

Ethnicity Monitoring Report 2024/25

Introduction

In the UK, there is no legal framework placed upon employers to publish their ethnicity pay figures annually. In the absence of legislation, the Office of the Police and Crime Commissioner (OPCC) believes that Ethnicity monitoring reports should be produced as part of our approach to improve inclusion and tackle inequality, for the following reasons:

1. There is a moral case for fairness and equal treatment. No one should be disadvantaged by their ethnic origin in the workplace.
2. There is a business case that reporting on and addressing equality benefits business performance and employee engagement.

The Office of National Statistics defines ethnicity pay gaps as 'the percentage difference between the median gross hourly earnings of the reference group (White or White British employees) and the comparative ethnic groups'.

This report has been completed against the six different measures required within a gender pay gap audit. The ethnicity pay gap, does not mean white employees are paid more than other ethnic groups for doing the same job, but it does show that, on average, ethnic minority employees occupy higher-paying roles than white/ white British employees within the OPCC.

The OPCC has chosen to voluntarily report against the following measures:

- **median ethnicity pay gap** – the difference between the median hourly rate of pay of white full-pay relevant employees and that of other ethnic groups full-pay relevant employees.
- **mean ethnicity pay gap** – the difference between the mean hourly rate of pay of white full-pay relevant employees and that of other ethnic groups full-pay relevant employees.
- **median bonus gap** – the difference between the median bonus pay paid to white employees and that paid to other ethnic group relevant employees.
- **mean bonus gap** – the difference between the mean bonus pay paid to white relevant employees and that paid to other ethnic group relevant employees.
- **bonus proportions** – the proportions of white and other ethnic group relevant employees who were paid bonus pay during the relevant period.
- **quartile pay bands** – the proportions of white and other ethnic group full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.
- **Internal Promotion Data** – the proportion of white and other ethnic groups promotions within the OPCC between April 2024 and March 2025.
- **Application Data** – the proportion of white and other ethnic groups applying for roles within the OPCC between April 2024 and March 2025.

- **Training Data** - the proportion of white and other ethnic groups who have received funded training from to OPCC April 2024 and March 2025.

In addition to this, the OPCC has chosen to voluntarily report the diversity of the following none staff groups within the OPCC:

- **Advisory Panel Members**
- **Youth Commissioners**
- **Trainers**
- **Independent Custody Visitors and Appropriate Adults**

In March 2025 the OPCC had 80 employees, of whom 55 were White/ White British and 23 were from an Ethnic minority group (Figure 1, Page 2). There were 2 employees who choose not to disclose their ethnicity. Meaning that 30% of staff within the OPCC are from an Ethnic minority group.

