

Ethnicity Gap Reporting

What is Ethnicity Gap Reporting?

An ethnicity pay gap is the percentage difference between the average pay of White British and 'all other ethnic groups combined' employees. This is different to equal pay which deals with the pay differences between White British and 'all other ethnic groups combined' employees who carry out the same or similar jobs. First Choice Homes Oldham (FCHO) has no statutory obligation to report its ethnicity pay gap, we have chosen to include this information to demonstrate our commitment to equal pay for employees of all ethnic groups. This is the first year reporting this data.

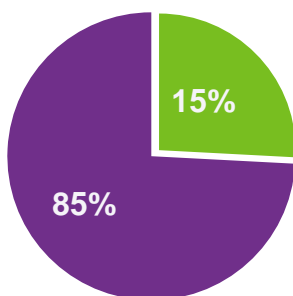
There is no nationally agreed formula for the calculation of ethnicity pay gaps and we have chosen to replicate the approach taken with gender pay gap.

At FCHO

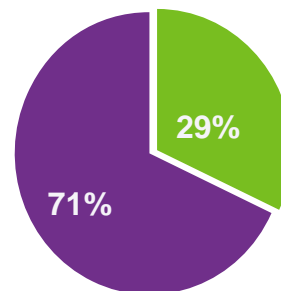
On 5 April 2021, there were 356 permanent or fixed term employees.

- White British
- All other ethnic groups combined

Proportion of **all** staff by ethnicity



Proportion of **part-time** staff by ethnicity



FCHO Ethnicity Pay Gap

The **median** is the **middle value** and is calculated by organising all of the hourly rates of pay in order and selecting the middle number.

The **mean** is our **average pay** and is calculated by adding up all of our hourly rates of pay and dividing by the number of colleagues.

Median	Mean
All other ethnic groups combined earn 1.93% more than White British employees	All other ethnic groups combined earn 0.79% more than White British employees

The latest data for the UK median was published in 2019 when the gap was 2.3% (white British earning more) down from 8.4% in 2014.

Ethnicity by Pay Quartile

The proportion of White British employees and employees from all other ethnic groups combined in four pay bands ordered from the lowest pay band (Quartile 4) to the highest pay band (Quartile 1) is shown. The bands have been established by ranking all employees by average hourly pay, starting from the lowest to the highest paid and dividing into quartiles.

