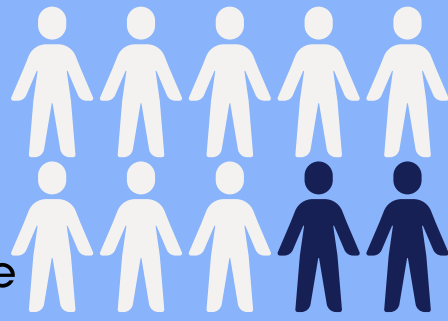


# Representation of Ethnic Minorities in the NHS

Health and Social Care

**1.3 million** people were employed by the NHS in March 2020

**77.9%** of the staff surveyed were white and **22.1%** were made up of all other ethnic groups combined



[1]

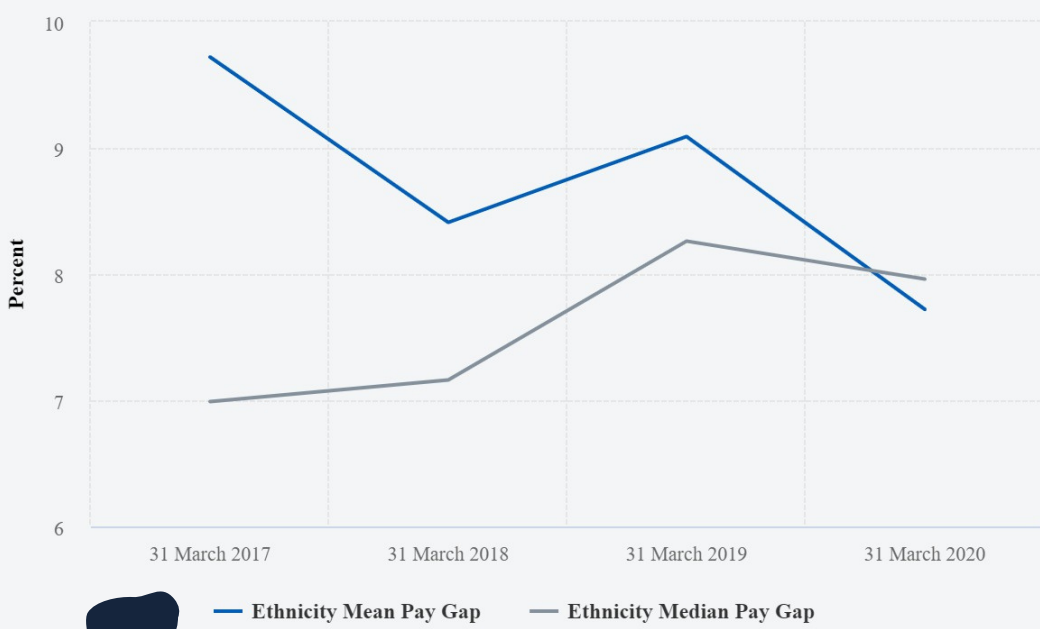


There is a **7.7%** mean pay gap and **8%** median pay gap between white employees and other ethnic minorities



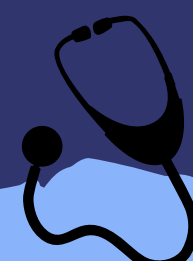
[2]

Ethnicity pay gap trend



For every **£1** the mean and median white colleagues earned, ethnic minority colleagues earned **£0.92**

[2]



In 2019/20 only **7.5%** of Directors in trusts were from ethnic minority backgrounds, this is only 81 out of 1,077 directors.

[3]

**90%** of people employed by NHS trusts in England were working in non-medical roles, with only **10%** in medical roles

**80.3%** of these non-medical roles were made up of white employees **19.7%** of these roles were made up of other ethnic minorities

[1]



The number of directors from ethnic minority backgrounds appointed between 2013 and 2020 has gone up from **2.8%** to **11.8%**

[3]

Trusts in London have a higher proportion of directors from ethnic minority backgrounds: **14.9%**

Mental Health and Learning Disability trusts have more directors from ethnic minority backgrounds than acute trusts:

[2]

**11.1%** and **6%**

[1] Gov.uk  
[2] NHS Digital  
[3] NHS Providers

Trusts in the North East and Yorkshire also have a high proportion, **8.2%** While only **3.2%** are from minority backgrounds in the East of England and South West

[3]