

2020 Ethnicity pay gap reporting

Background

Developing a workforce which reflects the city it serves is a key priority for the Greater London Authority. In March 2018 the GLA was one of the first organisations to publish their ethnicity pay gap. The GLA is fully determined to tackle inequality in any form and publishing the ethnicity pay gap supports that aim.

The Mayor has led by example in publishing this data and is committed, not only to recognise pay inequality and seek to address it at the GLA and its functional bodies, but to encourage businesses in the capital to follow this lead.

In this time the GLA has also developed its first ethnicity pay gap action plan, which set out a programme of activity aimed at closing the ethnicity pay gap in the GLA. The plan can be found on our website and should be read alongside the findings of this report.

Methodology

The Equality and Human Rights Commission express the ethnicity pay gap as follows: *“the pay gap is defined as the difference between the average hourly pay of ethnic minorities and White British people. When ethnic minorities are paid less, overall, than White British people they experience a pay gap. When they are paid more they experience a pay advantage. The pay gap is often expressed as a percentage difference between the pay of people from ethnic minorities and the pay of White British people, with the latter representing 100%.”* The GLA has followed the same formula it used for its gender pay gap reporting, which is as follows:

$$\frac{A - B}{A} \times 100$$

where A is the mean/median hourly rate of pay for relevant White staff; and,
where B is the mean/median hourly rate of pay for relevant BAME staff.

The GLA is publishing their overall mean and median ethnicity pay gaps and used the snapshot date of **31 March 2020**. The previous report, , used a snapshot date of **31 March 2019**.

As at 31 March 2020 there were 1181 employees in the GLA of which 1146 are counted for ethnicity pay gap reporting purposes. Of the staff for whom we have a declared ethnicity, 32% are BAME and 68% White. The GLA is a single status organisation and does not have different staff groups i.e. all staff are officers, and so office holders like the Assembly Members and the Mayor are excluded from this report.

Unlike gender pay gap reporting which currently is binary i.e. compares men and women, ethnicity pay gap reporting is more complex. For the purposes of this report the GLA is showing the ethnicity pay gaps for BAME as a whole and then for the separate minority groups i.e. Asian or Asian British, Black or Black British, Mixed ethnicities and Other Ethnic Group. The White group includes White British, White Irish and White Other.

It is worth noting when reviewing the findings that salaries at the GLA are determined through a job evaluation scheme, so that the Authority pays the same salary to roles of equal weight. Job evaluation evaluates the job and not the post holder. It makes no reference to gender or any other personal characteristics of existing or potential job holders.

Comparisons have been made with the March 2019 data throughout this report to demonstrate how GLA is progressing against its ambition to close its ethnicity pay gap.

Overall Ethnicity Pay Gap Summary

The tables below show that there is an overall mean ethnicity pay gap of **14.49%** and an overall median ethnicity pay gap of **11.30%**. In contrast the data for 2019 shows a mean ethnicity pay gap of 18.40% and a median ethnicity pay gap of 11.06%. The ethnicity mean pay gap has improved by 3.91 percentage points with a slight increase of the ethnicity median pay gap 0.24 percentage points when comparing the 2019 and 2020 outcomes. Also as set out in Table 1 below the mean and median pay gaps for each minority group has reduced.

In contrast the median ethnicity pay gap for England and Wales is 2.3% and 23.8% for London (source [ONS Ethnicity Pay Gaps: 2019 taken from the Annual Population Survey](#)). The ONS report indicates the ethnicity pay gap was largest in London at 23.8% in 2019 and smallest (but still positive) in Wales at 1.4%. There was a negative pay gap in the East of England region (negative 8.6%) meaning that, for that region, those

ethnic minority earn a higher median hourly wage than those in the White ethnic group. The GLA median ethnicity pay gap is 12.5 percentage points lower than the London figure reported by the ONS.

The data below also shows that the lowest ethnicity pay gap is among Mixed ethnicities (7.32% mean, 1.27% median) and the highest is among Black or Black British staff (20.62% mean, 19.51% median). Further analysis of these groups can be found later in the report.

