



For further information about how the below data has been calculated and the steps Victim Support are taking to address these pay gaps please visit the [Ethnicity and Disability Pay Gap page](#) of our website.

3-year ethnicity pay gap comparison

	Ethnicity pay gap	
	Mean	Median
2022	-0.38%	-11.24%
2021	-0.56%	-3.64%
2020	0.51%	-3.40%

	Proportion of Black, Asian and minority ethnic and White Staff	
	Black, Asian and minority ethnic staff	White staff
2022	18%	82%
2021	17%	83%
2020	18%	82%

Within our ethnicity pay gap analysis Victim Support uses the term Black, Asian and minority ethnic to describe all ethnic groups other than White ethnic groups. However, we know that the experiences of those from different ethnic groups is not the same and that scrutiny of the experiences of specific ethnic groups is needed in order to identify the individual barriers faced by specific groups. Where data sets have allowed we have carried out this analysis, e.g. separate analysis for Black, Asian and mixed ethnicity staff compared with White staff.



3-year disability pay gap comparison

	Disability pay gap	
	Mean	Median
2022	8.9%	2.5%
2021	11.1%	0.8%
2020	13.0%	3.4%

	Proportion of Disabled and Non-disabled staff	
	Disabled staff	Non-disabled staff
2022	16%	84%
2021	15%	85%
2020	13%	87%