GLA Pay Gap Report 2022

Executive Summary

As an organisation that seeks to be equal, diverse and inclusive, we, the Greater London Authority (GLA), are committed to tackling any form of structural and persistent inequality. This pay gap report and supporting action plan have been specifically developed to deliver this ambition.

This is the second year we have produced a combined pay gap report which provides the following analysis:

- ethnicity pay gap
- disability pay gap
- gender pay gap

This report is consistent with our overarching objective and commitment to lead on tackling inequalities and to develop a workforce reflective of London. 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 any personal characteristics of existing or potential job holders.

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of the two staff groups of interest. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary.

The mean pay gap is the difference between the average hourly earnings of the two staff groups of interest.

Table 1 below shows both the pay gap analysis and comparative data. It highlights changes in the last year regarding the three protected characteristics as follows:

Table 1:

	Median pay gap (2021)	Median pay gap (2022)	Median pay gap (percentage point change)	Mean pay gap (2021)	Mean pay gap (2022)	Mean pay gap (percentage point change)
Ethnicity						
• BAME (Black, Asian, Mixed, Other)	11.10%	12.62%	1.52pp	13.71%	14.31%	0.60pp

• Asian or Asian British	5.02%	10.41%	5.39pp	8.33%	11.07%	2.74pp
• Black or Black British	14.48%	16.81%	2.33pp	19.94%	18.37%	-1.57pp
• Mixed	5.61%	7.41%	1.80pp	9.61%	13.91%	4.30pp
• Other Ethnic Group	11.49%	12.62%	1.13pp	19.66%	12.02%	-7.64pp
Disability	8.59%	3.10%	-5.49pp	8.34%	3.78%	-4.56pp
Gender	2.08%	1.95%	-0.13pp	4.93%	3.84%	-1.09pp

Ethnicity

The ethnicity pay gap analysis is based on a declaration rate of 95%. While this is relatively high, it means than 1 in 20 staff are not included. The key findings are as follows:
- As at 31 March 2022, we had an overall median ethnicity pay gap of 12.62% and a mean ethnicity pay gap of 14.31%. Both gaps have increased slightly since 2021.
- The increased gaps are driven by staff in the lower quartile of earnings. In particular, recruitment since 2021 of a new cohort of apprentices paid at the London Living Wage (LLW), the majority of whom were from BAME communities.
- The median and mean ethnicity pay gaps for part time workers are lower than for full time workers. The pay gaps for full time staff have increased since 2021, whereas the pay gaps for part time staff have decreased.
- In 2022, there is no ethnicity pay gap in the three upper earnings quartiles[1]. Ethnicity pay gaps are only present in the lower quartile (as noted earlier, because of increased numbers of BAME staff being paid the LLW in 2022, compared with White staff). In the last year, the median pay gaps and mean pay gaps for the three upper quartiles have converged towards zero.
- For staff on spot salaries, the median ethnicity pay gap was 3.89% and the mean ethnicity pay gap was 1.61%, having both been negative in 2021[2]. There are few staff overall within this group, so a change in a few staff members can result in large changes. This is the case here, with two extra BAME staff members joining on spot salaries that had lower hourly rates than the existing staff on spot salaries, while one of the extra White staff members joining on a spot salary had a higher hourly rate than many of the existing staff on spot salaries.
- There is no median bonus pay gap (0%), while there is a mean ethnicity bonus pay gap of -0.58%. This means that White staff received a slightly smaller mean annual payment than BAME staff. A similar proportion of White staff received a bonus payment in 2022 (3.8%) compared to BAME staff (3.1%).

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[1] An earnings quartile is where our workforce has been divided into four equal sized groups, ordered by the hourly pay rate, starting from lowest paid to the highest paid.
[2] Spot salaries are fixed rates not linked to defined spinal column points within our pay grading structure and reserved for Executive Directors and Mayoral appointments.

- After conducting intersectional analysis, it is clear that our BAME male staff have much larger mean and median pay gaps than overall.

Disability

This is the second year we have analysed our disability pay gap and is based on a declaration rate of 92% (an increase of one percentage point from 2021). Again, whilst the declaration rate is relatively high, 8% of staff were not included. The key findings are as follows:

- As at 31 March 2022, we had a median disability pay gap of 3.10% and a mean disability pay gap of 3.78%.
- The mean and median gaps have fallen in the last year. This is because there has been a shift in the proportion of disabled staff and non-disabled staff working at higher grades (9 or above).
- The median and mean disability pay gaps for part time workers are lower than for full time workers. However, the pay gaps for full time workers have decreased since 2021.
- A median disability pay gap exists only for the upper middle earnings quartile. There is a mean disability pay gap for the lower earnings quartile and upper middle earnings quartile.
- For staff on spot salaries, the median disability pay gap was -6.96% and the mean disability pay gap was -5.00% i.e. disabled staff in this salary group are paid more than non-disabled staff. There was no data available for this group of staff in 2021, broken down by disability status, so no comparisons can be made.
- There is a negative median disability bonus pay gap (-25.00%) and a negative mean disability bonus pay gap (-11.40%). This means that in 2022, disabled staff received higher median and mean annual payments than non-disabled staff.
- A slightly higher proportion of disabled staff received a bonus payment in 2022 (4.5%) compared to non-disabled staff (3.6%).
- After conducting intersectional analysis, it is clear that disabled women and disabled BAME staff have larger mean and median pay gaps overall, though the gaps have closed since 2021.

Gender

The gender pay gap analysis is based on a declaration rate of 100% and the key findings are as follows:

- As at 31 March 2022 the GLA had a median gender pay gap of 1.95% and a mean gender pay gap of 3.84%. The mean gender pay gap has fallen in the last year, but not the median gender pay gap, which has remained largely unchanged.
- The mean gender pay gap has fallen in the last year because there was a large increase in the proportion of women employed at Grade 15 from 2021 (from 44% to 59%). These extra women at these higher salaries have increased the mean average hourly rate, thereby reducing the overall pay gap.
- The mean and median gaps have decreased since 2017 because of a narrowing in the proportion of men and women at higher grades. When we look at the composition of GLA's workforce, all pay bands now comprise of at least 50% women, though women are still more likely than men to fill roles in the lower pay bands.

- The decrease in the gender pay gaps has not occurred for all staff. For part time staff the mean and median gender pay gaps have increased since 2017 and in the last year. This can be explained by changes in the proportion of part time men employed at higher grades compared with part time women. There were also very few men working part time at the GLA, so changes in just a few members of staff within this group mean that disproportionately large changes can appear in the pay gaps.
- There are no median gender pay gaps for any of the earnings quartiles, but there is a negative median gender pay gap for the lower quartile (-2.51%). The only mean gender pay gaps by earnings quartile are for the upper quartile (1.96%) and the lower quartile (-2.74%).
- For staff on spot salaries, there is a slightly negative median gender pay gap and mean gender pay gap (-0.04% and -4.71% respectively).
- There is no median gender bonus pay gap (0%). There is a mean gender bonus pay gap of 13.88%.
- A slightly smaller proportion of women working at the GLA received a bonus payment in 2022 compared to men (3.2% and 4.0% respectively).

Next steps

We are in the process of setting our Corporate Equality, Diversity and Inclusion (EDI) Action Plan as part of our workforce EDI strategy *We Belong Here,* within which eliminating our pay gaps is a key objective. Our pay gap data will inform the development of our action plan for 2023-24.

Contents

1. Introduction

1.1 Background

Developing a workforce which reflects the demography of the city it serves is a key priority for us, the Greater London Authority (GLA). We are determined to tackle inequality in any form and publishing the pay gaps supports this aim.

We published our ethnicity pay gap in March 2018, one of the first organisations to do so. Since then we have published annual ethnicity pay gap reports.

We first reported on our disability pay gap in 2021, ahead of any statutory responsibility to do so. This is the first year when we will be able to compare our progress towards reducing it.

We first published a gender pay gap report in 2016, ahead of any legislative requirement to do so. Since this initial report, the Equality Act 2010 (Gender Pay Gap Information) regulations came into force in 2017. This required public bodies with 250 or more employees to report on their gender pay gap. We have published annual gender pay gap reports since then, together with a programme of activity to help address this gap. 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 any personal characteristics of existing or potential job holders.

1.2 Methodology

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of the two staff groups of interest. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary.

The mean pay gap is the difference between the average hourly earnings of the two staff groups of interest.

The pay gap is calculated using the formula below, in accordance with government guidance[3]:

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

where:

	Variable in pay gap formula	Mean/median hourly rate of pay of which group of staff?
Ethnicity pay gap	A	White staff

	B	Black, Asian and minority ethnic (BAME) staff Asian or Asian British staff Black or Black British staff Mixed ethnicities staff Other Ethnic Group staff
Disability pay gap	A	Non-disabled staff
	B	Disabled staff
Gender pay gap	A	Men
	B	Women

1.3 Date of reporting

As a public sector body, the snapshot date for gender pay gap data collection is on 31 March each year. For consistency, the ethnicity and disability pay gap data will also use this date. This report is therefore based on our pay gaps as of 31 March 2022.

1.4 Disclosure rates

On 31 March 2022, we had 1,198 employees. The number of staff members included in the pay gap reporting exercise were as follows:

Ethnicity Pay Gap – 1,143 (disclosure rate – 95.4%)

Disability Pay Gap – 1,097 (disclosure rate – 91.6%)

Gender Pay Gap – 1,198 (disclosure rate – 100%)

We are a single status organisation and do not have different staff groups (as all staff are officers). This means that office-holders like Assembly Members and the Mayor are excluded from this pay gap analysis, alongside volunteers and agency staff.

1.5 Data collection

We collected data staff data on ethnicity, disability and gender via self-declaring on our internal HR system.

We use the term 'BAME' for reporting purposes only. Staff can select their ethnic group from a more detailed list. We recognise that Black, Asian and minority ethnic groups are all different. Each ethnicity has its own unique identity and they experience different barriers. Our BAME group includes all staff who have self-identified as Black, Asian, of mixed or multiple ethnicities, and of other ethnic groups.

As 'disability status' is simply self-declared, we do not ask for further details.

We collect data on our staff members' sex and gender identity. The data used in previous gender pay gap reports have been for males and females (sex). Therefore, for consistency, this means that females are reported as women and males are reported as men. We appreciate that some colleagues may not see their sex and gender as the same nor identify within this gender binary. We welcome and value colleagues of all gender identities. We recognise non-binary identities by using gender-neutral language throughout our HR policies and communications and by working closely with the LGBTQ+ Staff Network .

2. Ethnicity pay gap

2.1 Overall

In this report, we compare the overall ethnicity pay gap between BAME staff and White staff, taken as a whole. There is further analysis by separate groups (Asian or Asian British, Black or Black British, Mixed ethnicities and Other Ethnic Groups) where numbers allow. The White group includes White British, White Irish and White Other[4].

