

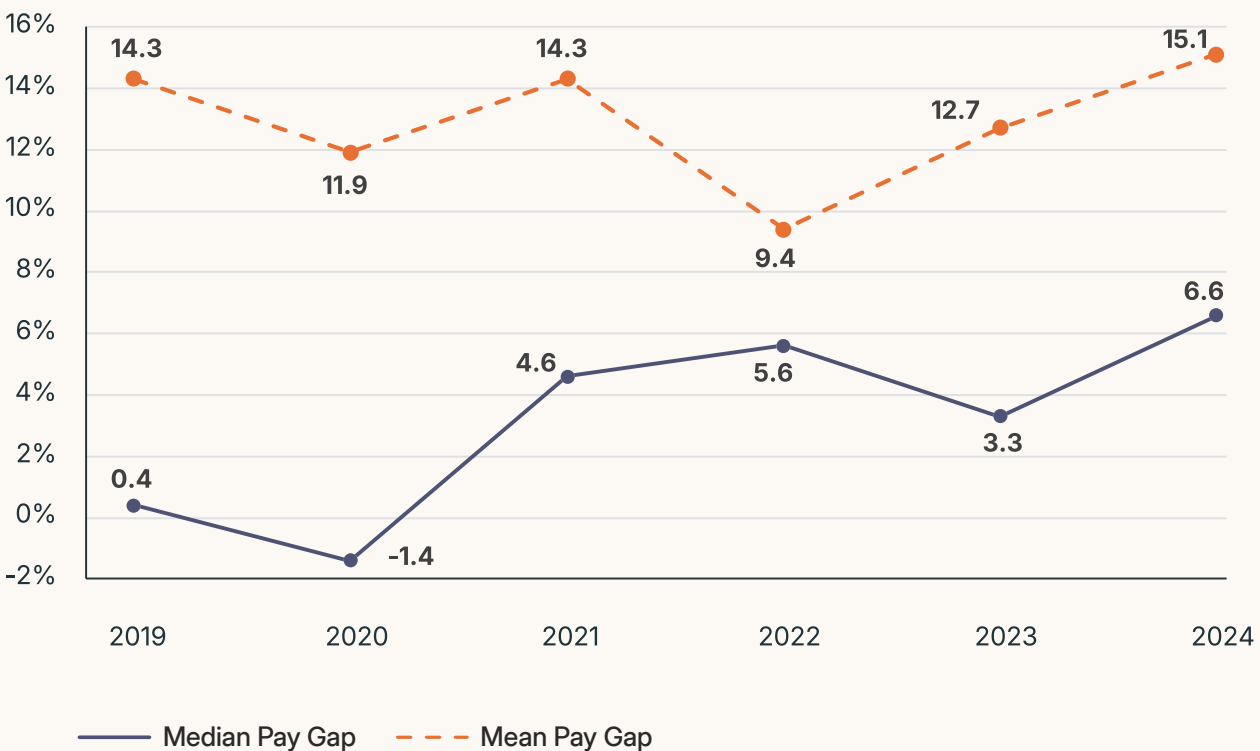
Ethnicity pay gap at Wellcome

April 2024 data, published January 2025



Wellcome's vision is a healthier future for everyone. By investing in research, influencing change and engaging people, we support science to solve the urgent health challenges facing everyone. To drive equitable health outcomes, we advance inclusive practices that broaden the range of people leading, participating and benefiting from science. This means equity, diversity and inclusion are essential to our mission, our work and our organisation.

Ethnicity Pay Gap Trend



This report compares the average hourly rates of pay for people from racially minoritised groups with the average hourly rates of pay for white people employed at Wellcome. Comparing mean or median rates of pay reveals broad trends in employment and salaries. The ethnicity pay gap is the difference in the average rate of pay, expressed as a percentage of the average rate for white employees.

For the data in this report, people's ethnicity is categorised as either "ethnic minority" or "non-ethnic minority", reflecting the terminology used by the data analysts we partner with. We acknowledge the limits of these terms and expect our approach to continue to evolve.

The UK government does not require us to submit ethnicity pay gap data each year as we do for our gender pay gap. Although not as straightforward to interpret, however, our ethnicity pay gap is an important measure of Wellcome's progress towards being an equitable and inclusive employer.

In 2018, we launched an action plan to address our pay gaps, and in 2019 we began focusing on improving representation of people from racially minoritised groups at Wellcome. We continually look at attitudes, behaviour and knowledge within Wellcome, adapting our approach as we learn more. Internal practices and processes are being changed to broaden the diversity of people we fund, engage with and employ. Many of these changes will help to reduce our ethnicity pay gap.

