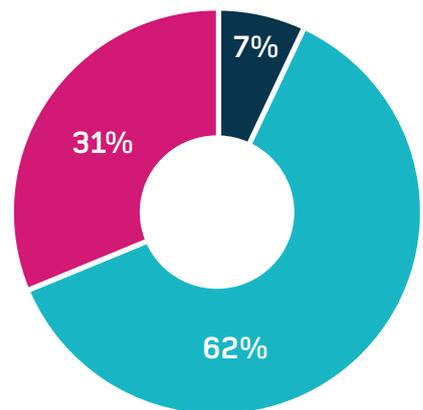
6% Unknown

According to The Office of National Statistics (ONS) 20.5% of the UK working age population is from a Black and minority ethnic background which means that the NMC employs proportionately more BME employees than the national average.

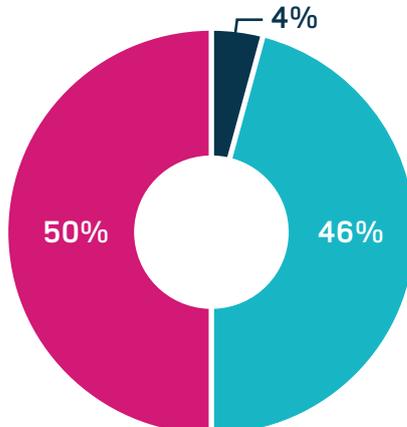
Upper quartile



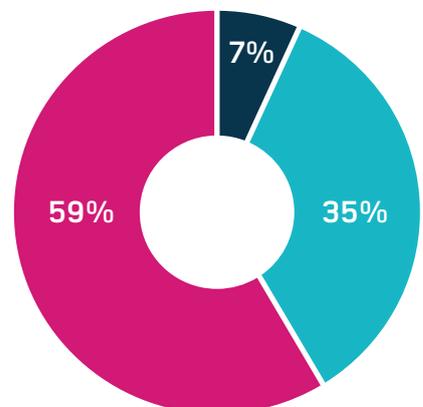
Upper middle quartile



Lower middle quartile



Lower quartile



Mean pay gap

28.7% +24.9% vs ONS

The mean ethnicity pay gap in the NMC is caused by smaller numbers of BME employees in the upper quartile and upper middle quartile.

There are three times as many white employees in the upper quartile and twice as many white employees in the upper middle quartile.

Pay level	White	BME
1	16	21
2	28	56
3	27	47
4	101	108
5	81	41
6	85	45
7	27	11
8 and 9	64	13
10 and 11	17	5
Director and CEO	8	0

Median pay gap

27.1% +18.4% vs ONS

The main cause of the median pay gap is only 8.4% of BME employees are in grade 6 and above compared to 25.4% of white employees.

Also as shown below the median BME employee is in grade 4 whereas the median white employee is in grade 5.

Grade by Ethnicity Distribution



Next steps

Next Steps

We value our BME colleagues. We are listening to their experiences and we are committed to learning and improving our processes and how people feel about working at the NMC.

Our new corporate strategy sets out our commitment to equality, diversity and inclusion. This is underpinned by our values which state “we celebrate diversity by supporting equality and inclusivity in all areas of our work”.

We acknowledge there is much more we need to do and we have committed to the following actions.

Career Progression

Career progression is an issue for all colleagues, but there is particular concern around progression for BME staff at senior levels in the organisation. We have begun work to improve our approach to career progression and support more generally and we will prioritise BME colleagues in the NMC.

Building an EDI team

We are commissioning an external expert to work with us to facilitate further conversations with our Council and executive colleagues and plan additional interventions.

We have completed a review of our internal leadership and resourcing for equality, diversity and inclusion. We have invested additional resources in the EDI team and they will be embedded within the People and Organisational Effectiveness directorate. We are committed to continuing our work to develop key evidence-based actions, which will include the development of diversity targets.

Improving our training

We are reviewing our EDI training to include 'lived experiences' and we are committed to introducing micro-aggression training.

We are addressing issues of race and equality through the implementation of our new values and behaviours and our leadership development programme.

We introduced an inclusive mentoring scheme aimed at BME colleagues in September 2020 which will run until February 2021. The learning from this programme will be incorporated into our career progression scheme.

Working with our BMe network

We have signed up to the Workplace Race Equality Standard (WRES) and have submitted our data for the first time in 2020. The outcome of the survey has been shared with colleagues.

We continue to support our BMe network, which is our employee network for people from Black and minority ethnic communities and friends. We have heard their strong desire for rapid action to tackle racial inequality and discrimination and in particular the under-representation of BME people on the Council and in leadership positions. We have made a commitment to address these concerns with clear, measurable actions.

***T*ogether**
in practice

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