

Discovery Ethnicity Pay Gap report 2025

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

This report provides a snapshot of the situation on 5th April 2025. The analysis uses ethnicity data voluntarily disclosed by colleagues and provided with consent for analytical and reporting purposes. At this time 85% of colleagues had shared their ethnicity.

In 2025 of the colleagues who disclosed their ethnicity, 83% identified as white and 17% from a Black, Asian and Minority Ethnic background which is an increase from 2024.

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.

Pay gap reporting differs from equal pay. Equal pay relates to ensuring people receive equal pay for the same or equivalent work, whereas pay gap reporting examines differences in average earnings between groups across an organisation.

Discovery's mean and median ethnicity pay gaps are shown below –

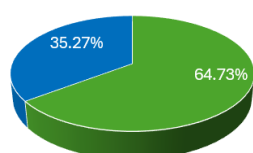
Ethnicity Pay Gap	2025	2024
Mean (average) hourly pay gap	7.2%	5.5%
Median hourly pay gap	3.2%	4.5%

Hourly Pay quartiles by ethnicity

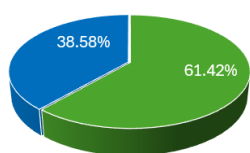
Pay quartiles represent the distribution of ethnicity by hourly earnings, with colleagues' hourly earnings being grouped to one of four quartiles. The Lower Quartile shows those on the lowest hourly earnings 0–25% of colleagues, Lower Middle Quartile 25–50% of colleagues, Upper Middle Quartile 50–75%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

2025

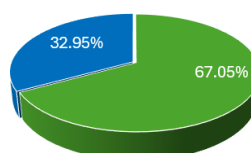
 White colleagues  BAME colleagues



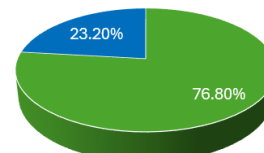
Lower Quartile



Lower Middle Quartile

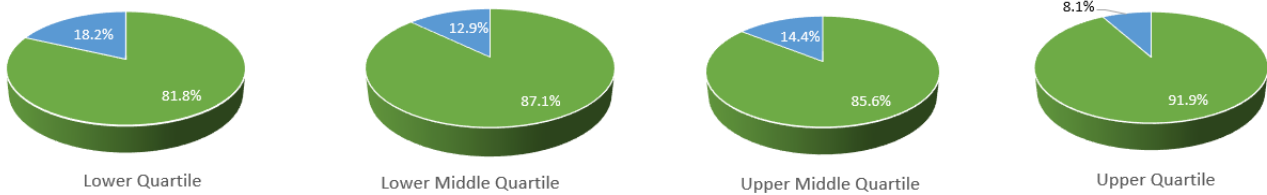


Upper Middle Quartile



Top Quartile

2024



Our statement

This is the second year that we are voluntarily publishing our Ethnicity Pay Gap report.

In 2025 there was a median (i.e. the middle) hourly pay gap of 3.2%, which has decreased from a 4.5% median pay gap in 2024. This shows that the median hourly rate for white colleagues is 3.2% higher than for BAME colleagues.

The mean (i.e. average) pay gap is 7.2%, a slight increase (1.7%) on the 5.5% mean pay gap in 2024. This means that the hourly rate for white colleagues is 7.2% higher than for BAME colleagues.

The decrease in the median pay gap coincided with a significant increase in BAME representation within the Lower Middle and Upper Middle pay quartiles. As the median is influenced most by the middle of the pay distribution, these changes are likely to have contributed to the reduction in the median pay gap.

The mean pay gap increased from 5.5% to 7.2% despite BAME representation increasing within the highest-paid quartile. This suggests that changes within the underlying earnings distribution, particularly amongst the highest earners, had a greater impact on the overall average than changes in workforce representation alone.

Discovery operates in two counties, Somerset and Cornwall. Discovery continues with its ambition to promote equality, respect diversity and ensure inclusion for all colleagues from all backgrounds. This is evident with 17% of colleagues who disclosed their ethnicity identifying as Black, Asian or Minority Ethnic background compared to 3.6% and 3.2% respectively of the UK population. (source UK ONS census 2021).

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

Better Lives for More People

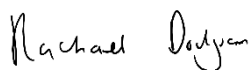
increasingly complex sector, where this is affordable. While this does mean that certain roles are remunerated at higher rates than others, for market reasons, we are pleased that this is not an issue in the context of our ethnicity pay gap. There is no evidence of differences in pay for colleagues working in the same role based on ethnicity however there is a lower representation of Black, Asian and Minority Ethnic colleagues in senior roles. Discovery 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 we will take action.
- A formal recording process of all incidents of discrimination towards colleagues from other colleagues, people we support, other professionals or members of the public.
- Within the recruitment process for senior managers, creating a role of a critical friend to ensure there is diversity of lived experience and cultural awareness.
- Analysis of all HR casework by ethnic groups to ensure there is no unfair treatment in our processes and activities.
- 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 an additional language.
- We support requests for flexible working and have a wide range of working options available to all colleagues including extended leave requests to allow colleagues to travel overseas to visit family.
- 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.

- 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.
- Funded places on the Skills for Care Moving Up programme for aspiring leaders, specifically aimed at colleagues from Black, Asian and Minority Ethnic backgrounds in social care.
- A dedicated Diversity, Inclusion and Equality team with a Head of department enabling strategic focus.
- An active and committed national Equality, Diversity and Inclusion colleague group, led by the EDI team.
- An active campaign entitled 'Dimensions values me as me' to promote that Dimensions values all colleagues 'not despite their diversity but because of it.'
- Celebration and highlighting key dates relating to ethnic diversity including Black History Month, and Ramadan with reflective blogs from managers and colleagues and online and in-person events.
- A toolkit for managing discrimination from people we support to ensure colleagues can feel confident we will manage this appropriately.
- Membership with an advisory EDI organisation (Onvero) to seek advice and guidance in assuring our practices are inclusive.
- Achieved a Silver TIDE award in Onvero external assessment for inclusion.

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

I confirm that the information in this statement is accurate.

A handwritten signature in black ink that reads 'Rachael Dodgson'.

Rachael Dodgson

Chief Executive