

## Dimensions Ethnicity Pay Gap report 2023

Dimensions (UK) Ltd is one of the largest not for profit providers of social care for people with a learning disability or autism in Britain and we are pleased to voluntarily publish our annual ethnicity pay gap report.

This report provides a snapshot of the situation on 5<sup>th</sup> April 2023. At this time 70% of our workforce (4257 out of 6069 colleagues) had shared their ethnicity.

The ethnicity pay gap shows the difference in hourly earnings between white colleagues and Black, Asian and Minority Ethnic (BAME) colleagues, shown as a percentage of white colleagues' earnings. We use this same method to calculate the gender pay gap report.

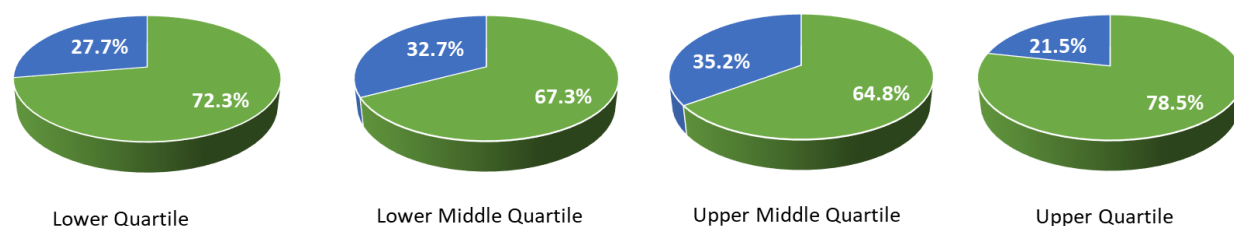
This is different from 'Equal Pay' which is an organisation's legal obligation to ensure all colleagues, regardless of ethnicity are paid the same for doing the same or similar roles.

<b>Ethnicity Pay Gap</b>	<b>2023</b>	<b>2022</b>
Mean (average) hourly pay gap	9.1%	11.8%
Median (middle) hourly pay gap	0.0%	6.8%

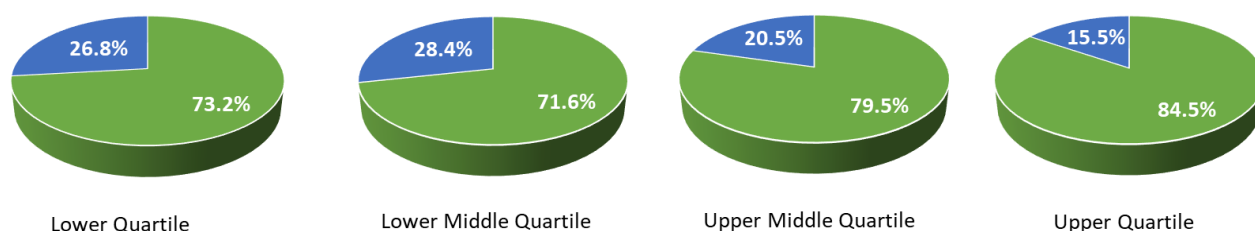
### Hourly Pay quartiles by ethnicity

Pay quartiles represent the distribution of ethnicity by hourly earnings, with colleagues' hourly earnings being grouped into one of four quartiles. The Lower Quartile shows those on the lowest hourly earnings 0–25% of colleagues, Lower Middle Quartile 25–50% of colleagues, Upper Middle Quartile 50–75% of colleagues and Upper Quartile are the 75–100% of colleagues who are paid the highest hourly earnings.

2023



2022



■ White colleagues ■ BAME colleagues

In 2023, of the colleagues who disclosed their ethnicity, 71% identified as white and 29% from a Black, Asian and Minority Ethnic background.

## Our statement

This is the second year that we are voluntarily publishing our Ethnicity Pay Gap report and we are extremely pleased to report that in 2023 there was no median (i.e. the middle) hourly pay gap. This compares with 2022 where there was a 6.8% pay gap. This shows that the median hourly rate for both white and BAME colleagues is the same.

There is a mean hourly pay gap, however this has reduced by 2.7 percentage points since 2022. The mean hourly pay gap shows that the mean (i.e. average) hourly rate for white colleagues is 9.1% higher than for BAME colleagues.

We are also pleased to state that the proportion of BAME colleagues paid at the Upper, Upper Middle and Lower Middle quartiles has increased from last year leading to a more even distribution of ethnicity by pay quartiles.

Dimensions continues with its ambition to promote equality, respect diversity and ensure inclusion for all colleagues from all backgrounds. This is evident with Black, Asian and Minority Ethnic colleagues representing 29% of Dimensions workforce who disclosed their ethnicity. This compares to 18% of the people in England and Wales being from a Black, Asian, mixed or other ethnic group background ([2021 Census data](#)).

A core principle of our remuneration strategy is that it is open and transparent. We fix pay at the appropriate level of relevant salary markets to recruit and retain the calibre of people needed to carry out the roles in an increasingly complex sector, where this is affordable. While this does mean that certain roles are remunerated at higher rates than others, for market reasons, we are pleased that this is not an issue in the context of our ethnicity pay gap. There is no evidence of differences in pay for colleagues working in the same role based on ethnicity however there is a lower representation of Black, Asian and Minority Ethnic colleagues in senior roles.

Dimensions is genuinely committed to equality of opportunity and inclusion. Some tangible examples of our commitment include:

- Holding an externally facilitated listening event by Business in the Community for colleagues from Black, Asian and Minority Ethnic backgrounds to share their experiences and views of Dimensions culture, leadership and career aspirations. This has led to a 12 month action plan being implemented to review these areas.
- Signed up to UNISON anti-racism charter which demonstrates our commitment to zero tolerance of this behaviour.
- A competency and values based approach to recruitment, ensuring that all appointments and internal promotions are made solely on the basis of merit.
- An open and transparent approach regarding pay, including in relations with the recognised union UNISON.
- An inclusive application process to our award winning career development programme (Aspire) to support colleagues when English is not their first language.
- We support requests for flexible working and have a wide range of working options available to all colleagues.
- Mandatory training in Equality, Diversity and Inclusion for all managers and staff.

- An Unconscious Bias Pathway, developed for all managers to communicate and participate in with their teams.
- A facilitated session for the Board and Executive Directors on inclusive leadership and how they can affect change.
- A reverse mentoring programme where senior managers are mentored by junior colleagues from Black, Asian and Minority Ethnic backgrounds, to help break down barriers, understand cultural differences and consider unconscious biases.
- Funding 18 places in the past five years for first level managers to participate in the Skills for Care Moving Up programme specifically aimed at colleagues from Black, Asian and Minority Ethnic backgrounds in social care. Eight colleagues have subsequently secured promotions.
- An active and committed national equality and diversity colleague group, led by a permanent Equality, Diversity and Inclusion Manager.
- An expectation that equality and diversity will be a standing item on employee team meeting agendas.
- A standing agenda item in one-to-one meetings for colleagues to discuss any needs or requirements relating to Equality, Diversity and Inclusion with their manager.
- An active campaign entitled '[Dimensions values me as me](#)' to promote that Dimensions values all colleagues 'not despite their diversity but because of it.'
- Regular blogs by Black, Asian and Minority Ethnic managers and leaders and diversity champions.
- Developed a toolkit for managing discrimination from people we support to ensure colleagues can feel confident we will manage this appropriately.

We will not become complacent and will continually review our performance to ensure that Dimensions is a truly inclusive employer with equal opportunities for all.

I confirm that the information in this statement is accurate.



**Rachael Dodgson**  
**Chief Executive**

August 2023