



Ethnicity Pay Gap Report

2025/26

rethink.org

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Introduction

This report presents Rethink Mental Illness' ethnicity pay gap data for the 2025/26 reporting period. By publishing this information we aim to increase transparency about pay and representation across our workforce and better understand where further action may be needed to support equity and inclusion.

Unlike gender pay gap reporting, ethnicity pay gap reporting is not currently a statutory requirement in the UK. However, many organisations are choosing to publish their ethnicity pay gap data voluntarily in order to increase transparency, better understand workforce pay patterns and identify areas we need to focus on.



Rethink Mental Illness is committed to equity, diversity and inclusion across our workforce. As part of this commitment we have chosen to voluntarily publish our ethnicity pay gap data for the first time. This report therefore represents our baseline year, providing an important starting point from which we can monitor progress over time.

By analysing our workforce data and sharing our findings transparently, we aim to better understand how ethnicity intersects with representation, progression and pay across our organisation.

Understanding ethnicity pay gap reporting

Ethnicity pay gap reporting measures the difference in average pay between employees from different ethnic backgrounds across an organisation.

It is important to distinguish ethnicity pay gap reporting from equal pay. Equal pay refers to men and women receiving the same pay for the same or similar work, or work of equal value, as set out in UK legislation. In UK law, equal pay specifically refers to sex equality under the Equality Act 2010, but organisations often use the term more broadly in practice when talking about fairness across protected characteristics.

It does not indicate that individuals are being paid differently for doing the same job, but reflects patterns of representation across roles, grades and different areas of the organisation. For example, if employees from one ethnic group are more likely to be represented in higher paid roles or senior positions, this will influence the overall average hourly pay and contribute to a gap in average earnings.

Ethnicity pay gap reporting therefore provides an important lens for examining representation, progression and opportunity across an organisation.

Our commitment to Equity, Diversity and Inclusion

As a mental health charity, Rethink Mental Illness is committed to equity, diversity and inclusion and to becoming a truly anti-racist organisation.

We recognise that structural inequalities exist across society and within many workplaces. Addressing these inequalities requires us to understand our workforce data, listen to lived experience and take action to remove barriers to progression and opportunity.

Publishing our ethnicity pay gap data voluntarily is an important step in this process. It enables us to increase transparency, identify patterns within our workforce and ensure that our actions are informed by evidence.

This report should therefore be viewed as the beginning of an ongoing process of monitoring, analysis and action.

Workforce scope and data considerations

As at 5 April 2025, our workforce headcount was 932 employees. The figures in this report are based on workforce data captured on this date.

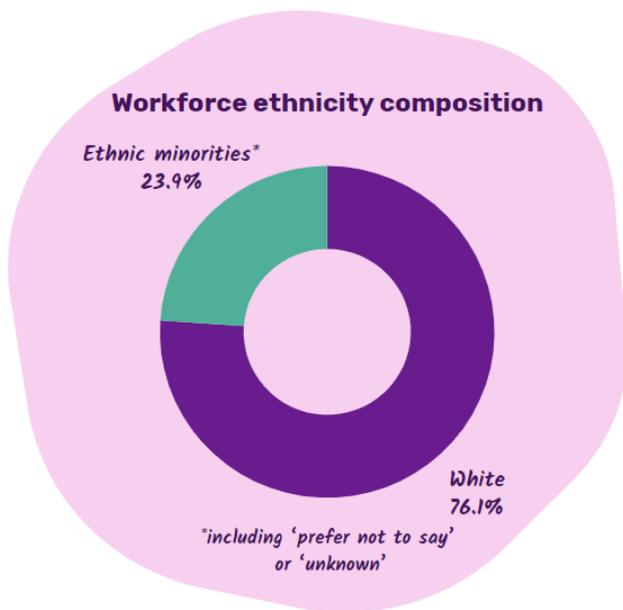
Ethnicity data is based on information voluntarily provided by employees through our HR system. Not all employees choose to disclose their ethnicity and some records may therefore be listed as “prefer not to say” or “unknown”.