Table 1: Overall ethnicity pay gap all staff, March 2020

Headline Ethnicity Pay Gap - White/BAME					
Ethnicity	No of staff	Mean	Median	Mean Pay Gap	Median Pay Gap
BAME (Black, Asian, Mixed, Other)	344	£23.60	£23.01	14.49%	11.30%
Asian or Asian British	130	£24.64	£23.46	10.72%	9.56%
Black or Black British	136	£21.91	£20.88	20.62%	19.51%
Mixed	57	£25.58	£25.61	7.32%	1.27%
Other Ethnic Group	21	£22.73	£23.01	17.64%	11.30%
White	744	£27.60	£25.94		
Not Known/Provided	58	£29.94	£24.78	-8.48%	4.47%

Table 2: Overall ethnicity pay gap all staff, March 2019

Headline Ethnicity Pay Gap - White/BAME					
Ethnicity	No of staff	Mean	Median	Mean Pay Gap	Median Pay Gap
BAME (Black, Asian, Mixed Other)	276	£ 22.45	£ 22.56	18.40%	11.06%

Asian or Asian British	109	£ 23.02	£ 22.60	16.08%	10.88%
Black or Black British	102	£ 21.60	£ 20.08	21.26%	20.82%
Mixed	51	£ 23.31	£ 23.45	15.01%	7.53%
Other Ethnic Group	14	£ 21.17	£21.54	22.80%	15.08%
White	706	£ 27.43	£ 25.36		
Not Known/Provided	48	£ 30.79	£ 25.70	-12.26%	-1.36%

Quartile Summary

The next section looks at the ethnicity pay gap by quartile. This quartile data has been calculated by *dividing the workforce into four equal sized groups and separating them according to the hourly pay rate, starting from lowest paid to the highest paid*. This mirrors the approach taken for gender pay gap reporting. The analysis by quartile shows that there is an ethnicity pay gap in both the lower and upper quartiles.

Table 3: Quartile Mean Hourly Pay, March 2020

Mean Hourly Pay				
	White	BAME	Pay Gap	% BAME
	Hourly rate	Hourly rate		
lower quartile	£17.41	£16.44	5.57%	47%
lower middle quartile	£23.11	£23.03	0.35%	32%
upper middle quartile	£27.08	£27.23	-0.55%	28%
upper quartile	£38.45	£37.11	3.49%	19%

Table 4: Quartile Mean Hourly Pay, March 2019

Mean Hourly Pay				
	White	BAME	Pay Gap	% BAME
	Hourly rate	Hourly rate		
lower quartile	£16.72	£15.59	6.76%	46%
lower middle quartile	£22.61	£22.53	0.35%	25%
upper middle quartile	£26.92	£27.00	-0.30%	26%
upper quartile	£38.90	£35.71	8.20%	15%

Table 5: Quartile Median Hourly Pay, March 2020

Median Hourly Pay				
	White	BAME	Pay Gap	% BAME
	Hourly rate	Hourly rate		
lower quartile	£17.60	£17.19	2.33%	47%
lower middle quartile	£23.05	£23.01	0.17%	32%
upper middle quartile	£26.64	£27.46	-3.08%	28%
upper quartile	£36.41	£31.61	13.18%	19%

Table 6: Quartile Median Hourly Pay, March 2019

Median Hourly Pay				
	White	BAME	Pay Gap	% BAME
	Hourly rate	Hourly rate		
lower quartile	£17.17	£16.18	5.77%	46%
lower middle quartile	£22.56	£22.58	-0.09%	25%
upper middle quartile	£27.18	£27.18	0.00%	26%
upper quartile	£35.69	£32.00	10.34%	15%

Grade Summary

As with gender pay reporting, the GLA has chosen to analyse ethnicity pay in relation to its grading structure to take a more in-depth look at the distribution of pay across the organisation.

The data shows a negative pay gap at a small number of grades. There is a mean pay gap at the highest level in the organisation (Spot) of just under 3% with a similar level mean pay gap at Grade 15, though this has reduced fractionally since last year's report. Some caution must however be taken when analysing pay gaps at grade level alone due to low numbers of staff in some grades where one or two changes can result in big percentage changes. All employees sit within the Authority's incremental pay structure and salaries are based on the job and not the post holder. It is GLA policy for employees to start at the bottom of their pay scale on appointment and, except for spot salaries and London's living Wage which are fixed rates not linked to defined spinal column points, employees will progress through the five incremental pay points within each grade on an annual basis until they reach the top of the pay scale. As such, an ethnicity pay gap at grade level can reflect recent recruitment of BAME colleagues.

It is however important to look at representation of BAME colleagues throughout the grades and the impact this has on the overall pay gap. This data is provided in the following tables.