Pay gaps are different to equal pay issues, which compare rates of pay for people in similar positions. Wellcome maintains robust policies and practices to ensure equal pay for equal work, including analyses from outside experts, with oversight from our Board of Governors and senior leaders. Our annual equal pay audit found no cases of unequal pay for equal work at Wellcome, by ethnicity or any other characteristic.

Our ethnicity pay gap

On 5 April 2024, Wellcome had an ethnicity gap in median pay of 6.6%. Our ethnicity gap in mean pay was 15.1%. Median pay is the preferred measure used by the Office for National Statistics because it is less affected by extreme outliers.

Our ethnicity pay gaps are driven by low representation of people from racially minoritised groups, particularly in senior roles. Both mean and median pay gaps have increased this year, driven mostly by the ethnicity data from new joiners.

Interpretation should be tentative because Wellcome has not received ethnicity data from around 13% of our employees. This is a significant proportion of the workforce, whose data could affect the pay gap calculations considerably. Ethnicity disclosure rates at Wellcome have gone up by 1.5% since last year and

overall disclosure rates have increased substantially since 2022. There is still more work to be done, however, for our ethnicity data to reflect the reality of our workforce.

The quartiles show the proportion of people from racially minoritised groups and of white people in each band. Not having data from more than one in eight employees again limits interpretation, but people from racially minoritised groups are still under-represented in the upper quartile, and within this quartile the highest paid roles still tend to be held by white people. People from racially minoritised groups tend to be better represented in the lower quartiles; however, there is more work to be done to improve data disclosure rates in these quartiles.

What Wellcome is doing now

Combined with other data, our ethnicity pay gap confirms we have more to do to support the recruitment, retention and development of people from racially minoritised groups at Wellcome, especially at senior levels. This will require sustained action across the organisation.

In 2024, we have:

- developed new internal guidance on inclusive recruitment
- introduced training on equity, diversity and inclusion, which 92% of staff have completed to date
- made measurable progress towards becoming an anti-racist organisation, with 769 staff members completing anti-racism training
- launched regular staff pulse surveys to better understand employee experiences

Median and mean ethnicity pay gaps 2024

Median ethnicity pay gap

6.6%

+3.3 from 2023 (3.3%)

Mean ethnicity pay gap

15.1%

+2.4 from 2023 (12.7%)

A negative figure means the figure for non-ethnic minority employees is lower than that for ethnic minority employees; a positive figure means the figure for non-ethnic minority employees is higher.

- established a new Equity department led by the Executive Director, Equity (formerly Chief Equity, Diversity and Inclusion Officer), which brings together teams working on equity, diversity and inclusion at Wellcome and in our work
- begun developing an Equity framework that clarifies the rationale for equity, diversity and inclusion at Wellcome and the relationship between science, health and equity as we raise our ambitions for our equity work.

Next steps include:

- continuing to focus during recruitment on diversifying teams that lack people from racially minoritised groups and ensuring inclusive practice is followed
- regularly monitoring and analysing internal movement data to identify trends and mitigate bias in decision making
- developing a smoother process for tracking and measuring inclusion and employee experiences through our staff pulse surveys
- incorporating pay gaps into our developing Equity framework, to ensure this work becomes part of the broader effort to address workforce equity.

Wellcome's strategy is founded on driving equitable health outcomes, and more proactively changing some of the systemic issues that prevent equity in health, in research culture, and in our own organisation. Changing culture and behaviour takes time, a long-term commitment to a programme of actions and continual monitoring of progress. Implementing our strategy is an opportunity to integrate inclusive practices in our culture as well as in how we seek to help build a healthier future for everyone.

Jimmy Volmink
Executive Director, Equity
Wellcome

Ethnic make-up of Wellcome's pay quartiles 2024

Upper quartile	Ethnic minority 19.5% +0.3 from 2023 (19.2%)
	Non-ethnic minority 66.4% -1.0 from 2023 (67.4%)
	No data* 14.1% +0.7 from 2023 (13.4%)
Upper middle quartile	Ethnic minority 22.7% -1.2 from 2023 (23.9%)
	Non-ethnic minority 68.0% +5.3 from 2023 (62.7%)
	No data* 9.4% -4.0 from 2023 (13.4%)
Lower middle quartile	Ethnic minority 24.8% +4.2 from 2023 (20.6%)
	Non-ethnic minority 63.8% -1.8 from 2023 (65.6%)
	No data* 11.4% -2.4 from 2023 (13.8%)
Lower quartile	Ethnic minority 27.0% +2.5 from 2023 (24.5%)
	Non-ethnic minority 54.7% -2.2 from 2023 (56.9%)
	No data* 18.3% -0.3 from 2023 (18.6%)

*Employees who either didn't respond to the survey or who did but chose not to provide ethnic data.