On 31 March 2022, our overall median ethnicity pay gap was 12.62% and our mean ethnicity pay gap 14.31% (see Figures 2.1 and 2.2).
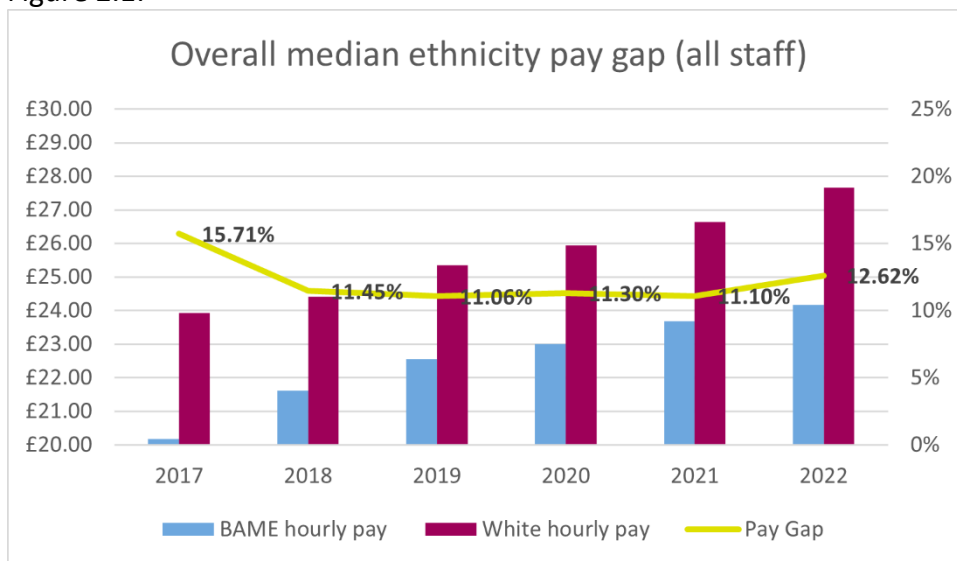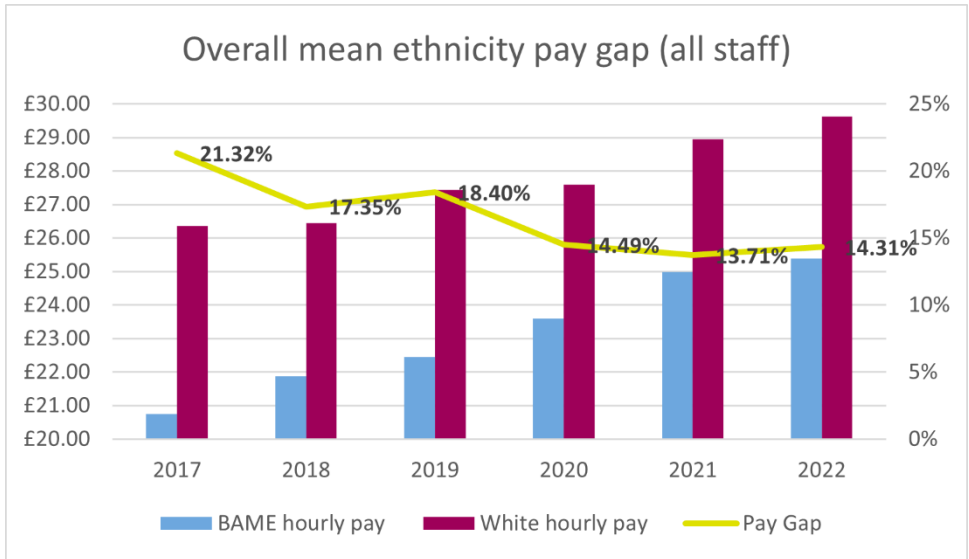
Figure 2.1:

Figure 2.2:

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[4] In some other ethnicity pay gap reports, employers have chosen the reference category to base pay gaps on to be 'White British'. The GLA published its first ethnicity pay gap report with a reference category of a combined White group, so for consistency, each subsequent year's report has chosen this as its reference category.

Overall mean ethnicity pay gap (all staff)

Chart showing BAME hourly pay and White hourly pay bars (2017–2022) and Pay Gap line:
- 2017: 21.32%
- 2018: 17.35%
- 2019: 18.40%
- 2020: 14.49%
- 2021: 13.71%
- 2022: 14.31%

Legend: BAME hourly pay, White hourly pay, Pay Gap

This indicates that the average hourly rate of pay for BAME staff remains less than the average hourly rate of pay for White staff. The gaps have shrunk since 2017, but not in the last year. Both gaps have increased slightly since 2021. As seen later in section 2.3, the gaps are driven by staff in the lower quartile. In particular, recruitment since 2021 of a new cohort of apprentices paid at the London Living Wage (LLW). The net change in BAME staff paid at the LLW since 2021 was an increase of eight staff members, while the net change in White staff paid at the LLW since 2021 was a decrease of two staff members[5]. Thus, with considerably more BAME staff being paid the LLW than White staff, this has increased both the median and mean ethnicity pay gaps.

The overall national and London pay gaps usually come from the Annual Population Survey (APS). However, major disruption to how this survey is normally carried out means it has been difficult to get robust estimates from it. An Office for National Statistics (ONS) article documents the challenges faced in running the survey reliably[6]. Therefore, no figures for 2020 and 2021 are shown in this report. We do however, direct readers to previous years' data when data collection on the APS was carried out as normal[7].

In 2019, the final year of undisrupted survey fieldwork on the APS, the national (UK) median ethnicity pay gap for all workers was 1.6%. The median ethnicity pay gap for workers in London in 2019 was 28.2%. Mean ethnicity pay gaps are not presented as they are not robust enough. London's ethnicity pay gap is far higher than nationally. This is at least partly because London has a much larger proportion of BAME employees among its workforce than the rest of the country. London wages also tend to be higher than elsewhere. Our median ethnicity pay gap is smaller than the average across London in 2019.

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[5] The net change means the difference between the number of staff leaving and joining.
[6]
https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/methodologies/labourforcesurveyweightingmethodology
[7] https://data.london.gov.uk/economic-fairness/labour-market/ethnicity-pay-gap/

Figures 2.3 and 2.4 show the median and mean pay gaps respectively for the separate ethnic minority groups at the GLA[8].
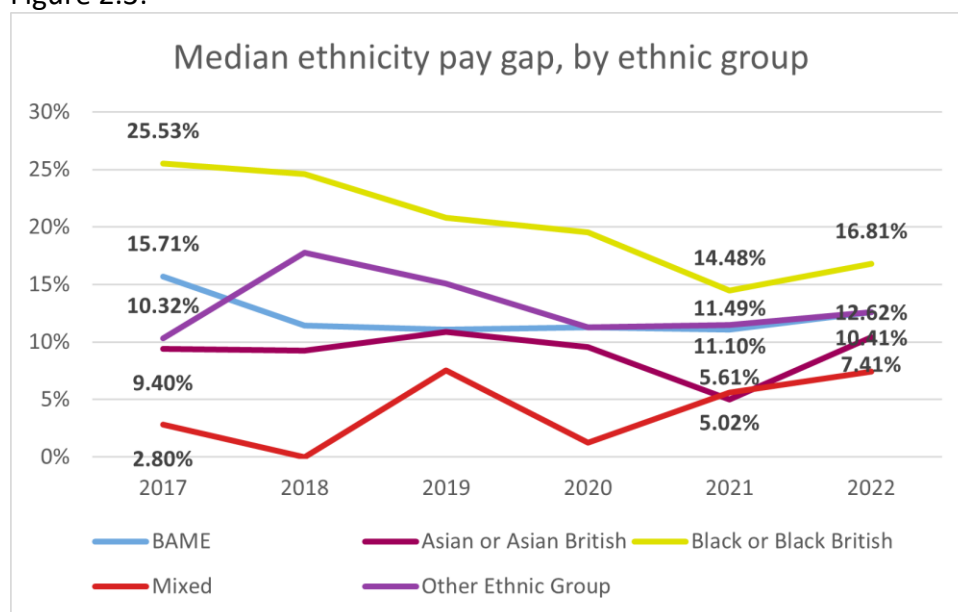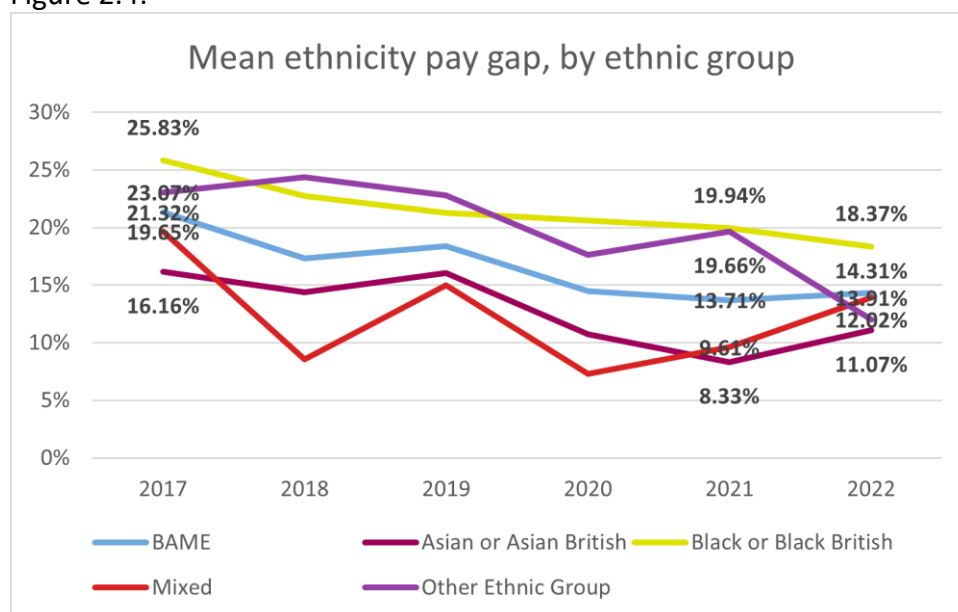
Figure 2.3:

Median ethnicity pay gap, by ethnic group

Legend: BAME, Asian or Asian British, Black or Black British, Mixed, Other Ethnic Group

Figure 2.4:

Mean ethnicity pay gap, by ethnic group

Legend: BAME, Asian or Asian British, Black or Black British, Mixed, Other Ethnic Group

The highest ethnicity pay gaps are among Black or Black British staff. This group has a median pay gap of 16.81% and a mean pay gap of 18.37%. The gaps have fallen since 2017, but the median pay gap has increased in the last year, while the mean pay gap has continued to fall. The median pay gap has increased due to recruitment since 2021 of staff paid at the LLW and Grade 1[9]. The net change in Black or Black British staff paid at these

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[8] Prior to 2020, the GLA collected the ethnicity of its staff using a different classification. Instead of 'Mixed', there was an option for 'Dual Heritage'. This is how the data was reported on prior to 2020, so should be borne in mind that they are not entirely comparable.

[9] The GLA has a 15 grade salary scale for most staff in the organisation.

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grades since 2021 was an increase of seven staff members, while the net change in White staff paid at these grades since 2021 was a decrease of one staff member. Thus, with more Black or Black British staff at these grades than White staff, this has increased the median ethnicity pay gap. The mean ethnicity pay gap has fallen as a result of differences in joiners and leavers at grades below Grade 9. More White staff have joined at these lower grades (24) than Black staff (13). This has the effect of reducing the gap, despite the large increase in Black or Black British staff being paid the LLW compared with White staff.

The smallest median ethnicity pay gap is among Mixed ethnicity staff (7.41%). Asian or Asian British staff have the smallest mean ethnicity pay gap (11.07%). Asian or Asian British staff's median ethnicity pay gap doubled from 2021 to 2022 (5.02% to 10.41%). This was as a result of more Asian or Asian British staff joining at grades below Grade 9 (net increase of 18) compared with Grade 9 and above (net increase of 11).

All ethnic groups' median pay gaps are larger than since 2017, except for Black or Black British staff. The decrease in the overall ethnicity pay gap between BAME staff and White staff, taken as a whole, is driven by the gap closing between Black or Black British staff and White staff. All ethnic groups' mean pay gaps are smaller than since 2017.

2.2   Full time/part time status

In Figure 2.5, it can be seen that for full time workers, the overall median ethnicity pay gap is 11.59%, while the overall mean ethnicity pay gap is 15.33%. The median pay gap and mean pay gap for part time workers are lower (4.69% and 2.74% respectively).