Table 7: Mean Hourly Pay by Grade, March 2020

Mean Pay Gap White/BAME				% of Staff	
Mean Pay	White	BAME	Pay Gap	by Job Level	% BAME
London's Living Wage	£10.75	£10.75	0.00%	London's Living Wage	69%
Grade 1					
Grade 2	£14.15	£14.08	0.49%	Grade 2	55%
Grade 3	£15.89	£15.63	1.64%	Grade 3	68%
Grade 4	£15.70	£15.36	2.17%	Grade 4	38%
Grade 5	£16.72	£16.91	-1.14%	Grade 5	52%
Grade 6	£18.33	£18.23	0.55%	Grade 6	39%
Grade 7	£21.71	£21.57	0.64%	Grade 7	29%
Grade 8	£23.88	£23.54	1.42%	Grade 8	33%

Grade 9	£26.40	£26.33	0.27%	Grade 9	26%
Grade 10	£29.51	£29.20	1.05%	Grade 10	30%
Grade 11	£31.39	£31.33	0.19%	Grade 11	21%
Grade 12	£37.49	£38.11	-1.65%	Grade 12	18%
Grade 13	£43.53	£43.46	0.16%	Grade 13	14%
Grade 14					
Grade 15	£61.37	£59.64	2.82%	Grade 15	19%
Spot	£70.38	£68.30	2.96%	Spot	27%

Table 8: Mean Hourly Pay by Grade, March 2019

These tables show the White/BAME pay gap at grade level and the representation of staff by ethnicity at each grade.

Mean Pay Gap White/BAME				% of Staff	
Mean Pay	White	BAME	Pay Gap	by Job Level	% BAME
London's Living Wage	£10.55	£10.55	0.00%	London's Living Wage	70%
Grade 1	£ 11.94	£11.78	1.34%	Grade 1	88%
Grade 2	£ 14.07	£12.86	8.60%	Grade 2	38%
Grade 3	£ 15.36	£15.18	1.17%	Grade 3	67%
Grade 4	£ 15.49	£15.61	-0.77%	Grade 4	33%
Grade 5	£ 16.43	£16.82	-2.37%	Grade 5	51%
Grade 6	£ 17.99	£18.22	-1.28%	Grade 6	33%
Grade 7	£ 21.69	£21.34	1.61%	Grade 7	26%
Grade 8	£ 23.55	£23.51	0.17%	Grade 8	24%
Grade 9	£ 26.47	£26.12	1.32%	Grade 9	23%
Grade 10	£ 29.37	£28.69	2.32%	Grade 10	24%
Grade 11	£ 32.02	£30.58	4.50%	Grade 11	21%

Grade 12	£ 37.59	£38.24	-1.73%	Grade 12	19%
Grade 13	£43.58	£42.65	2.13%	Grade 13	15%
Grade 14					
Grade 15	£60.60	£58.51	3.45%	Grade 15	8%
Spot	£67.19	£67.41	-0.33%	Spot	8%

Table 9: Median Hourly Pay by Grade, 2020

Median Pay Gap White/BAME				% of Staff	
Median Pay	White	BAME	Pay Gap	by Job Level	% BAME
London's Living Wage	£10.75	£10.75	0.00%	London's Living Wage	69%
Grade 1					
Grade 2	£14.43	£14.43	0.00%	Grade 2	55%
Grade 3	£16.05	£16.05	0.00%	Grade 3	68%
Grade 4	£15.64	£14.97	4.28%	Grade 4	38%
Grade 5	£16.59	£16.59	0.00%	Grade 5	52%
Grade 6	£18.04	£18.04	0.00%	Grade 6	39%
Grade 7	£21.41	£21.41	0.00%	Grade 7	29%
Grade 8	£23.58	£23.58	0.00%	Grade 8	33%
Grade 9	£26.12	£26.12	0.00%	Grade 9	26%
Grade 10	£29.07	£29.02	0.17%	Grade 10	30%
Grade 11	£30.99	£31.61	-2.00%	Grade 11	21%
Grade 12	£37.14	£37.94	-2.15%	Grade 12	18%
Grade 13	£43.97	£43.62	0.80%	Grade 13	14%
Grade 14					
Grade 15	£60.61	£60.02	0.97%	Grade 15	19%
Spot	£68.80	£68.76	0.06%	Spot	27%