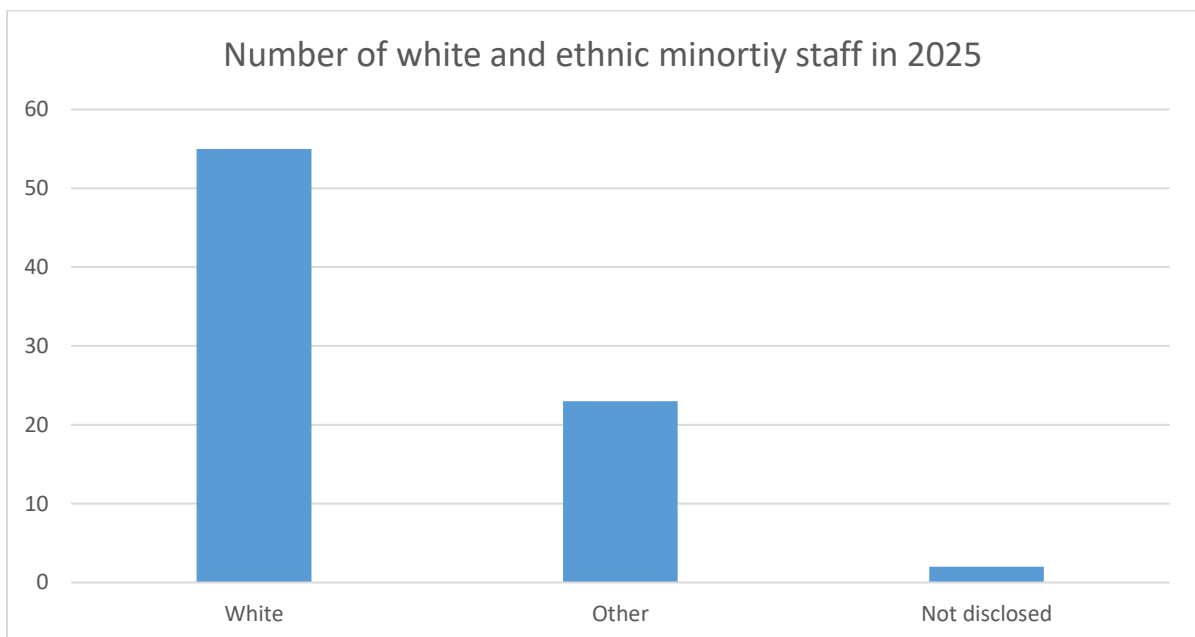


Figure 1: Diversity of staff employed by the OPCC in March 2025.

When we compare data annually (Figure 2, page 3), we can see that the number of White/ White British employees have decreased by 2, the number of Ethnic Minority employees has decreased by 1 and the number of none disclosures have increased by 2.

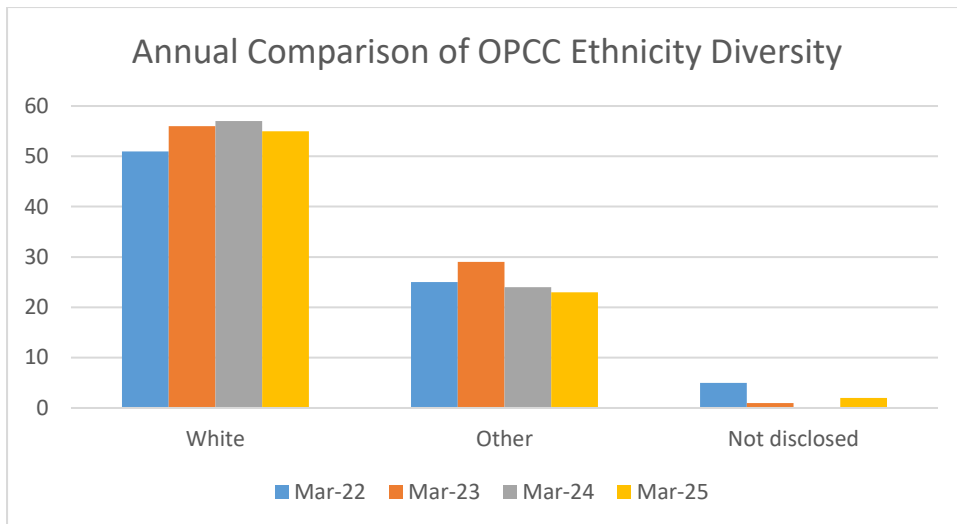


Figure 2: Diversity of staff employed by the OPCC, annual comparison.

Answers to the national pay gap questions:

1. average ethnicity pay gap as a mean average = 2.7%
2. average ethnicity pay gap as a median average = £5.30
3. average bonus ethnicity pay gap as a mean average – NIL RETURN
4. average bonus ethnicity pay gap as a median average – NIL RETURN
5. proportion of White/ White British receiving a bonus payment and proportion of other ethnic groups receiving a bonus payment – NIL RETURN
6. proportion of White/ White British and other Ethnic groups when divided into four groups ordered from lowest to highest pay:

| | White | Other | Total | % | % |
|----|-------|-------|-------|-------|-------|
| Q1 | 18 | 2 | 20 | 90.00 | 10.00 |
| Q2 | 13 | 6 | 20 | 68.42 | 31.58 |
| Q3 | 12 | 8 | 20 | 60.00 | 40.00 |
| Q4 | 12 | 7 | 20 | 63.16 | 36.84 |