Figure 2.5:
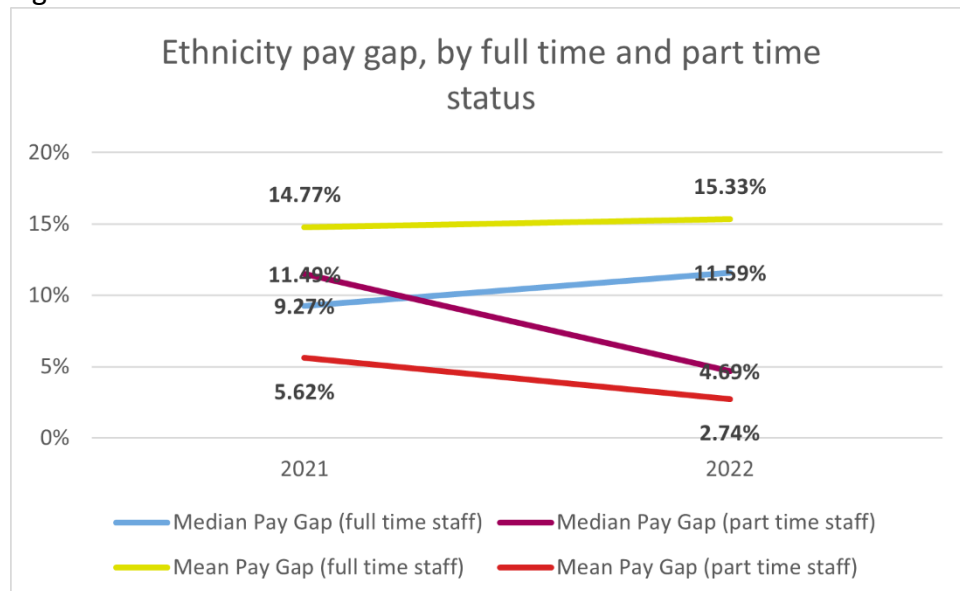
The pay gaps for full time staff have increased since 2021, whereas the pay gaps for part time staff have decreased. The increases in the ethnicity pay gaps for full time staff are, again, driven by the recruitment since 2021 of full time staff paid at the LLW and Grade 1. The net increase in full time BAME staff at these lower grades is 14, whereas there was a net
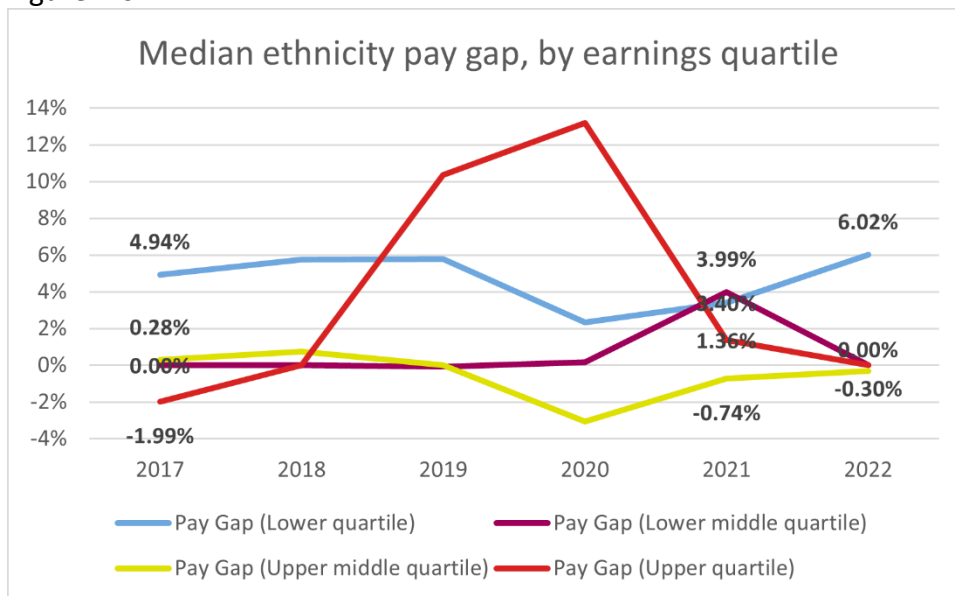
decrease of one full time White staff member at these lower grades. The decreases in the ethnicity pay gaps for part time staff are driven by a greater number of part time White staff at Grade 9 or above leaving since 2021 (five more leavers than joiners), compared with just two more part time BAME staff leaving than joining at these grades.

2.3   Earnings quartile

Analysing by earnings quartile means dividing our workforce into four equal sized groups and separating them according to the hourly pay rate. This starts from the lowest paid to the highest paid. We can then analyse the pay gaps within these four groups.
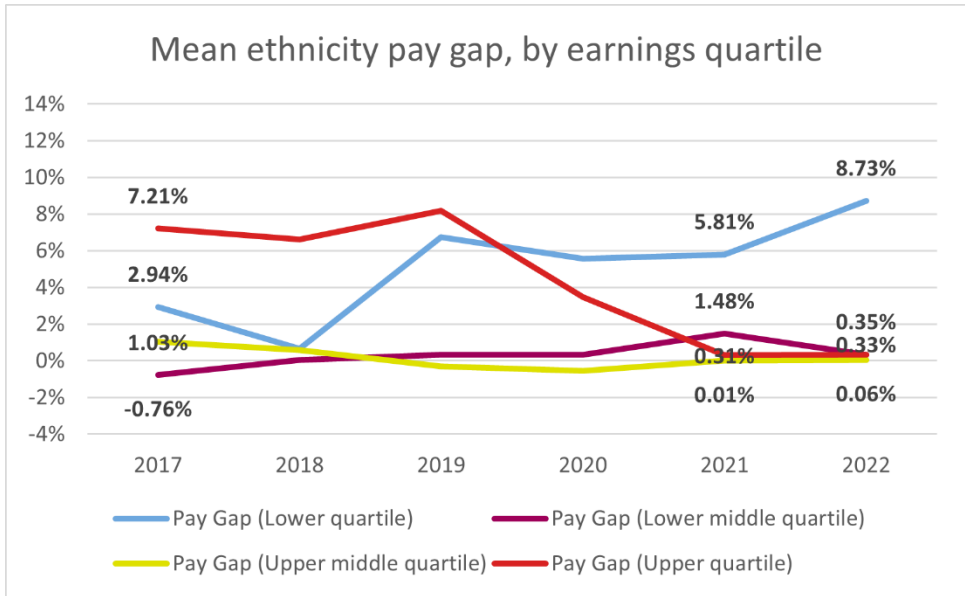
In 2022, there is no ethnicity pay gap in the three upper quartiles. Ethnicity pay gaps are only present in the lower quartile. Figures 2.6 and 2.7 show these.

Figure 2.6:

Median ethnicity pay gap, by earnings quartile

Legend:
— Pay Gap (Lower quartile) — Pay Gap (Lower middle quartile)
— Pay Gap (Upper middle quartile) — Pay Gap (Upper quartile)

% BAME (2022): Lower quartile: 51%; Lower middle quartile: 35%; Upper middle quartile: 27%; Upper quartile: 22%

Figure 2.7:

Mean ethnicity pay gap, by earnings quartile

Data point labels: 7.21%, 2.94%, 1.03%, -0.76%, 8.73%, 5.81%, 1.48%, 0.35%, 0.33%, 0.31%, 0.01%, 0.06%

Legend: Pay Gap (Lower quartile); Pay Gap (Lower middle quartile); Pay Gap (Upper middle quartile); Pay Gap (Upper quartile)

% BAME (2022): Lower quartile: 51%; Lower middle quartile: 35%; Upper middle quartile: 27%; Upper quartile: 22%

In the last year, the median pay gaps and mean pay gaps for the three upper quartiles have converged towards zero. The median pay gap and mean pay gap for the lower quartile have increased. In section 2.1 we explained that this was as a result of increased numbers of BAME staff being paid the LLW in 2022, compared with White staff.

2.4   Grade

The GLA has a 15 grade salary scale for most staff in the organisation. The exceptions are staff paid the London Living Wage and those on spot salaries (fixed rates not linked to defined spinal column points within our grading structure). Spot salaries are reserved for Executive Directors and Mayoral appointments. The ethnicity pay gaps by grade are not reported in this report but are available in the accompanying data tables[10].

The one salary group we will examine in this report are spot salaries. These are fixed rates determined at when a staff member starts, and which are not constrained to the same extent that graded salaries are. Eighteen staff at the GLA are on spot salaries, which is less than 2% of all staff.

For staff on spot salaries, the median ethnicity pay gap was 3.89% and the mean ethnicity pay gap was 1.61%, having both been negative in 2021 (see Figures 2.8 and 2.9).

Figure 2.8:

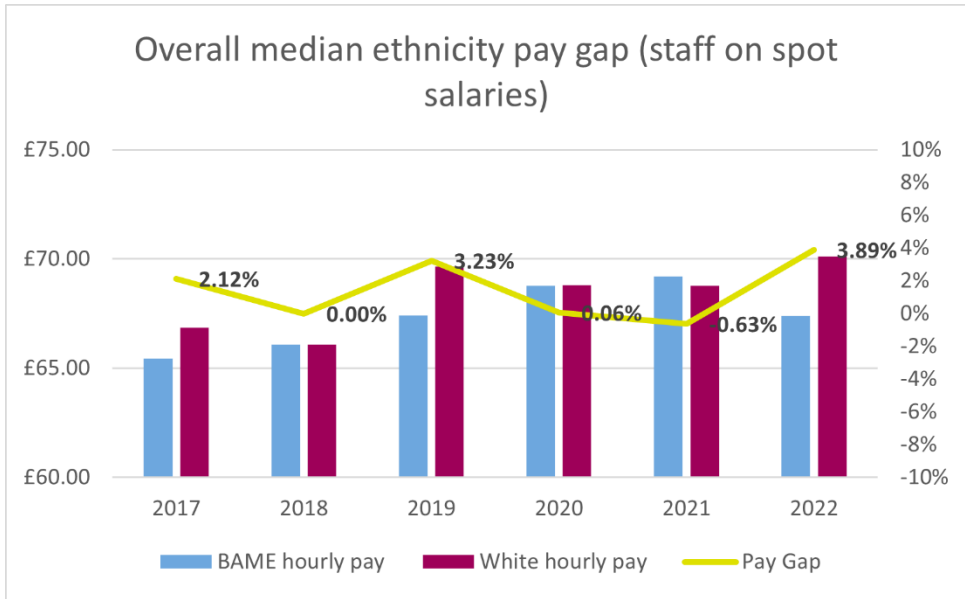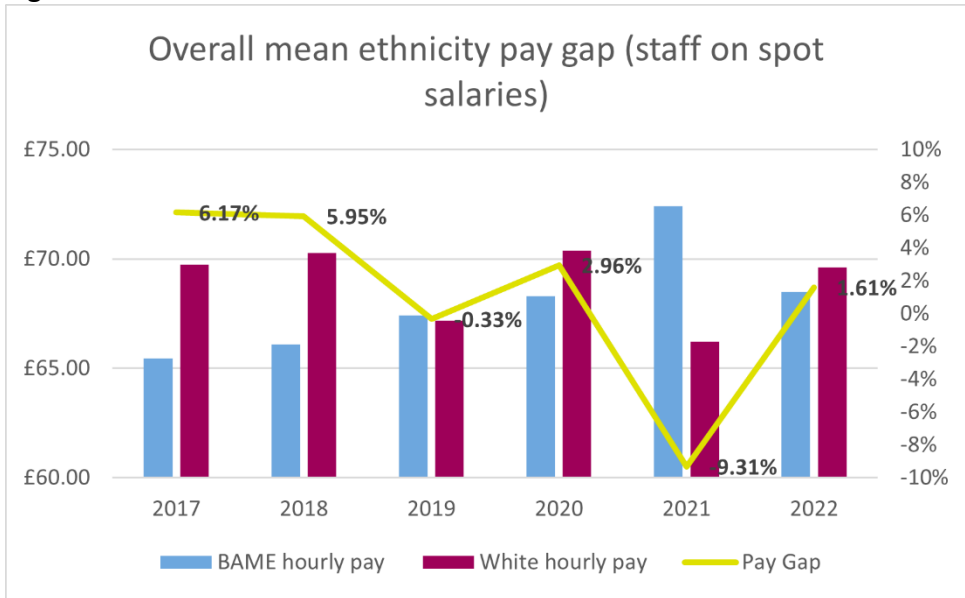[10] https://data.london.gov.uk/dataset/gla-pay-gap-data

Figure 2.9:

The overall ethnicity median pay gap for staff on spot salaries is now larger than in 2017 when the gap was 2.12%. The overall ethnicity mean pay gap for staff on spot salaries is lower than in 2017 when the gap was 6.17%.