Table 10: Median Hourly Pay by Grade, 2019

Mean Pay Gap White/BAME				% of Staff	
Median Pay Gap White/BAME	% of Staff	BAME	Pay Gap	by Job Level	% BAME
Median Pay	White	BAME	Pay Gap	by Job Level	% BAME
London's Living Wage	£10.55	£10.55	0.00%	London's Living Wage	70%
Grade 1	£11.94	£11.78	1.34%	Grade 1	88%
Grade 2	£14.07	£12.75	9.38%	Grade 2	38%
Grade 3	£15.66	£15.66	0.00%	Grade 3	67%
Grade 4	£15.74	£15.73	0.06%	Grade 4	33%
Grade 5	£16.18	£16.59	-2.53%	Grade 5	51%
Grade 6	£17.60	£18.04	-2.50%	Grade 6	33%
Grade 7	£21.51	£20.86	3.02%	Grade 7	26%
Grade 8	£23.12	£23.12	0.00%	Grade 8	24%
Grade 9	£25.93	£25.74	0.73%	Grade 9	23%
Grade 10	£28.74	£28.45	1.01%	Grade 10	24%
Grade 11	£31.55	£30.38	3.71%	Grade 11	21%
Grade 12	£37.18	£37.89	-1.91%	Grade 12	19%
Grade 13	£42.26	£42.80	-1.28%	Grade 13	15%
Grade 14					
Grade 15	£59.42	£58.51	1.53%	Grade 15	8%
Spot	£69.66	£67.41	3.23%	Spot	8%

Analysis by separate minority groups

The following section looks at the ethnicity pay gaps for the separate minority groups i.e. Asian or Asian British, Black or Black British, Mixed ethnicities (mixed race), and Other Ethnic Group.

The tables below provide further analysis of the GLA ethnicity pay gap at grade level. Some care should be taken in drawing comparisons in the data given the small population sizes:

- Tables 11& 12: Black compared with White staff
- Tables 13 &14: Asian compared with White staff
- Tables 15 &16: Mixed Heritage compared with White staff and
- Tables 17 & 18: Any Other Ethnic Group compared with White staff.

Table 11: Black compared with White staff, March 2020

by Job Level	Black					
	White mean hourly rate for grade	Black Mean hourly rate for grade	Mean Pay Gap White/Black	White median hourly rate for grade	Black Median hourly rate for grade	Median Pay Gap White/Black
London's Living Wage	£10.75	£10.75	0.00%	£10.75	£10.75	0.00%
Grade 1						
Grade 2	£14.15	£14.17	-0.14%	£14.43	£14.43	0.00%
Grade 3	£15.89	£15.64	1.57%	£16.05	£16.05	0.00%
Grade 4	£15.70	£15.75	-0.32%	£15.64	£15.75	-0.70%
Grade 5	£16.72	£17.12	-2.39%	£16.59	£17.43	-5.06%
Grade 6	£18.33	£18.18	0.82%	£18.04	£17.65	2.16%
Grade 7	£21.71	£21.33	1.75%	£21.41	£21.41	0.00%

Grade 8	£23.88	£23.68	0.84%	£23.58	£23.58	0.00%
Grade 9	£26.40	£26.53	-0.49%	£26.12	£26.12	0.00%
Grade 10	£29.51	£28.68	2.81%	£29.07	£28.46	2.10%
Grade 11	£31.39	£31.37	0.06%	£30.99	£30.99	0.00%
Grade 12	£37.49	£38.41	-2.45%	£37.14	£39.41	-6.11%
Grade 13	£43.53	£43.62	-0.21%	£43.97	£43.62	0.80%
Grade 14						
Grade 15	£61.37	£60.02	2.20%	£60.61	£60.02	0.97%
Spot						

Table 12: Black compared with White staff, March 2019

by Job Level	Black					
	White mean hourly rate for grade	Black Mean hourly rate for grade	Mean Pay Gap White/Black	White median hourly rate for grade	Black Median hourly rate for grade	Median Pay Gap White/Black
London's Living Wage	£10.55	£10.55	0.00%	£10.55	£10.55	0.00%
Grade 1	£11.94	£11.94	0.00%	£11.94	£11.94	0.00%
Grade 2	£14.07	£12.75	9.38%	£ 14.07	£2.75	9.38%
Grade 3	£15.36	£15.23	0.85%	£15.66	£15.66	0.00%
Grade 4	£15.49	£15.73	-1.55%	£15.74	£15.73	0.06%
Grade 5	£16.43	£17.12	-4.20%	£16.18	£17.01	-5.13%
Grade 6	£17.99	£18.30	-1.72%	£17.60	£18.28	-3.86%
Grade 7	£21.69	£20.72	4.47%	£21.51	£20.47	4.83%
Grade 8	£23.55	£23.63	-0.34%	£23.12	£23.16	-0.17%
Grade 9	£26.47	£26.10	1.40%	£25.93	£25.77	0.62%