Further detail:

Mean average (all pay for white/ethnic minority divided by the number in that group):

- White £24.52 per hour
- Ethnic Minority £25.17 per hour

Median average (line up all of each group in order of pay and pick the midpoint):

- White £21.72 per hour
- Ethnic Minority £22.76 per hour

The ethnicity pay gap analysis has revealed that, on average, White/ White British employees are paid less than their Ethnic Minority counterparts within the business. This disparity is not due to differences in pay for the same roles, but instead reflects White/ White British employees are more concentrated in the lower pay quartiles compared to higher paid quartiles.

Internal Promotion Data:

There were 9 internal promotions within the OPCC between April 2024 and March 2025. 6 were White/ White British and 3 were from an Ethnic minority group (Figure 3, Page 4). Meaning that 40% of staff promoted internally where from an Ethnic minority group.

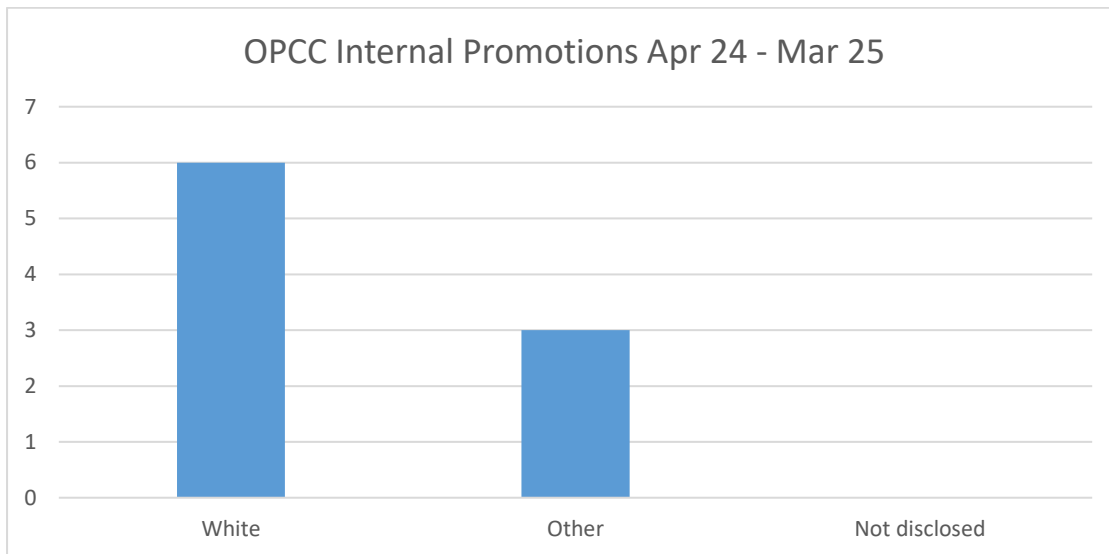


Figure 3: Diversity of staff promoted by the OPCC between April 2024 and March 2025.

Application Data:

There were 22 roles advertised and recruited to within the OPCC between April 2024 and March 2025. The analysis of applicants reveals that a total of 738 individuals applied for these roles. Of which 304 were White/ White British, 391 were from an Ethnic minority group and 43 choose not to disclose their ethnicity (Figure 4, Page 4). Meaning that 53% of applicants who choose to disclose their ethnicity where are from an Ethnic minority group.