There are few staff overall within this group, so a change in a few staff members can result in large changes. This is the case here, with two extra BAME staff members joining on spot salaries that had lower hourly rates than the existing staff on spot salaries. One of the extra White staff members joining on a spot salary had a higher hourly rate than many of the existing staff on spot salaries. Thus, these reduced the average pay for BAME staff and increased the average pay for White staff, resulting in ethnicity pay gaps for staff in this salary group. Also, the proportion of staff at this grade who disclosed their ethnicity has increased since 2021 (74%) to 83% in 2022. However, this is lower than the overall GLA average, so as this data does not represent more fully all members of staff at this grade, caution should be used when interpreting the results.

2.5 Bonus payments

Bonus pay is broadly defined as any additional remuneration in the form of money, vouchers, securities, securities options, or interests in securities. It relates to profit sharing, productivity, performance, incentive or commission[11]. While the GLA does not offer bonus payments, the GLA does make recognition payments as an additional payment awarded for productivity/performance and therefore we consider that data herein this context.

Traditionally, we calculated recognition payments based on a formula using the hourly rate of pay and time taken to do the work. However, in January 2019 the Chief Officer rolled out a new methodology. This calculates a recognition payment with the nature of the work being recognised matched to specific criteria to determine the payment value[12].

In 2022, like in 2021, there is no median ethnicity bonus pay gap (0%), while there is a mean ethnicity bonus pay gap of -0.58%. This means that White staff received a slightly smaller mean annual payment than BAME staff. The gaps in 2017 were between 14-17%, and were considerably higher in 2020. These have since fallen back to levels close to zero (see Figures 2.10 and 2.11).
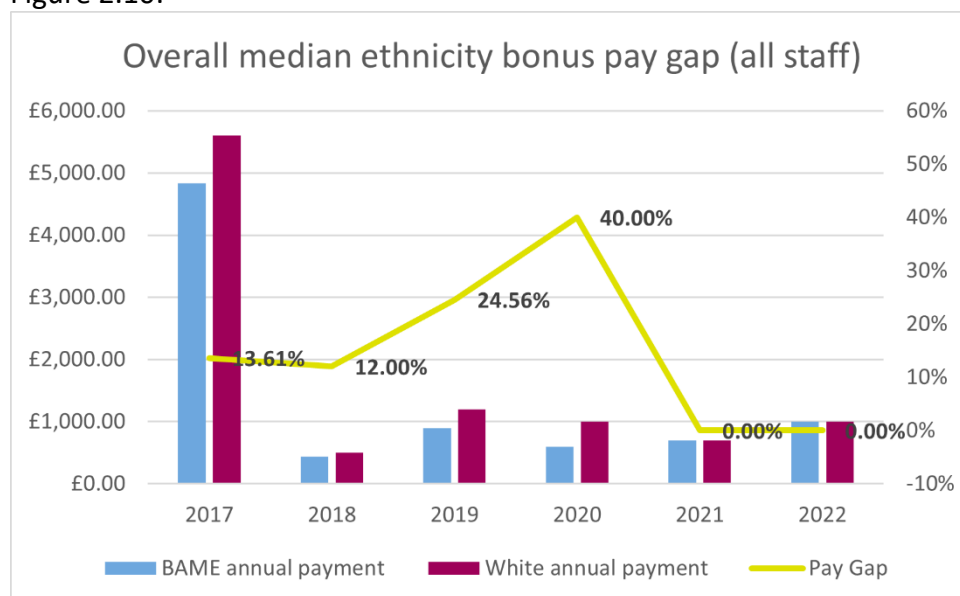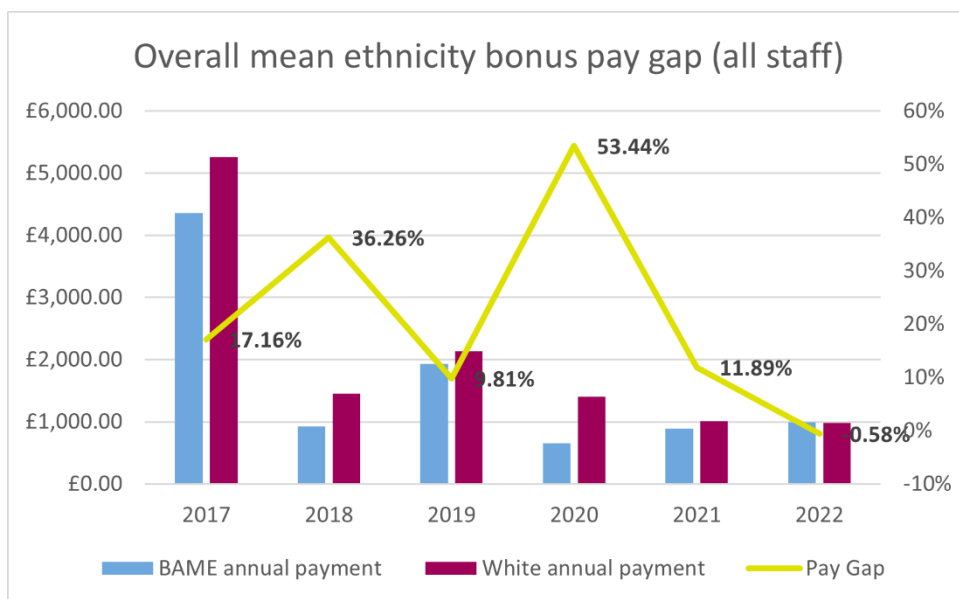
Figure 2.10:

Figure 2.11:

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[11] The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017
[12] HR Policy for the Award and Governance of Recognition Payments

Overall mean ethnicity bonus pay gap (all staff)

A similar proportion of White staff received a bonus payment in 2022 (3.8%) compared to BAME staff (3.1%).

2.6 Workforce composition

The proportion of BAME staff at the GLA has grown since 2017 (see Table 2.1).

Table 2.1:

	2017	2018	2019	2020	2021	2022
BAME (Black, Asian, Mixed, Other)	199	214	276	344	326	386
White	563	641	706	744	742	757
Total	762	855	982	1,088	1,068	1,143
% BAME	26.1%	25.0%	28.1%	31.6%	30.5%	33.8%

Note: The table numbers show how many staff shared information for ethnicity pay gap reporting purposes and differs from the total number of GLA staff.

In 2022, we employed 386 BAME members of staff. There were 157 Asian or Asian British staff, 143 Black or Black British staff, 64 staff with a Mixed ethnicity and 22 with an Other Ethnic Group.

We produce detailed workforce reports every six months[13]. However, for the purposes of ethnicity pay gap reporting, we examine two aspects of pay in particular:
- Distribution of salaries of BAME and White staff in £10k increments up to £100k, with those earning more than £100k in one group.
- Distribution of salaries of BAME and White staff in four equally sized salary groupings, not related to the GLA's pay and grading structure.

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[13] https://www.london.gov.uk/about-us/governance-and-spending/spending-money-wisely/salaries-expenses-benefits-and-workforce-information

Table 2.2 highlights clearly that our higher salary jobs are more likely to be held by White employees than BAME employees. Our workforce report covering 1 April 2021 to 31 March 2022 shows that 40% of London's working-age population is BAME. As such, BAME staff are under-represented in all pay bands above £40,000[14].

Table 2.2: Proportion of jobs within pay band that are staffed by BAME employees

Pay Band	2017	2018	2019	2020	2021	2022
Less than £20,000	62%	37%	N/A	N/A	N/A	N/A
£20,000 to 29,999	43%	44%	58%	61%	52%	71%
£30,000 to 39,999	32%	32%	39%	41%	43%	47%
£40,000 to 49,999	25%	21%	22%	30%	31%	35%
£50,000 to 59,999	12%	19%	23%	24%	26%	25%
£60,000 to 69,999	16%	18%	10%	25%	14%	14%
£70,000 to 79,999	17%	14%	20%	18%	21%	29%
£80,000 to 89,999	3%	5%	8%	10%	16%	23%
£90,000 to 99,999	N/A	0%	0%	0%	0%	17%
£100,000 and over	7%	10%	7%	17%	15%	19%

Around seven in ten (71%) of our staff paid between £20,000 and £29,999 are BAME. In contrast, the proportion of staff paid over £100,000 who are BAME is 19%.

Table 2.3 shows the distribution of salaries of BAME and White staff in four equally sized salary groupings, not related to the GLA's pay and grading structure. As a result, the salary groupings differ slightly each year.

Table 2.3: Proportion and number of jobs within pay group that are staffed by BAME employees

Salary group	2017	2018	2019	2020	2021	2022
Group 1	28%	26%	29%	32%	31%	34%
Group 2	14%	13%	13%	13%	16%	26%
Group 3	4%	12%	7%	19%	15%	18%
Group 4	0%	0%	0%	0%	33%	0%

[14] https://www.london.gov.uk/sites/default/files/workforce_report_1_april_2021_to_31_march_2022.pdf

Salary group	2017	2018	2019	2020	2021	2022
Group 1	N/A	N/A	259	323	298	333
Group 2	N/A	N/A	15	15	22	45
Group 3	N/A	N/A	2	6	5	8
Group 4	N/A	N/A	-	-	1	-

	2017	2018	2019	2020	2021	2022
Group 1 salary range	£18,811 - £56,688	£19,679 - £58,194	£20,354 - £62,765	£20,741 - £64,006	£20,933 - £64,150	£21,319 - £64,439
Group 2 salary range	£56,688 - £94,564	£58,194 - £96,709	£62,765 - £105,177	£64,006 - £107,271	£64,150 - £107,367	£64,439 - £107,560
Group 3 salary range	£94,564 - £132,440	£96,709 - £135,224	£105,177 - £147,588	£107,271 - £150,535	£107,367 - £150,584	£107,560 - £150,680
Group 4 salary range	£132,440 - £170,316	£135,224 - £173,739	£147,588 - £190,000	£150,535 - £193,800	£150,584 - £193,800	£150,680 - £193,800

Note: staff numbers by salary group not available for 2017 and 2018

Again, this show that BAME staff are less likely to be among our higher paid staff at the GLA.