Grade 10	£29.37	£28.94	1.46%	£28.74	£28.84	-0.35%
Grade 11	£32.02	£30.57	4.53%	£31.55	£30.32	3.90%
Grade 12	£37.59	£40.23	-7.02%	£37.18	£38.64	-3.93%
Grade 13	£43.58	£43.00	1.33%	£42.26	£43.00	-1.75%
Grade 14						
Grade 15						
Spot						

Table 13: Asian compared with White staff, March 2020

Asian						
by Job Level	White mean hourly rate for grade	Asian Mean hourly rate for grade	Mean Pay Gap White/Asian	White median hourly rate for grade	Asian Median hourly rate for grade	Median Pay Gap White/Asian
London's Living Wage	£10.75	£10.75	0.00%	£10.75	£10.75	0.00%
Grade 1						
Grade 2	£14.15	£13.91	1.70%	£14.43	£13.91	3.60%
Grade 3	£15.89	£15.47	2.64%	£16.05	£15.47	3.61%
Grade 4	£15.70	£14.97	4.65%	£15.64	£14.97	4.28%
Grade 5	£16.72	£16.60	0.72%	£16.59	£16.18	2.47%
Grade 6	£18.33	£18.28	0.27%	£18.04	£18.04	0.00%
Grade 7	£21.71	£21.78	-0.32%	£21.41	£21.41	0.00%
Grade 8	£23.88	£23.60	1.17%	£23.58	£23.58	0.00%
Grade 9	£26.40	£26.13	1.02%	£26.12	£25.61	1.95%
Grade 10	£29.51	£29.44	0.24%	£29.07	£29.31	-0.83%

Grade 11	£31.39	£30.62	2.45%	£30.99	£30.38	1.97%
Grade 12	£37.49	£38.30	-2.16%	£37.14	£38.32	-3.18%
Grade 13	£43.53	£45.16	-3.74%	£43.97	£45.16	-2.71%
Grade 14						
Grade 15	£61.37	£59.45	3.13%	£60.61	£59.45	1.91%
Spot	£70.38	£68.76	2.30%	£68.80	£68.76	0.06%

Table 14: Asian compared with White staff, March 2019

Asian						
by Job Level	White mean hourly rate for grade	Asian Mean hourly rate for grade	Mean Pay Gap White/Asian	White median hourly rate for grade	Asian Median hourly rate for grade	Median Pay Gap White/Asian
London's Living Wage	£10.55	£10.55	0.00%	£10.55	£10.55	0.00%
Grade 1	£11.94	£11.84	0.84%	£11.94	£11.94	0.00%
Grade 2	£14.07	£12.75	9.38%	£14.07	£12.75	9.38%
Grade 3	£15.36	£14.92	2.86%	£15.66	£14.92	4.73%
Grade 4	£14.99	£16.13	-7.61%	£15.56	£16.13	-3.66%
Grade 5	£16.43	£16.45	-0.12%	£16.18	£16.19	-0.06%
Grade 6	£17.99	£18.31	-1.78%	£17.60	£17.60	0.00%
Grade 7	£21.69	£21.77	-0.37%	£21.51	£22.60	-5.07%
Grade 8	£23.55	£23.61	-0.25%	£23.12	£23.12	0.00%
Grade 9	£26.47	£26.53	-0.23%	£25.93	£27.18	-4.82%
Grade 10	£29.37	£28.86	1.74%	£28.74	£28.45	1.01%
Grade 11	£32.02	£30.69	4.15%	£31.55	£30.51	3.30%
Grade 12	£37.59	£37.95	-0.96%	£37.18	£37.52	-0.91%

Grade 13	£43.58	£42.30	2.94%	£42.26	£42.30	-0.09%
Grade 14						
Grade 15	£60.60	£58.51	3.45%	£59.42	£58.51	1.53%
Spot	£67.19	£67.41	-0.33%	£69.66	£67.41	3.23%