Where ethnicity data is not disclosed, this can influence the interpretation of ethnicity pay gap figures. As a result, the data should be understood as highlighting patterns within the workforce rather than providing a definitive measure of pay equality. As this is the first year we have published ethnicity pay gap data, the findings provide an initial overview of workforce pay patterns which will inform future monitoring.

Ethnicity pay gap calculations in this report compare the hourly pay of employees who identify as White with those who identify as being from racially minoritised ethnic backgrounds. Employees who selected “prefer not to say” or whose ethnicity is recorded as “unknown” are included within overall workforce representation figures but are excluded from pay gap calculations where ethnicity data is not available.



Our 2025 position



Our analysis shows that:

- White employees represent 76.1% of the workforce. According to the 2021 Census, approximately [80.7% of the working-age population in England and Wales identify as White](#). This indicates that our workforce is somewhat more ethnically diverse than the national working age population (aged 16–64). This comparison provides a useful national benchmark for understanding overall workforce representation.
- Employees from racially minoritised backgrounds, as well as those recorded as “prefer not to say” or “unknown”, represent 23.9% of the workforce.
- The mean ethnicity pay gap for our organisation is 10.9%. This means that, on average, for every £1 earned by a White employee, employees from racially minoritised backgrounds earn £0.89 per hour.
- The median ethnicity pay gap for our organisation is 5.5%, meaning that when comparing the middle hourly pay rate of White employees with that of employees from racially minoritised backgrounds, the difference is smaller than the overall average. The median measure helps provide a clearer picture of pay distribution across the organisation as it is less influenced by particularly high or low salaries. While the gap is lower than the mean, it still highlights a difference in pay outcomes that we are committed to understanding further as part of our ongoing work to promote equity, diversity and inclusion across the workforce.

As a charitable organisation, we do not operate a bonus scheme. No bonus payments were made during the reporting period and therefore the mean and median ethnicity bonus pay gap is reported as 0%.

Ethnicity data disclosure

As at 5 April 2025, 95% of employees had shared their ethnicity information. The remaining colleagues have either selected “prefer not to say” or have not yet provided this information.

Encouraging colleagues to voluntarily share their ethnicity data is important for improving the accuracy and usefulness of workforce analysis. Higher disclosure rates allow organisations to better understand representation, identify potential inequalities and design targeted actions to address them.

We will therefore continue to encourage colleagues to update their demographic information through our HR system and will work with our staff networks to build trust and confidence in how this data is used. Improving the completeness of our data will help strengthen future ethnicity pay gap analysis and ensure that it more accurately reflects the experiences of our workforce.

Workforce composition by pay quartile

To provide further insight into how pay is distributed across the organisation, employees are ranked by hourly pay and divided into four equal groups known as pay quartiles. The upper quartile represents the highest paid roles while the lower quartile represents the lowest paid roles. Examining the distribution of employees across pay quartiles provides additional insight into how workforce structure influences pay gap figures.

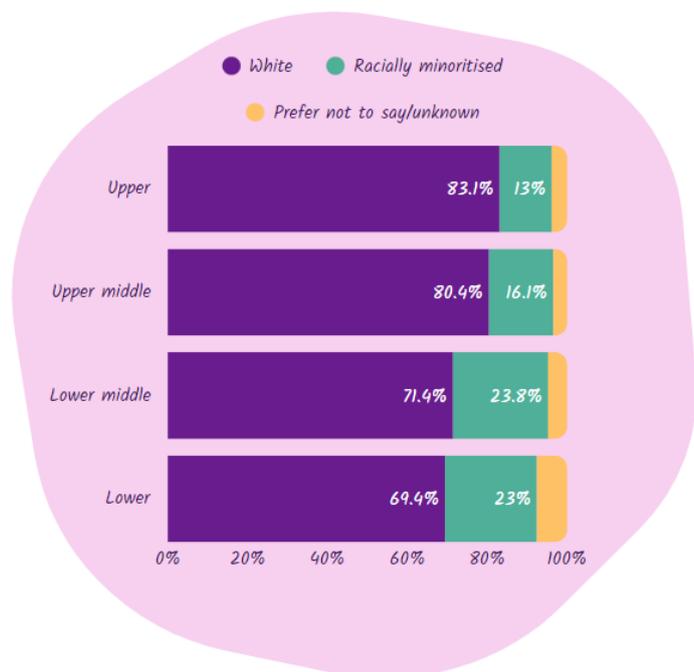
Our data shows that White employees make up a larger proportion of the highest paid quartile, while racially minoritised employees are more represented within lower pay quartiles.