3. Disability pay gap

3.1 Overall

As at 31 March 2022, we had a median disability pay gap of 3.10% and a mean disability pay gap of 3.78% (see Figures 3.1 and 3.2).
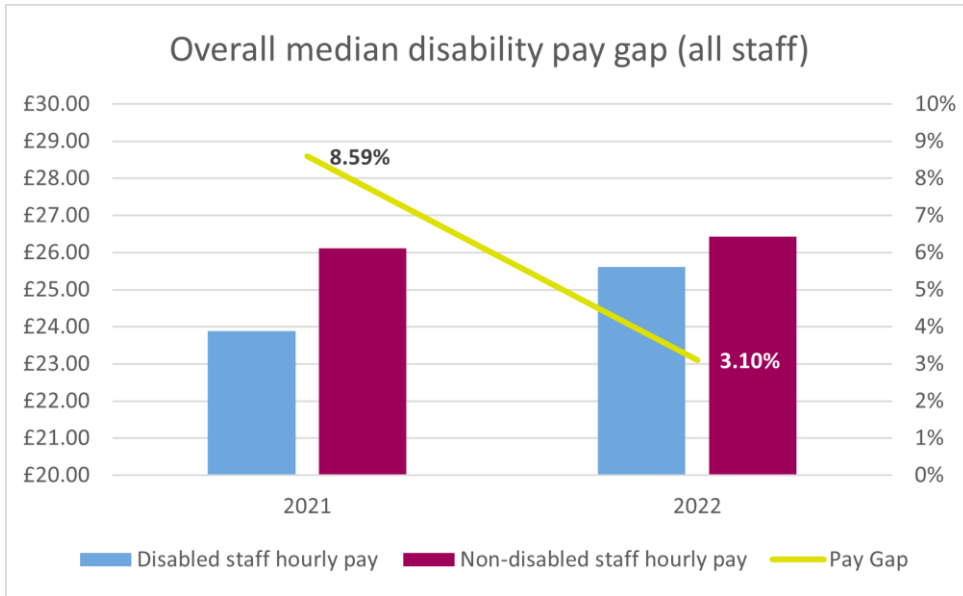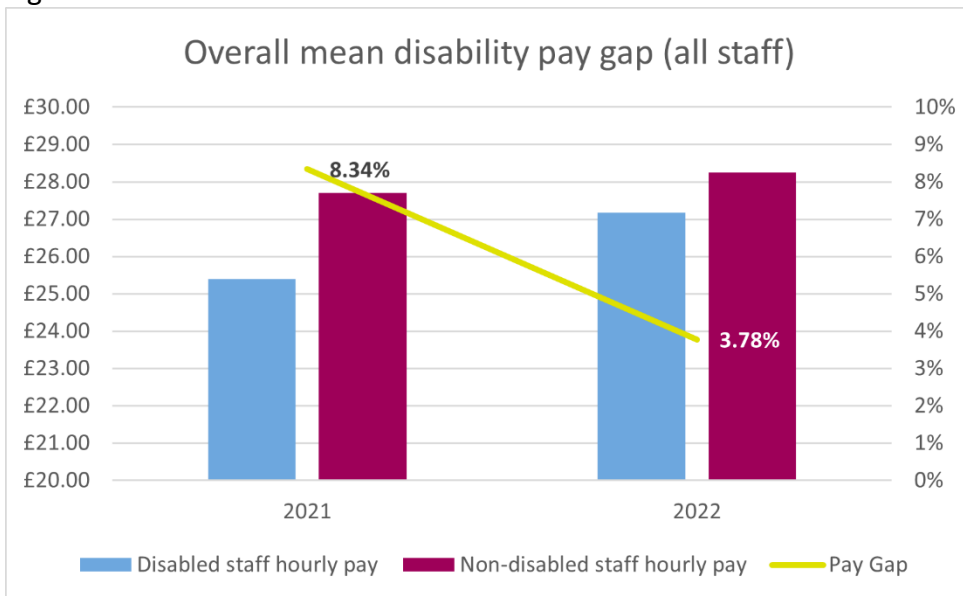
Figure 3.1:

Overall median disability pay gap (all staff)

Legend: Disabled staff hourly pay · Non-disabled staff hourly pay · Pay Gap

Data labels: 8.59% (2021), 3.10% (2022)

Figure 3.2:

Overall mean disability pay gap (all staff)

Legend: Disabled staff hourly pay · Non-disabled staff hourly pay · Pay Gap

Data labels: 8.34% (2021), 3.78% (2022)

This indicates that our disabled staff receive an average hourly rate of pay lower than the average hourly rate of pay for non-disabled staff. The gaps are not as large as the ethnicity pay gaps. The median disability pay gap is larger than the median gender pay gap, but the mean disability pay gap is smaller than the mean gender pay gap.

The mean and median gaps have fallen in the last year. This is because there has been a shift in the proportion of disabled staff and non-disabled staff working at higher grades (9 or above). In 2021, 47% of disabled staff at the GLA worked at these higher grades, compared to 54% of non-disabled staff. This gap is why there is a pay gap. In 2022, as a result of staff turnover and recruitment, as well as more staff disclosing their disability status, the mix of disabled staff and non-disabled staff at higher grades has changed. In 2022, some 51% of all disabled staff at the GLA worked at these higher grades, while 55% of all non-disabled staff did. Both have increased, but the gap between them has narrowed, which in turn influences the pay gaps.

As with ethnicity pay gap data, the overall national and London disability pay gaps usually come from the APS. The same issues apply here about the data for 2020 and 2021 being less robust, as with the ethnicity pay gap data. This means that no figures for 2020 and 2021 are shown in this report. However, we direct readers to previous years' data when data collection on the APS was done as normal[15].

In 2019, the final year of undisrupted survey fieldwork on the APS, the national (UK) median disability pay gap for all workers was 14.8%. The median disability pay gap for workers in London in 2019 was 16.6%. Mean disability pay gaps are not presented as they are not robust enough. Our median disability pay gap is smaller than the London average in 2019.

3.2 Full time/part time status

For full time workers, the median disability pay gap is 2.45% while the mean disability pay gap is 4.43%. For part time workers the median pay gap is 1.95%, while the mean pay gap is -11.34% (see Figure 3.3).

Figure 3.3:
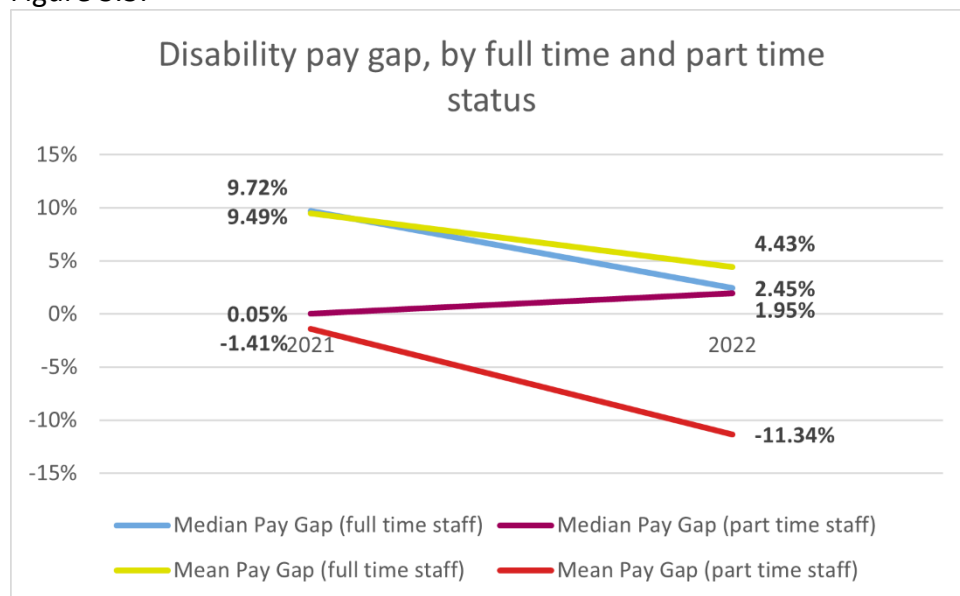
The pay gaps for full time workers have decreased since 2021. However, the median disability pay gap for part time workers has increased, while the mean disability pay gap for part time workers has become more negative i.e. part time disabled staff are paid more than part time non-disabled staff and that gap is widening. As there are very few part time staff who disclosed that they were disabled in 2022 (four), any changes in their staff number can result in big changes to the gaps. In 2021, there were six part time disabled staff. The two staff that left were in the middle of the distribution of grades, so had only a small effect on the median pay gap. However, this then left one staff member at a much higher grade to

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[15] https://data.london.gov.uk/economic-fairness/labour-market/disability-pay-gap/

exert a much greater influence on the mean (rather than their salary being considered out of six staff members, it was now out of four).
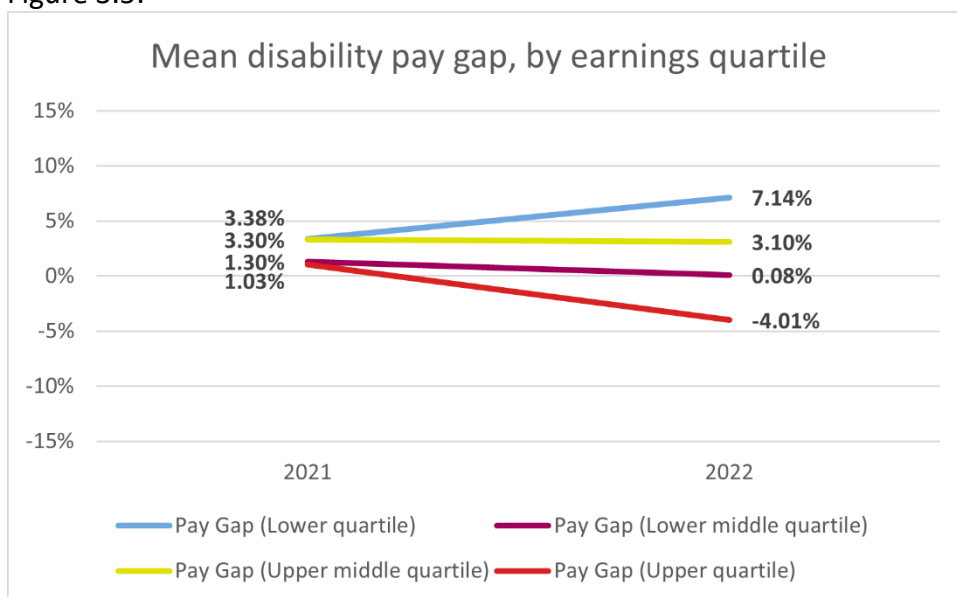
3.3   Earnings quartile

A median disability pay gap exists only for the upper middle earnings quartile. There is a mean disability pay gap for the lower earnings quartile and upper middle earnings quartile. Figures 3.4 and 3.5 illustrate these.

Figure 3.4:
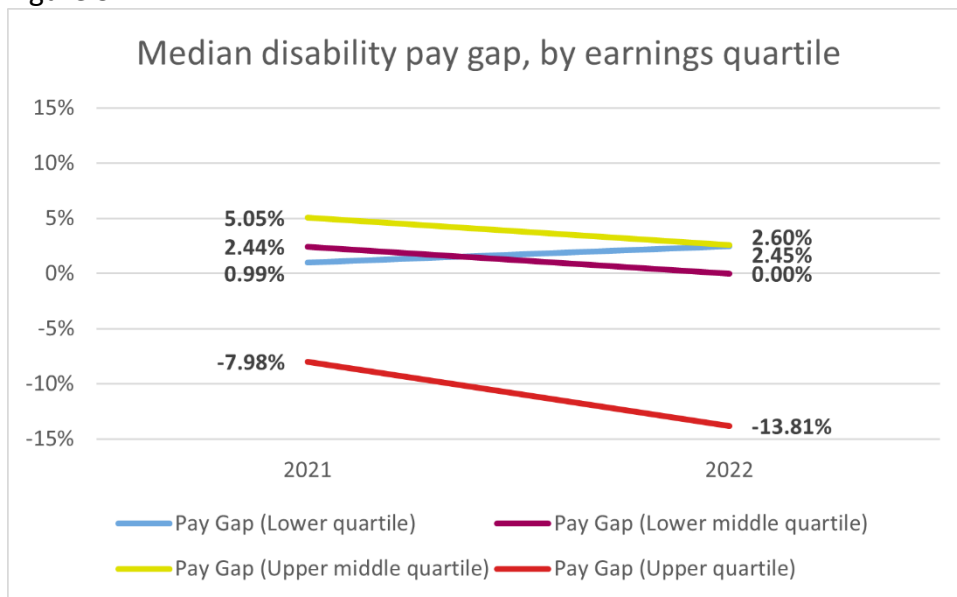
% disabled (2022): Lower quartile: 10%; Lower middle quartile: 9%; Upper middle quartile: 6%; Upper quartile: 8%

Figure 3.5:

% disabled (2022): Lower quartile: 10%; Lower middle quartile: 9%; Upper middle quartile: 6%; Upper quartile: 8%

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There is no median or mean disability pay gap for the lower middle earnings quartile, while negative gaps are present for staff in the upper quartile of earnings.

The median disability pay gaps for all quartiles has decreased since 2021. The only increase from 2021 is the mean disability pay gap for the lower quartile (from 3.38% to 7.14%). This Is due to the recruitment since 2021 of a new cohort of apprentices paid at the London Living Wage (LLW). The net change in disabled staff paid at the LLW since 2021 was an increase of two staff members, which has lowered the mean for this group within the lower earnings quartile.

