

Dimensions Ethnicity Pay Gap report 2024

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

This report provides a snapshot of the situation on 5th April 2024. At this time 80% of our workforce (5431 out of 6747 colleagues) had shared their ethnicity, an increase of 10% from 2023.

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.

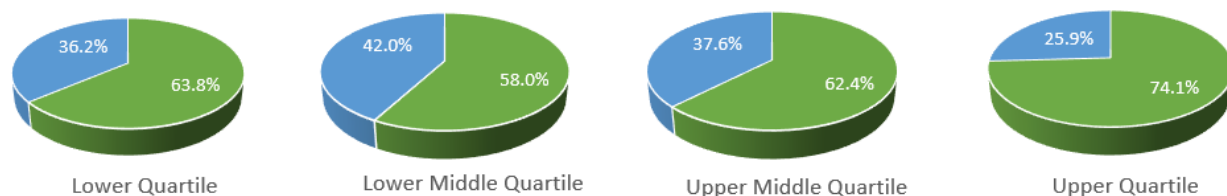
Overall the report calculations are based on the same methodology as gender pay gap reporting. It should be noted that pay gap reporting is different from 'Equal Pay' which is an organisation's legal obligation to ensure all colleagues, regardless of ethnicity are paid the same for doing the same or similar roles.

Ethnicity Pay Gap	2024	2023	2022
Mean (average) hourly pay gap	7.2%	9.1%	11.8%
Median hourly pay gap	1.9%	0.0%	6.8%

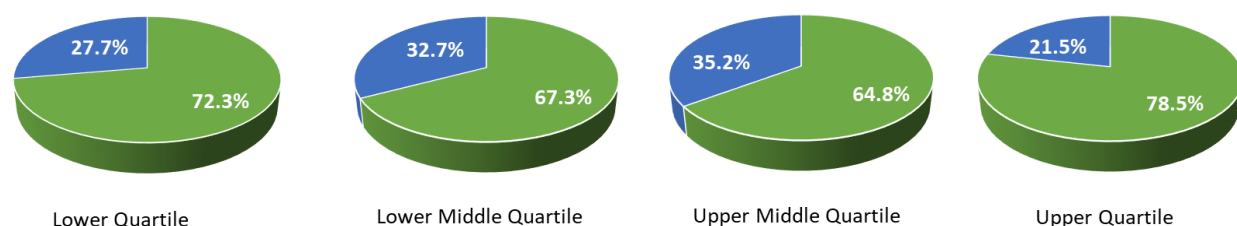
Hourly Pay quartiles by ethnicity

Pay quartiles represent the distribution of ethnicity by hourly earnings, with colleagues' hourly earnings being grouped to 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.

2024



2023



■ White colleagues
 ■ BAME colleagues

In 2024 of the colleagues who disclosed their ethnicity, 65% identified as white and 35% from a Black, Asian and Minority Ethnic background.

Our statement

This is the third year that we are voluntarily publishing our Ethnicity Pay Gap report and in 2024 there was a median (i.e. the middle) hourly pay gap of 1.9% which has increased from no median pay gap in 2023. This shows that the median hourly rate for white colleagues is 1.9% higher than for BAME colleagues. As more colleagues share their ethnicity, we are seeing more accurate results coming through. The median, rather than mean, pay gap is the more commonly used metric when referring to pay gap information.

There is a mean hourly pay gap, however this has reduced by 1.9 percentage points since 2023. The mean hourly pay gap shows that the mean (i.e. average) hourly rate for white colleagues is 7.2% higher than for BAME colleagues.

We have seen that the proportion of BAME colleagues paid at the Upper, Upper Middle and Lower Middle and Lower 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 35% 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:

- A zero tolerance statement on discrimination that affirms our commitment to not being bystanders and taking appropriate action as necessary.
- Signing up to UNISON's 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 based on merit.
- Using positive action principles in all management level recruitment.
- Developing a critical friend role in our recruitment at senior management level to ensure there is diversity of lived experience and cultural awareness within the process.

- An open and transparent approach regarding pay, including collective pay bargaining with the recognised union UNISON.
- An inclusive application process for our award-winning career development programme for colleagues where English is an additional language, to ensure they are not disadvantaged.
- Supporting requests for flexible working with a wide range of working options available to all colleagues.
- Mandatory training in Equality, Diversity and Inclusion for all managers and colleagues.
- An Unconscious Bias learning pathway, developed for all managers to communicate and participate in with their teams.
- Signing the National Housing Federation Chairs challenge committing to bring inclusion and belonging in the boardroom.
- 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.
- In the past 5 years funded 20 places 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. 32% of our colleagues who have participated have subsequently achieved promotions.
- An active and committed national equality and diversity colleague group, led by our small, focused EDI team.
- An expectation that equality and diversity will be a standing item on 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 called '[Dimensions values me as me](#)' to promote that we value all colleagues 'not despite their diversity but because of it.'
- Regular blogs by Black, Asian and Minority Ethnic managers and leaders and diversity champions.
- Developing a toolkit for managing discrimination from people we support to ensure colleagues can feel confident we will manage this appropriately.
- Providing an anti-racism eLearning module for all colleagues to access.
- National colleague forum representatives completing a training session – anti-racism and allyship, facilitated by UNISON.

We will never be 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

June 2025