Table 15: Mixed compared with White staff, March 2020

Mixed						
by Job Level	White mean hourly rate for grade	Mixed Mean hourly rate for grade	Mean Pay Gap White/Mixed	White median hourly rate for grade	Mixed Median hourly rate for grade	Median Pay Gap White/Mixed
London's Living Wage	£10.75	£10.75	0.00%	£10.75	£10.75	0.00%
Grade 1						
Grade 2						
Grade 3	£15.89	£16.05	-1.01%	£16.05	£16.05	0.00%
Grade 4	£15.70	£15.35	2.23%	£15.64	£15.35	1.85%
Grade 5	£16.72	£16.93	-1.26%	£16.59	£17.19	-3.62%
Grade 6	£18.33	£17.82	2.78%	£18.04	£17.82	1.22%
Grade 7	£21.71	£21.41	1.38%	£21.41	£21.41	0.00%
Grade 8	£23.88	£23.37	2.14%	£23.58	£23.34	1.02%
Grade 9	£26.40	£26.22	0.68%	£26.12	£26.12	0.00%
Grade 10	£29.51	£29.16	1.19%	£29.07	£29.02	0.17%
Grade 11	£31.39	£31.62	-0.73%	£30.99	£31.61	-2.00%

Grade 12	£37.49	£37.39	0.27%	£37.14	£37.88	-1.99%
Grade 13	£43.53	£41.43	4.82%	£43.97	£41.43	5.78%
Grade 14						
Grade 15						
Spot	£70.38	£67.38	4.26%	£68.80	£67.38	2.06%

Table 16: Mixed compared with White staff, March 2019

Mixed						
by Job Level	White mean hourly rate for grade	Mixed Mean hourly rate for grade	Mean Pay Gap White/Mixed	White median hourly rate for grade	Mixed Median hourly rate for grade	Median Pay Gap White/Mixed
London's Living Wage	£10.55	£10.55	0.00%	£10.55	£10.55	0.00%
Grade 1	£11.94	£11.65	2.43%	£11.94	£11.65	2.43%
Grade 2	£14.07	£13.07	7.11%	£14.07	£13.07	7.11%
Grade 3	£15.49	£15.66	-1.10%	£15.27	£15.66	-2.55%
Grade 4	£15.55	£14.98	3.67%	£15.35	£14.98	2.41%
Grade 5	£16.43	£16.38	0.30%	£16.18	£16.38	-1.24%
Grade 6	£17.99	£17.61	2.11%	£17.60	£17.61	-0.06%
Grade 7	£21.69	£20.77	4.24%	£21.51	£20.86	3.02%
Grade 8	£23.55	£23.27	1.19%	£23.12	£22.56	2.42%
Grade 9	£26.47	£25.84	2.38%	£25.93	£25.11	3.16%
Grade 10	£29.37	£28.27	3.75%	£28.74	£28.18	1.95%

Grade 11	£32.02	£30.43	4.97%	£31.55	£30.38	3.71%
Grade 12	£37.59	£36.41	3.14%	£37.18	£36.41	2.07%
Grade 13						
Grade 14						
Grade 15						
Spot						

Table 17: Other Ethnic Group compared with White staff, March 2020

by Job Level	White mean hourly rate for grade	Other Ethnic Group Mean hourly rate for grade	Mean Pay Gap White/Other Ethnic Group	White median hourly rate for grade	Other Ethnic Group Median hourly rate for grade	Median Pay Gap White/Other Ethnic Group
London's Living Wage	£10.75	£10.75	0.00%	£10.75	£10.75	0.00%
Grade 1						
Grade 2						
Grade 3	£15.89	£15.66	1.45%	£16.05	£15.66	2.43%
Grade 4						
Grade 5						
Grade 6	£18.33	£18.97	-3.49%	£18.04	£18.97	-5.16%
Grade 7	£21.71	£21.64	0.32%	£21.41	£20.88	2.48%
Grade 8	£23.88	£23.22	2.76%	£23.58	£23.01	2.42%
Grade 9	£26.40	£26.21	0.72%	£26.12	£26.35	-0.88%
Grade 10	£29.51	£29.63	-0.41%	£29.07	£29.63	-1.93%
Grade 11						
Grade 12						
	£37.49	£38.64	-3.07%	£37.14	£38.64	-4.04%

Grade 13	
Grade 14	
Grade 15	
Spot	

Table 18: Other Ethnic Group compared with White staff, March 2019

by Job Level	White mean hourly rate for grade	Other Ethnic Group Mean hourly rate for grade	Mean Pay Gap White/Other Ethnic Group	White median hourly rate for grade	Other Ethnic Group Median hourly rate for grade	Median Pay Gap White/Other Ethnic Group
London's Living Wage						
Grade 1	£11.94	£11.65	2.43%	£11.94	£11.65	2.43%
Grade 2						
Grade 3	£15.36	£15.10	1.69%	£15.66	£15.10	3.58%
Grade 4						
Grade 5						
Grade 6	£17.99	£18.04	-0.28%	£17.60	£18.04	-2.50%
Grade 7	£21.69	£22.28	-2.72%	£21.51	£22.60	-5.07%
Grade 8	£23.55	£23.12	1.83%	£23.12	£23.12	0.00%
Grade 9	£26.47	£25.36	4.19%	£25.93	£25.36	2.20%
Grade 10	£29.37	£29.02	1.19%	£28.74	£29.02	-0.97%
Grade 11						
Grade 12	£37.59	£37.13	1.22%	£37.18	£37.13	0.13%
Grade 13						
Grade 14						
Grade 15						
Spot						