3.4   Grade

As described earlier, the one salary group we will examine in this report are spot salaries. These are fixed rates determined at the start of a staff member's time at the GLA. As such, they are not constrained to the same extent that salaries within a grade are. The median and mean disability pay gaps by grade are found in the accompanying data tables[16].

In 2022, for staff on spot salaries, the median disability pay gap was -6.96% and the mean disability pay gap was -5.00% i.e. disabled staff in this salary group are paid more than non-disabled staff (see Figure 3.6).

Figure 3.6:
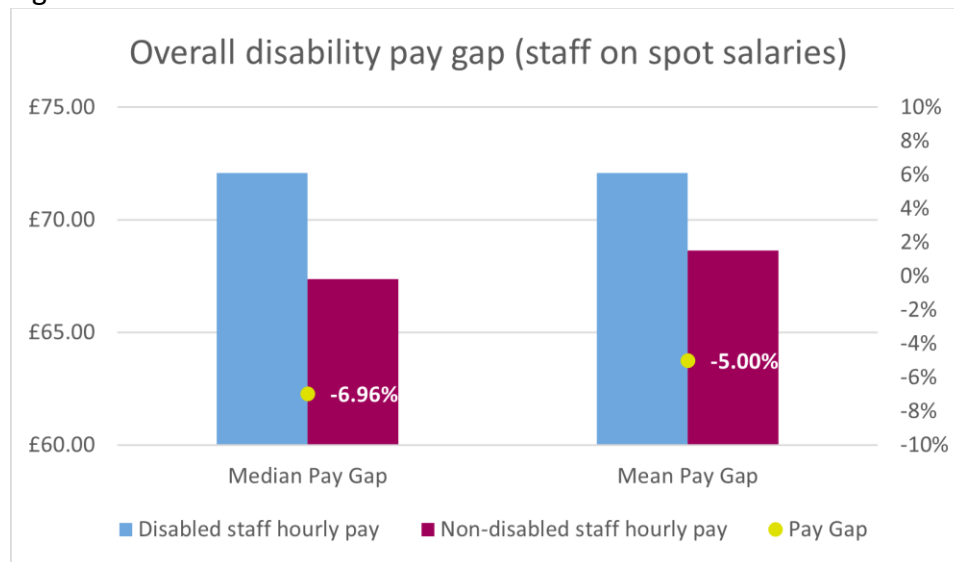
There was no data available for this group of staff in 2021, broken down by disability status, so no comparisons can be made.

3.5   Bonus payments

16 https://data.london.gov.uk/dataset/gla-pay-gap-data

In 2022, there is a negative median disability bonus pay gap (-25.00%) and a negative mean disability bonus pay gap (-11.40%). This means that in 2022, disabled staff received higher median and mean annual payments than non-disabled staff (see Figures 3.7 and 3.8).
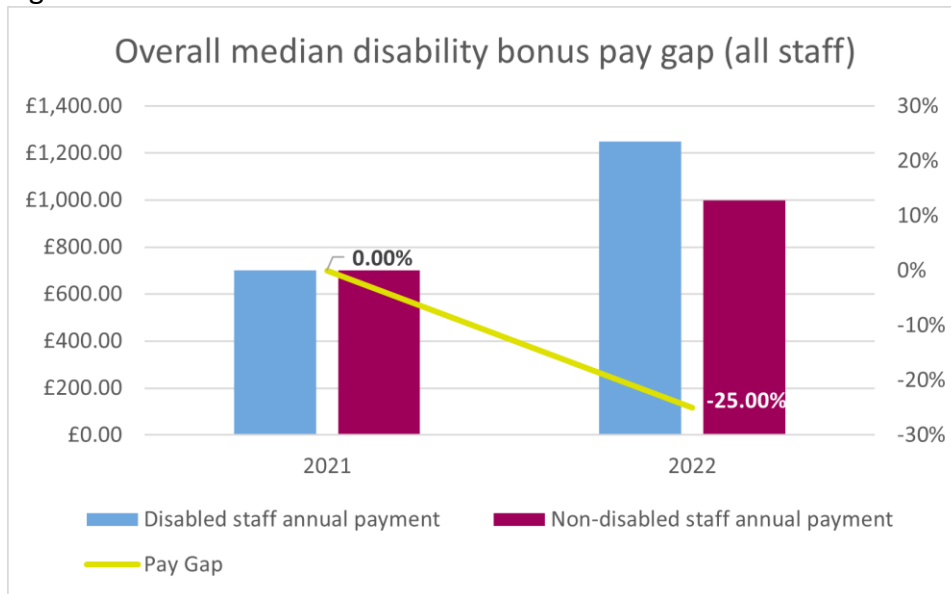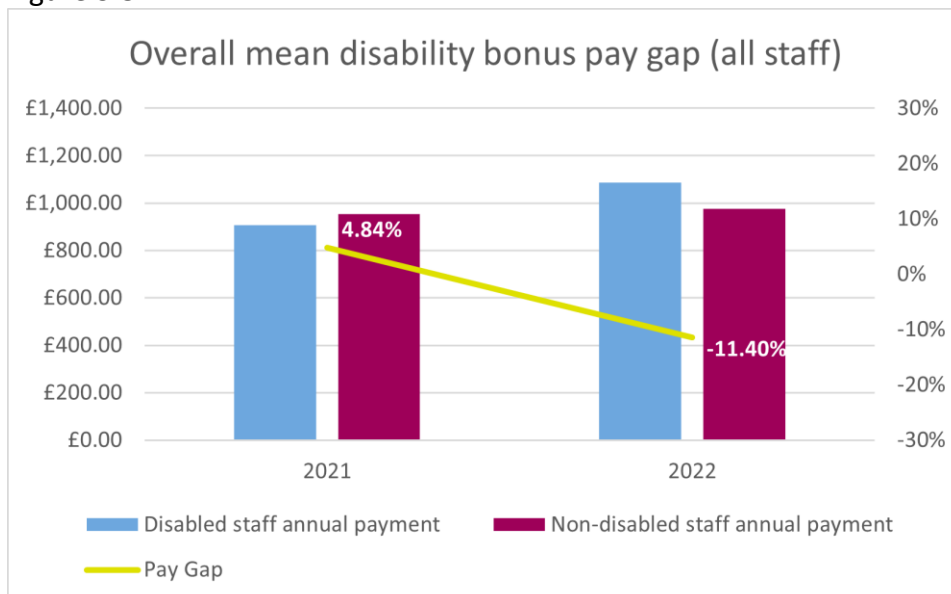
Figure 3.7:

A slightly higher proportion of disabled staff received a bonus payment in 2022 (4.5%) compared to non-disabled staff (3.6%). In absolute terms, this was four disabled staff and 36 non-disabled staff.

3.6 Workforce composition

Seven per cent of our staff have shared that they are disabled, an increase from 2021 (see Table 3.1).

Table 3.1:

	2021	2022
Disabled	68	88
Not disabled	955	1,009
Total that shared disability information	1,023	1,097
Total number of GLA staff	1,129	1,198
Disclosure rate	90.6%	91.6%
% disabled staff	6.0%	7.3%

The disclosure rate for disability status has also increased by one percentage point from 2021 (91.6%).

For disability pay gap reporting purposes, we examine two aspects of pay in particular:
- Distribution of salaries of disabled and non-disabled staff in £10k increments up to £100k, with those earning more than £100k in one group.
- Distribution of salaries of disabled and non-disabled staff in four equally sized salary groupings, not related to our pay and grading structure.

Table 3.2 shows a pattern that our higher salary jobs are more likely to be staffed by non-disabled employees than disabled employees. Our workforce report covering 1 April 2021 to 31 March 2022 shows that 17% of London's working-age population is disabled. Therefore, disabled staff are under-represented in most pay bands[17].

Table 3.2: Proportion of jobs within pay band that are staffed by disabled employees

Pay Band	2021	2022
Less than £20,000	N/A	N/A
£20,000 to £29,999	10%	14%
£30,000 to £39,999	11%	11%
£40,000 to £49,999	4%	7%
£50,000 to £59,999	5%	6%
£60,000 to £69,999	7%	5%
£70,000 to £79,999	1%	5%
£80,000 to £89,999	10%	6%
£90,000 to £99,999	24%	29%
£100,000 and over	0%	4%

Fourteen per cent of our staff who are paid between £20,000 and £29,999 are disabled. In contrast, the proportion of our staff paid over £100,000 who are disabled is 4%. The £90,000 to £99,999 pay band shows that 29% of staff are disabled (above the 17% of working-age Londoners who are disabled). However, this is an outlier due to the low number of staff in

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[17] https://www.london.gov.uk/sites/default/files/workforce_report_1_april_2021_to_31_march_2022.pdf

this pay band overall, one staff member change can lead to a big percentage change (this pay band has the smallest number of staff members in it within the GLA).

Table 3.3 shows the salaries of disabled and non-disabled staff distributed in four equally sized salary groupings, unrelated to our pay and grading structure.

Table 3.3: Proportion and number of jobs within pay group that are staffed by disabled employees

Salary group	2021	2022
Group 1	6%	7%
Group 2	6%	9%
Group 3	0%	5%
Group 4	0%	0%

Salary group	2021	2022
Group 1	60	72
Group 2	8	14
Group 3	-	2
Group 4	-	-

	2021	2022
Group 1 salary range	£20,933 - £64,150	£21,319 - £64,439
Group 2 salary range	£64,150 - £107,367	£64,439 - £107,560
Group 3 salary range	£107,367 - £150,584	£107,560 - £150,680
Group 4 salary range	£150,584 - £193,800	£150,680 - £193,800

It illustrates that disabled staff are currently less likely to be among the very highest paid staff at the GLA, but there is more equal representation among the lower salary groups.

4. Gender pay gap

4.1 Overall

As of 31 March 2022, we had a median gender pay gap of 1.95% and a mean gender pay gap of 3.84% (see Figures 4.1 and 4.2).
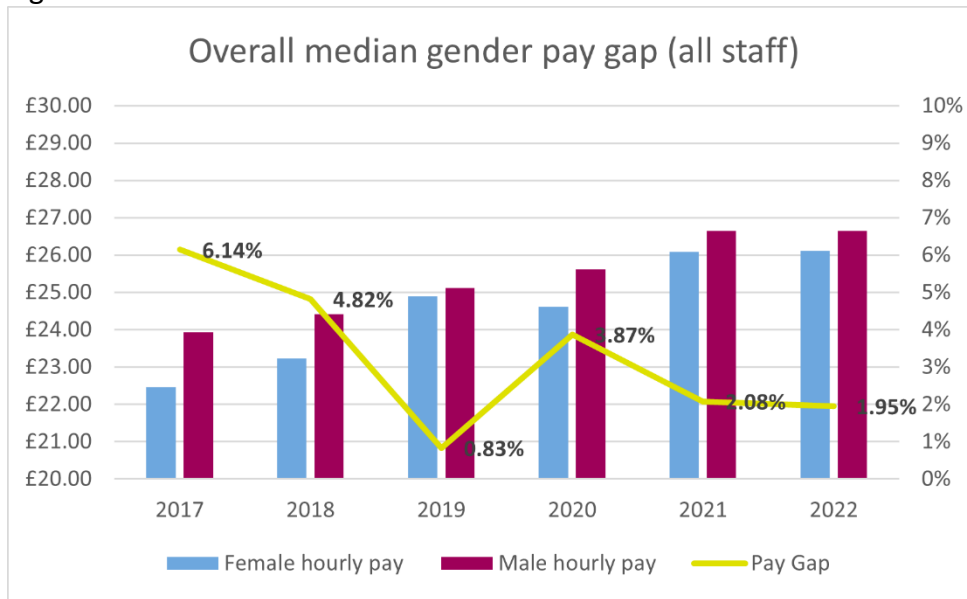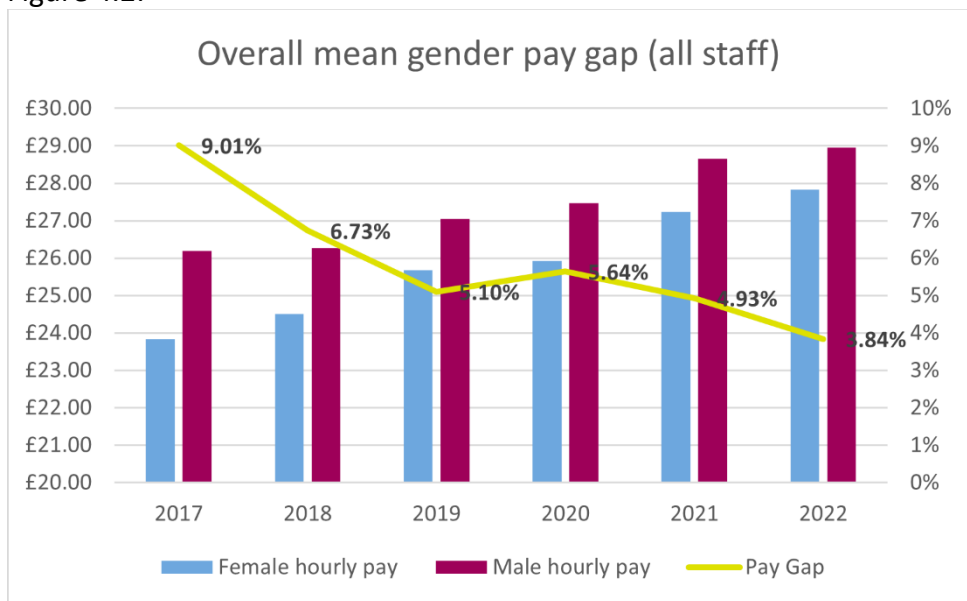
Figure 4.1:

Overall median gender pay gap (all staff)

Female hourly pay — Male hourly pay — Pay Gap

6.14%
4.82%
3.87%
0.83%
2.08%
1.95%

Figure 4.2:

Overall mean gender pay gap (all staff)

Female hourly pay — Male hourly pay — Pay Gap

9.01%
6.73%
5.10%
5.64%
4.93%
3.84%

This shows that the average hourly rate of pay for women is still slightly less than the average hourly rate of pay for men. However, the gaps have shrunk since 2017. The mean gender pay gap has fallen in the last year, but not the median gender pay gap, which has remained largely unchanged.

The mean gender pay gap has fallen in the last year because there was a large increase in the proportion of women employed at Grade 15 from 2021 (from 44% to 59%). These extra women at these higher salaries have increased the mean average hourly rate, thereby reducing the overall pay gap.

Our pay gaps compare favourably to both the national (UK) and London picture[18]. The national median gender pay gap for all workers in 2021 was 15.4% and the mean gender pay gap was 14.9%[19]. The median gender pay gap for workers in London in 2021 was 16.2% and the mean gender pay gap was 21.1%.

4.2 Full time/part time status

For full time workers, the median pay gap is 1.95% while the mean pay gap is 3.27%. The pay gaps for part time workers is higher: 14.68% is the median pay gap while the mean pay gap is 17.09% (see Figure 4.3).

Figure 4.3:
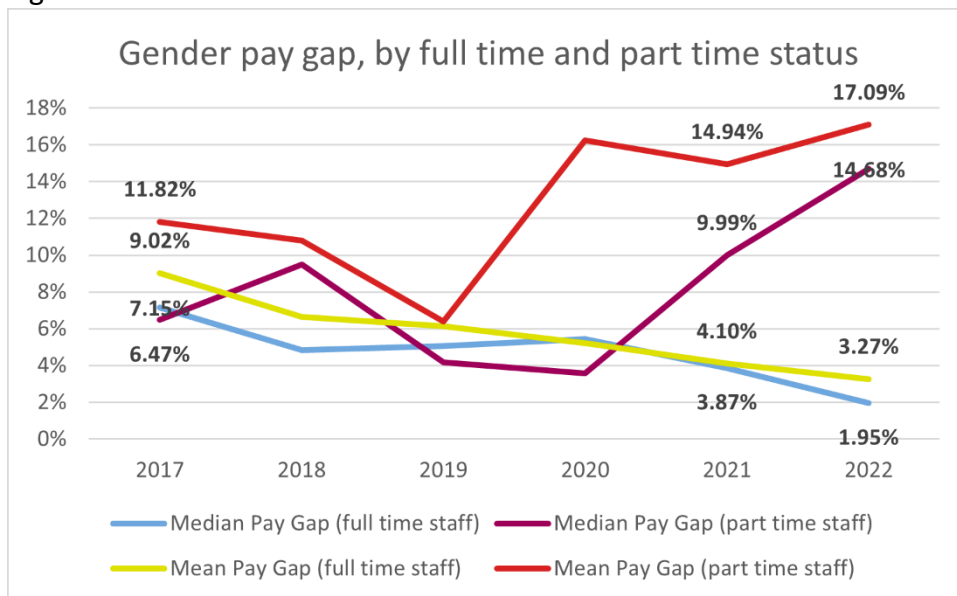
The pay gaps for full time staff have decreased since 2017 and in the last year. However, for part time staff, the gaps have increased since 2017 and in the last year. This can be explained by the fact that a greater proportion of part time men are employed at Grade 9 or above (76%) compared with part time women (60%). For men, this has grown by eight percentage points since 2021, from 68%. For women, this has grown by five percentage points since 2021, from 55%. Thus, this has caused the gender pay gaps for part time staff to increase in the last year. There were also very few men working part time at the GLA (17 overall) so, as with other small groups, changes in just a few members of staff within this group can result in disproportionately large changes in the pay gaps.

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[18] Caution should be used when interpreting overall national and London pay gap figures. They are derived from the Annual Survey of Hours and Earnings (ASHE) and the ONS has acknowledged that interpreting average earnings data from this survey during the pandemic is difficult. Pay gap calculations during the pandemic are difficult to disentangle, as they include people on furlough and job losses were not spread evenly across the working population or across different types of job. As an organisation, the GLA did not furlough any staff.

[19] https://data.london.gov.uk/economic-fairness/labour-market/gender-pay-gap/

4.3   Earnings quartile

There are no median gender pay gaps for any of the earnings quartiles, but there is a negative median gender pay gap for the lower quartile (-2.51%). The only mean gender pay gaps by earnings quartile are for the upper quartile (1.96%) and the lower quartile (-2.74%). Figures 4.4 and 4.5 show these.

Figure 4.4:
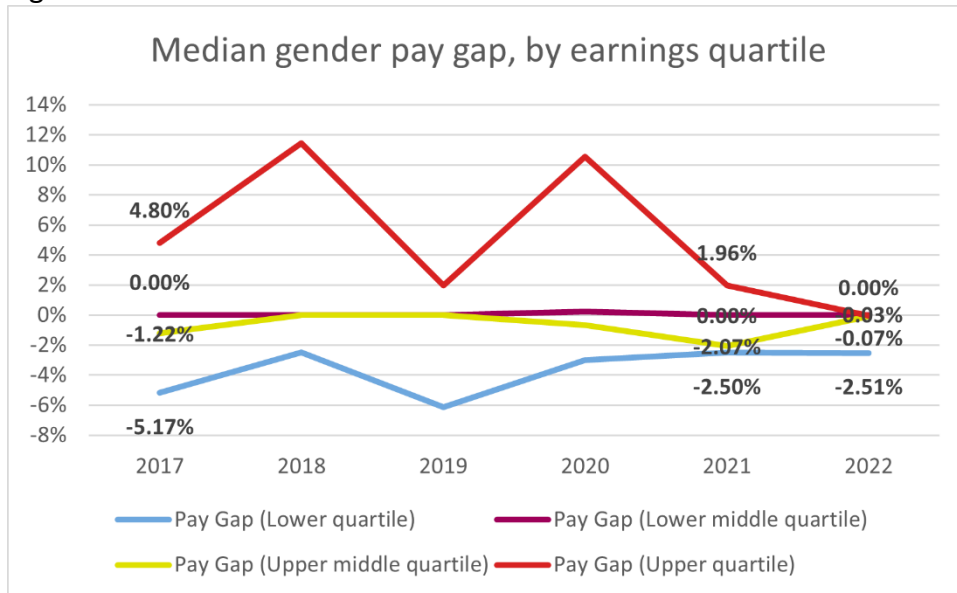
% women (2022): Lower quartile: 61%; Lower middle quartile: 64%; Upper middle quartile: 64%; Upper quartile: 54%

Figure 4.5:
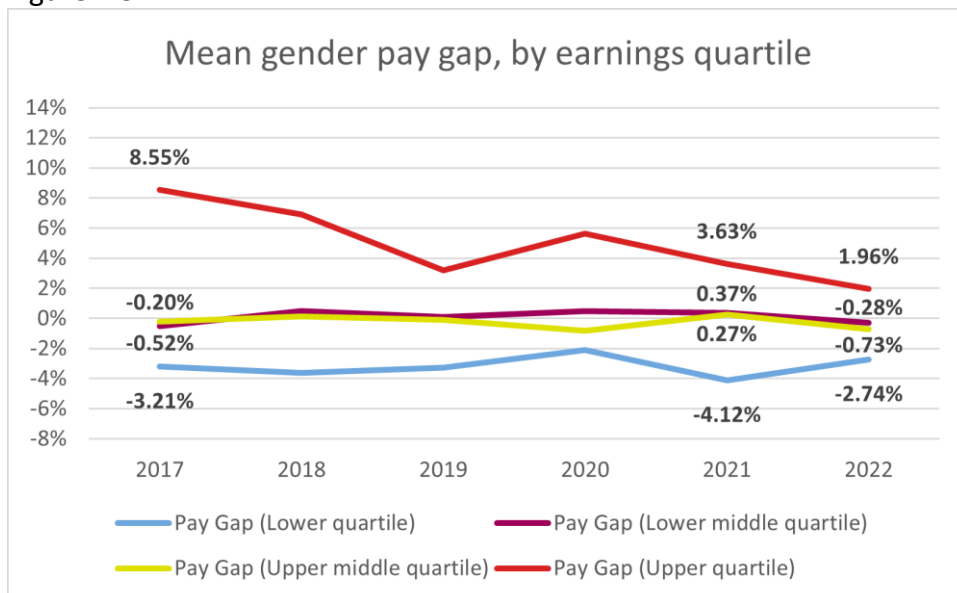
% women (2022): Lower quartile: 61%; Lower middle quartile: 64%; Upper middle quartile: 64%; Upper quartile: 54%

The median gender pay gap for staff in the upper quartile is now close to zero. The mean gender pay gap for staff in the upper quartile has persisted since 2017, though it has declined since then, as well as in the last year.

The negative pay gaps for staff in the lower quartile have persisted since 2017. However, the gaps are closer to zero in 2022, compared with 2017.