For example:

- In the upper pay quartile, approximately 83% of employees are White.
- In the lower pay quartile, White employees represent approximately 69% of the workforce.

This distribution means that racially minoritised employees are proportionately more represented in lower and lower-middle pay quartiles than in the highest paid (see image below).

Representation patterns such as these can influence average pay figures and contribute to the overall ethnicity pay gap.



What this means

As this is the first year we have produced an ethnicity pay gap report, the results should be viewed primarily as a baseline against which future progress can be measured.

The mean ethnicity pay gap of 10.9% reflects differences in average hourly pay across the organisation. As with gender pay gaps this is influenced by how employees are distributed across roles, occupational groups and levels of seniority.

The median ethnicity pay gap of 5.5% provides an additional view of pay distribution and this gap suggests that differences in pay are more pronounced at certain levels of the organisation rather than being evenly distributed across the workforce.

The workforce distribution across pay quartiles provides further context for these figures as differences in representation at senior or higher paid levels can influence overall pay averages across the organisation.

Where employees from certain ethnic backgrounds are more represented in particular types of roles or at certain levels within the organisation, this can influence overall pay averages even where pay structures themselves are applied consistently.

Within the charity and health and social care sectors, workforce demographics can also influence representation patterns. [National workforce analysis](#) shows that racially minoritised employees are often underrepresented in senior leadership roles across many organisations. These structural patterns can contribute to differences in average earnings.

Our results highlight the importance of strengthening inclusive recruitment practices, improving access to leadership development and ensuring transparent progression pathways, so that talent from all backgrounds have equitable opportunities to progress.

Over time, improving representation across senior roles can contribute to a more balanced distribution of pay across the workforce.

Sector context

Unlike gender pay gap reporting, ethnicity pay gap reporting is not currently mandatory in the UK. As a result, relatively few organisations of similar workforce size within the charity and mental health sectors publish ethnicity pay gap data.

By voluntarily publishing our ethnicity pay gap data, Rethink Mental Illness is taking an important step towards greater transparency and accountability in relation to race and ethnicity within the workforce.

As more organisations begin to publish similar data in the future, it will become possible to build meaningful sector comparisons and better understand how representation and pay patterns vary across organisations.



Our commitments and next steps

Publishing our ethnicity pay gap data provides an important starting point for understanding workforce representation and progression within our organisation. Responsibility for monitoring progress against these areas sits with our People team in partnership with the Diversity, Equity and Inclusion lead, with oversight from the Executive Team. Over the coming years we will focus on the following areas:



Improving ethnicity data disclosure

Accurate data is essential for understanding workforce patterns. We will continue to encourage colleagues to voluntarily share and update their ethnicity information so that our data becomes increasingly robust and representative over time. Currently 95% of employees have shared their ethnicity information through our HR system, providing a strong foundation for workforce analysis while recognising that continued improvement in disclosure will further strengthen our future reporting.



Monitoring representation and progression

We aim to monitor internal promotions, recruitment outcomes and representation across pay quartiles to better understand how career progression is experienced by employees from different ethnic backgrounds.



Strengthening leadership development pathways

Supporting inclusive leadership development will remain a priority. We will continue to ensure that development opportunities, mentoring programmes and leadership pathways are accessible to colleagues from all backgrounds.

By establishing a baseline and continuing to monitor our data over time, we aim to ensure that Rethink Mental Illness remains committed to building a diverse, inclusive and equitable organisation where all colleagues have the opportunity to thrive and progress.

Rethink Mental Illness

We are the charity for people severely affected by mental illness, no matter what they're going through.

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