£10,000 Salary bands Summary Distribution by ethnicity in £10k increments

Below is the distribution of salaries across White and BAME staff in £10k increments up to £100k with those earning more than £100k in one group.

Table 19: £10,000 Salary bands Summary Distribution, March 2020

Ethnicity	£20,000 to 29,999	£30,000 to 39,999	£40,000 to 49,999	£50,000 to 59,999	£60,000 to 69,999	£70,000 to 79,999	£80,000 to 89,999	£90,000 to 99,999	£100,000 and over	Grand Total
BAME	10%	27%	32%	23%	2%	3%	1%	0%	2%	100%
Asian or Asian British	6%	26%	35%	25%	1%	3%	1%	0%	3%	100%
Black or Black British	13%	36%	26%	20%	1%	2%	1%	0%	1%	100%
Mixed	9%	12%	33%	28%	9%	7%	0%	0%	2%	100%
Other	14%	10%	52%	19%	0%	5%	0%	0%	0%	100%
White	2%	16%	32%	31%	3%	7%	4%	2%	3%	100%
Prefer not to say/Not Known	7%	24%	28%	24%	0%	3%	0%	0%	14%	100%

Table 20: 10,000 Salary bands Summary Distribution, March 2019

Ethnicity	£20,000 to 29,999	£30,000 to 39,999	£40,000 to 49,999	£50,000 to 59,999	£60,000 to 69,999	£70,000 to 79,999	£80,000 to 89,999	£90,000 to 99,999	£100,000 and over	Grand Total
BAME	12%	34%	26%	21%	1%	4%	1%	0%	1%	100%
Asian or Asian British	16%	28%	24%	24%	2%	4%	1%	0%	2%	100%

Black or Black British	9%	47%	23%	15%	2%	4%	1%	0%	0%	100%
Mixed	10%	20%	35%	31%	0%	4%	0%	0%	0%	100%
Other	21%	29%	36%	7%	0%	7%	0%	0%	0%	100%
White	3%	20%	34%	25%	5%	6%	3%	1%	3%	100%
Prefer not to say/Not Known	10%	21%	25%	23%	2%	4%	2%	0%	13%	100%

Data by Salary Distribution

The table below shows the data broken down into equally sized salary groupings, rounded to the nearest whole number. The groupings are not related to the GLA's pay and grading structure. It provides an illustration of the ethnicity distribution of the staffing population across the salary groupings.

Table 21: Salary distribution by ethnicity, March 2020

	Group 1	Group 2	Group 3	Group 4
	£20,741 - £64,006	£64,006 - £107,271	£107,271 - £150,535	£150,535 - £193,800
White	629	94	20	1
BAME	323	15	6	0
Unknown	48	3	5	2
% BAME	32%	13%	19%	0%

Table 22: Salary distribution by ethnicity, March 2019

	Group 1	Group 2	Group 3	Group 4
	£20,354 - £62,765	£62,765 - £105,177	£105,177 - £147,588	£147,588 - £190,000
White	583	100	20	3
BAME	259	15	2	0
Unknown	37	4	5	2
% BAME	29%	13%	7%	0%

Bonus payments

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (SI 2017/172) bonus pay is broadly defined as any remuneration that is in the form of money, vouchers, securities, securities options, or interests in securities; and relates to profit sharing, productivity, performance, incentive or commission. The GLA mirrors the provisions of the gender pay gap reporting regime for its ethnicity pay gap reporting and interprets its recognition payments as an additional payment awarded for productivity/performance and is therefore reported as a bonus payment.

19 staff in the GLA with a declared ethnicity received additional, one-off recognition payments on top of their basic salary. 63% went to White colleagues and 37% went to BAME colleagues. Therefore, proportionately more BAME staff received a recognition payment compared to the GLA overall BAME population of 32%. Both the mean and median bonus pay gaps have increased since last year. Recognition payments were traditionally calculated based on a formula using the hourly rate of pay and time taken to do the work. However, in January 2019 the Chief Officer implemented a [new methodology](#) to calculate a recognition payment with the nature of the work being recognised matched to specific criteria to determine the value of the payment.