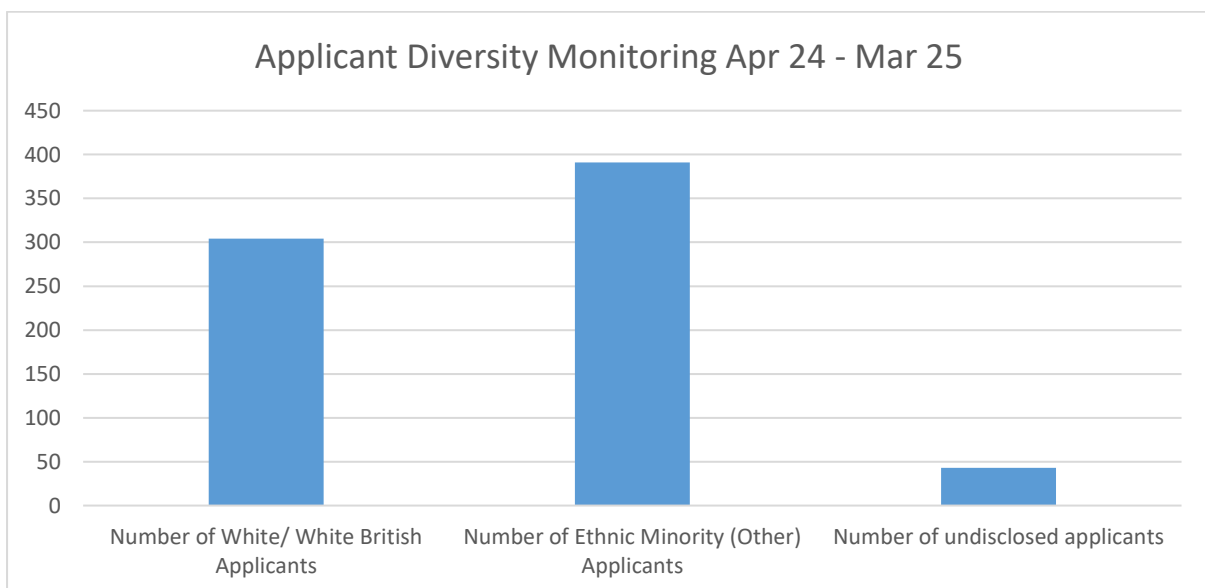


Figure 4: Diversity of applicants applying for roles within the OPCC between April 2024 and March 2025.

In December 2022 the OPCC made alterations to the application form template. These alterations including moving the equal opportunities monitoring form from a separate document into the top of the application form. The purpose of this was to decrease the number of applicants who choose not to disclose their ethnicity. Analysis shows us that this continues to have a significant impact on reducing the number of none disclosures over the past 3 years. (Figure 5, Page 5).

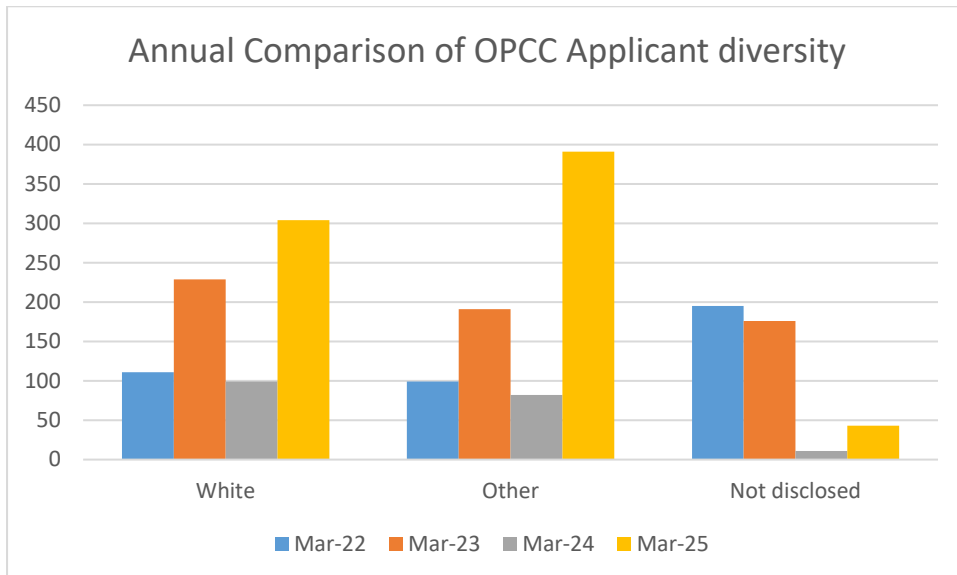


Figure 5: Annual Comparison of OPCC Applicant Diversity between April 2024 and March 2025.

Training Data:

There were 41 employees who received funding towards continuous professional development within the OPCC between April 2024 and March 2025. The analysis of training support shows that of those 41 individuals 33 were White/ White British, 8 were from an Ethnic minority group (Figure 6, Page 5). Meaning that 20% of training support was provided to Ethnic minority groups. Which is a decrease of 1% compared to 2023/24 data.

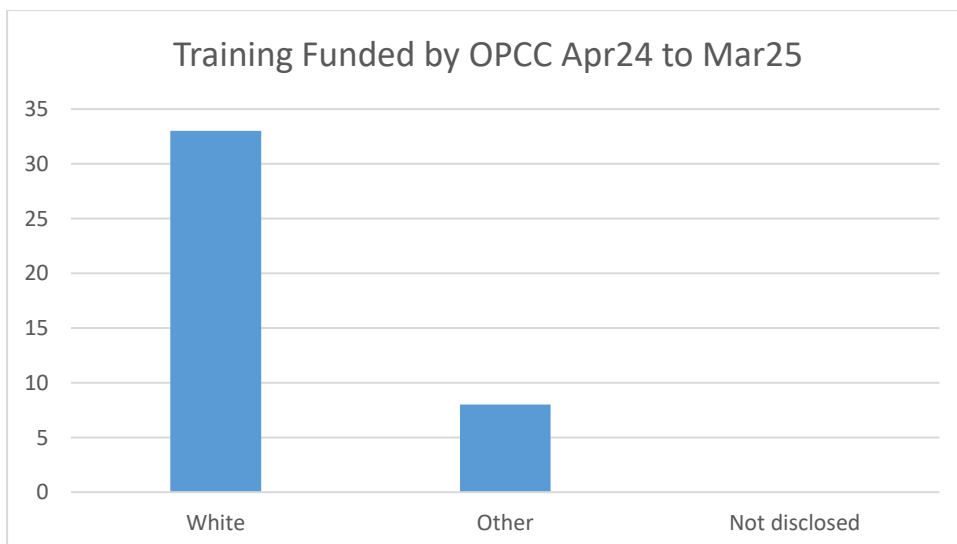


Figure 6: Training Funded by the OPCC April 2023 - March 2024.

Advisory Panel Members

There are 30 Advisory Panel members who meet regularly and support the PCC, providing critical thinking and expertise that will help support him when holding West Midlands Police to account. Members were asked to disclose their ethnicity, there was a 33% response rate (10 people). 20 members chose not to disclose (66%). 5 people identified as White/White British (17%), and 5 identified as other ethnic groups (17%).

Youth Commissioners

Youth Commissioners represent young people across the West Midlands, offering advice to the Police and Crime Commissioner on issues affecting them and their peers. Analysis reveals that there were 12 Youth Commissioners in 2024/25 of which 1 is White/ White British, 2 prefer not to say and 9 are from other ethnic groups. Meaning that 75% of Youth Commissioners were from an Ethnic Minority group.

Trainers

The Police and Crime Commissioner runs two school based training programmes with trainers commissioned to deliver key messages to young people. Analysis reveals that there were 17 Trainers in 2024/25 of which 3 were White/ White British, 13 were from other ethnic groups and 1 choose not to disclose their ethnicity. Meaning that 81.25% of Trainers that disclosed their ethnicity were from an Ethnic Minority group.

Independent Custody Visitors and Appropriate Adults

The Police and Crime Commissioner has a statutory duty to make sure people who are detained by the police are held in accordance with the law. To do this the Commissioner has a group of volunteers who conduct visits to custody cells and support detained people to ensure they are treated fairly. Analysis reveals that there were 54 Volunteers in 2024/25 of which 32 were White/ White British, 22 were from other ethnic groups. Meaning that 40% of Volunteers were from an Ethnic Minority group.