Table 23: Mean Bonus gap, March 2020

Mean Hourly Pay			
	White	BAME	Pay Gap

	Annual payment	No	Annual payment	No	
Bonus payments	£1,405.10	12	£654.22	7	53.44%

Table 24: Mean Bonus gap, March 2019

Mean Hourly Pay					
	White		BAME		Pay Gap
	Annual payment	No	Annual payment	No	
Bonus payments	£2,135.04	42	£1,925.51	11	9.81%

Table 25: Median Bonus pay gap, March 2020

Median Hourly Pay					
	White		BAME		Pay Gap
	Annual payment	No	Annual payment	No	
Bonus payments	£1,000.00	12	£600.00	7	40.00%

Table 26: Median Bonus pay gap, March 2019

Median Hourly Pay					
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	White		BAME		Pay Gap
	Annual payment	No	Annual payment	No	
Bonus payments	£1,193.00	42	£900.00	11	24.56%

Intersectional Analysis

The tables below show the data for both gender and ethnicity; there are mean and median pay gaps for both BAME men and women. The highest is among Black or Black British men (26.50% mean, 26.54% median) and Other Ethnic Group men (36.27% mean, 26.16% median) and the lowest among Asian or Asian British women (4.10% mean, 7.17% median) and Mixed Ethnicity women (1.29% mean and -0.83% median), this is discounting the staff for which an ethnicity is not known.

Table 27: Intersectional analysis- White/BAME Women, March 2020

Ethnicity	Women				
	No of staff	Mean	Median	Mean Pay Gap	Median Pay Gap
BAME (Black, Asian, Mixed, Other)	226	£24.05	£23.19	8.76%	8.70%
White	421	£26.36	£25.40		

Table 28: Intersectional analysis- White/BAME Men, March 2020

Ethnicity	Men				
	No of staff	Mean	Median	Mean Pay Gap	Median Pay Gap

BAME (Black, Asian, Mixed, Other)	115	£22.87	£23.01	21.81%	13.01%
White	323	£29.25	£26.45		

Table 29: Intersectional analysis- White v Black, Asian, Mixed, Other Ethnicity, Not Known - Women, March 2020

	Women				
Ethnicity	No of staff	Mean	Median	Mean Pay Gap	Median Pay Gap
Asian or Asian British	78	£25.28	£23.58	4.10%	7.17%
Black or Black British	94	£22.17	£21.56	15.90%	15.12%
Mixed	39	£26.02	£25.61	1.29%	-0.83%
Other Ethnic Group	15	£24.36	£23.34	7.59%	8.11%
White	421	£26.36	£25.40		
Not Known/Provided	31	£33.61	£26.64	-27.50%	-4.88%

Table 30: Intersectional analysis- White v Black, Asian, Mixed, Other Ethnicity, Not Known – Men, March 2020

	Men				
Ethnicity	No of staff	Mean	Median	Mean Pay Gap	Median Pay Gap
Asian or Asian British	50	£23.87	£23.19	18.39%	12.33%
Black or Black British	41	£21.50	£19.43	26.50%	26.54%
Mixed	18	£24.64	£23.88	15.76%	9.72%
Other Ethnic Group	6	£18.64	£19.53	36.27%	26.16%
White	322	£29.25	£26.45		
Not Known/Provided	27	£26.01	£23.34	11.08%	11.76%

Table 30: Senior Management Team grades, March 2020

SMT grades					
Ethnicity	No of staff	Mean	Median	Mean Pay Gap	Median Pay Gap
BAME (Black, Asian, Mixed, Other)	4	£61.58	£60.34	-11.44%	-20.39%
White	35	£55.26	£50.12	0.00%	0.00%

Action Planning

The [Diversity and Inclusion Action Standard](#) sets out the ambition to work towards eliminating pay gaps between different groups. The GLA's ethnicity pay gap and related action plan supports delivery against this commitment. The following activities are already underway and incorporated into the action plan;

- Anonymous recruitment
- Diverse recruitment panels
- Work with staff to establish a BAME Network
- Unconscious bias learning
- New governance body led by the Chief Officer
- BITC membership and BITC Race at Work Charter

The GLA will continue to monitor its progress against the action plan. To find out more about the GLA workforce composition please see the information on the [GLA workforce profile](#).