4.4 Grade

The gender pay gaps by grade are available in the accompanying data tables[20]. For reasons described earlier, in this report, we focus on staff on spot salaries. For these staff, there is a slightly negative median gender pay gap and mean gender pay gap (-0.04% and -4.71% respectively). Figures 4.6 and 4.7 illustrate these.
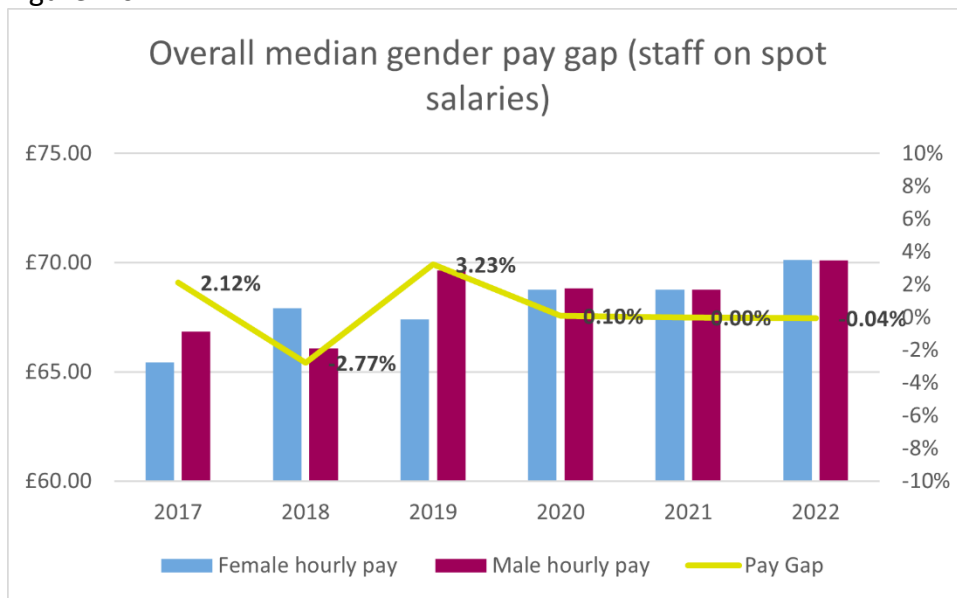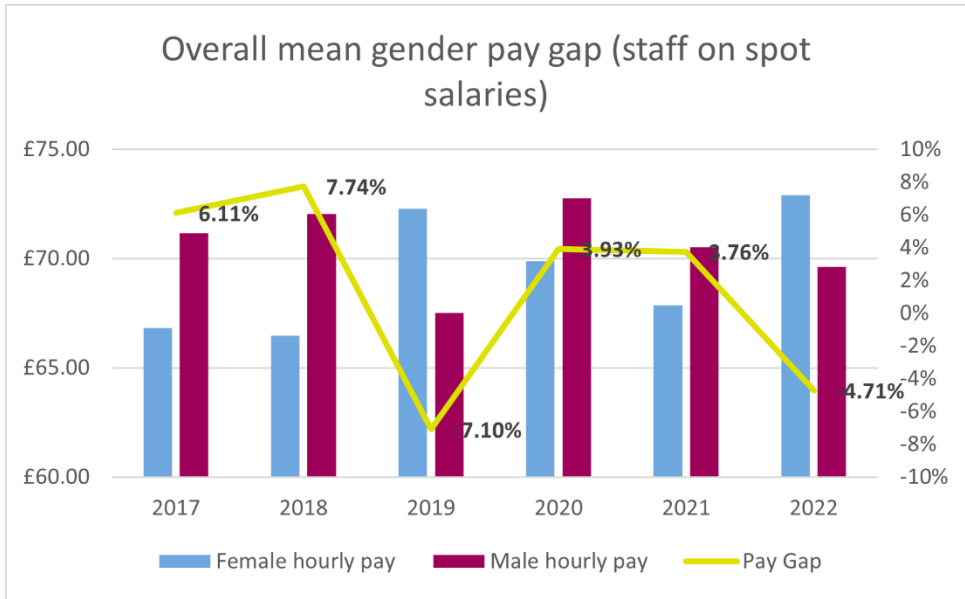
Figure 4.6:

Figure 4.7:

Overall mean gender pay gap (staff on spot salaries)

The median gender pay gap for this salary group has narrowed since 2017 and has been close to zero for the last three years. The mean pay gap for this salary group has narrowed since 2017, and is now negative i.e. women in this salary group are paid more than men. This is as a result of one woman in this salary group leaving the GLA between 2021 and 2022 who had a particularly low spot salary, compared with others in this group.

4.5 Bonus payments

In 2022, as in 2021, there is no median gender bonus pay gap (0%). There is a mean gender bonus pay gap of 13.88%. There was only a small gap in 2017, but this rose dramatically in 2019. It has since fallen back to levels close to zero, though the mean gender bonus pay gap is now larger than it was in 2017 (see Figures 4.8 and 4.9).

Figure 4.8:

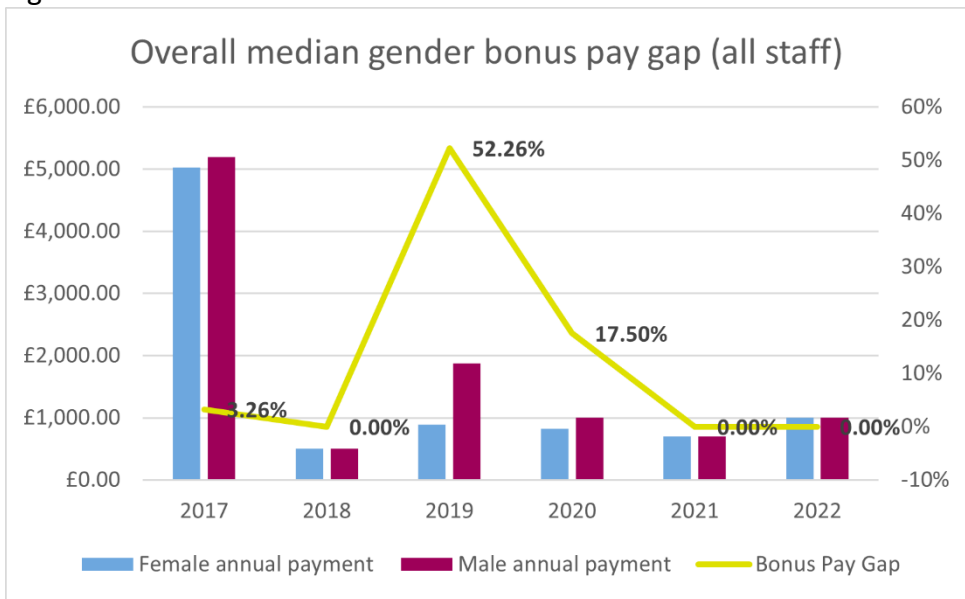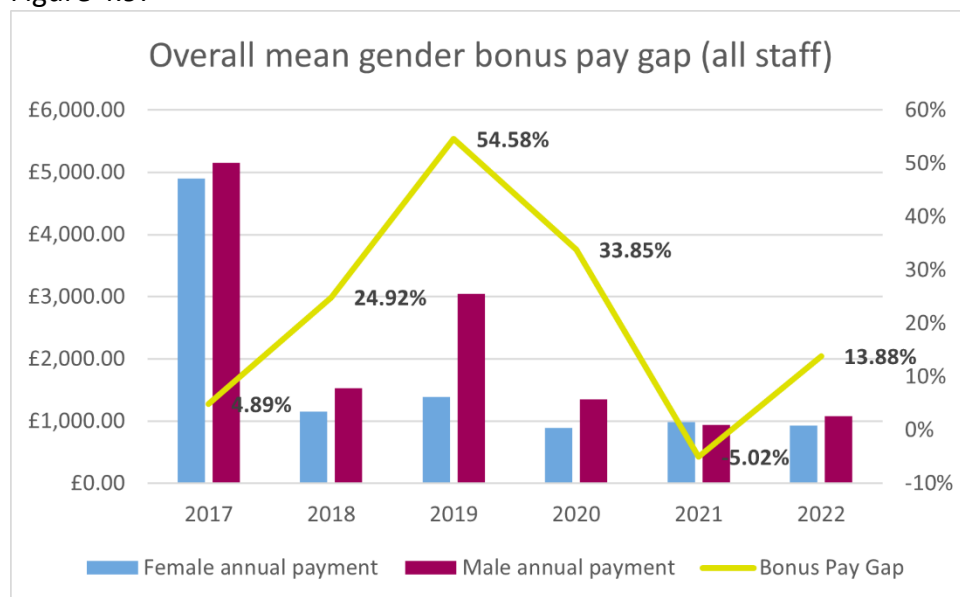

Overall median gender bonus pay gap (all staff)

Figure 4.9:

A slightly smaller proportion of women working at the GLA received a bonus payment in 2022 compared to men (3.2% and 4.0% respectively).

4.6 Workforce composition

The proportion of female staff has grown since 2017 (see Table 4.1).

Table 4.1:

	2017	2018	2019	2020	2021	2022
Female	428	495	595	678	678	725
Male	369	400	435	464	450	473
Total	797	895	1,030	1,142	1,128	1,198
% Female	53.7%	55.3%	57.8%	59.4%	60.1%	60.5%

Note: The numbers in the table are the number of staff that shared information for gender pay gap reporting purposes. This may differ from the total number of staff.

For the purposes of gender pay gap reporting, we examine two aspects of pay in particular:
- Distribution of salaries of female and male staff in £10k increments up to £100k. Those earning more than £100k are in one group.
- Distribution of salaries of female and male staff in four equally sized salary groupings. This is unrelated to our pay and grading structure.

Table 4.2 shows that our higher salary jobs are more likely to be staffed by men than women, though all pay bands now comprise of at least 50% women. Our workforce report covering 1 April 2021 to 31 March 2022 shows that 50% of London's working-age population is female[21].

[21] https://www.london.gov.uk/sites/default/files/workforce_report_1_april_2021_to_31_march_2022.pdf

Table 4.2: Proportion of jobs within pay band that are staffed by female employees

Pay Band	2017	2018	2019	2020	2021	2022
Less than £20,000	62%	58%	N/A	N/A	N/A	N/A
£20,000 to £29,999	49%	52%	46%	60%	59%	55%
£30,000 to £39,999	60%	61%	63%	63%	61%	61%
£40,000 to £49,999	57%	55%	60%	60%	64%	63%
£50,000 to £59,999	54%	58%	58%	59%	61%	64%
£60,000 to £69,999	48%	47%	54%	66%	50%	54%
£70,000 to £79,999	46%	49%	48%	56%	59%	54%
£80,000 to £89,999	41%	48%	56%	55%	52%	55%
£90,000 to £99,999	0%	25%	17%	38%	47%	50%
£100,000 and over	33%	43%	41%	46%	47%	53%

Between 61-64% of staff who are paid between £30,000 and £59,999 are female. In contrast, the proportion of staff paid over £100,000 who are female is 53%.

Table 4.3 shows the distribution of salaries of female and male staff in four equally sized salary groupings. These are unrelated to our pay and grading structure. As a result, the salary groupings differ slightly each year.

Table 4.3: Proportion and number of jobs within pay group that are staffed by female employees

Salary group	2017	2018	2019	2020	2021	2022
Group 1	56%	57%	59%	60%	61%	62%
Group 2	44%	48%	52%	54%	56%	54%
Group 3	41%	46%	41%	45%	45%	53%
Group 4	17%	25%	60%	33%	33%	50%

Salary group	2017	2018	2019	2020	2021	2022
Group 1	364	423	519	602	587	613
Group 2	54	59	62	61	75	88
Group 3	9	12	11	14	15	23
Group 4	1	1	3	1	1	1

	2017	2018	2019	2020	2021	2022
Group 1 salary range	£18,811 - £56,688	£19,679 - £58,194	£20,354 - £62,765	£20,741 - £64,006	£20,933 - £64,150	£21,319 - £64,439
Group 2 salary range	£56,688 - £94,564	£58,194 - £96,709	£62,765 - £105,177	£64,006 - £107,271	£64,150 - £107,367	£64,439 - £107,560
Group 3 salary range	£94,564 - £132,440	£96,709 - £135,224	£105,177 - £147,588	£107,271 - £150,535	£107,367 - £150,584	£107,560 - £150,680
Group 4 salary range	£132,440 - £170,316	£135,224 - £173,739	£147,588 - £190,000	£150,535 - £193,800	£150,584 - £193,800	£150,680 - £193,800

The table shows that female staff are less likely to be among the very highest paid staff at the GLA. However, all pay groups now comprise of at least 50% women.

5. Intersectional Analysis

We use an intersectional approach in this report. It shows how people's identities can overlap, which can sometimes create compounding experiences of disadvantage. This section will look at pay gaps by:
- Gender and ethnicity
- Ethnicity and disability
- Gender and disability

5.1 Gender and ethnicity

On 31 March 2022, overall, the median ethnicity pay gap for women was 10.38%, while the median ethnicity pay gap for men was 14.94%. The mean ethnicity gap for women was 10.39%, while the mean ethnicity pay gap for men was 19.95% (see Figures 5.1 and 5.2 respectively).
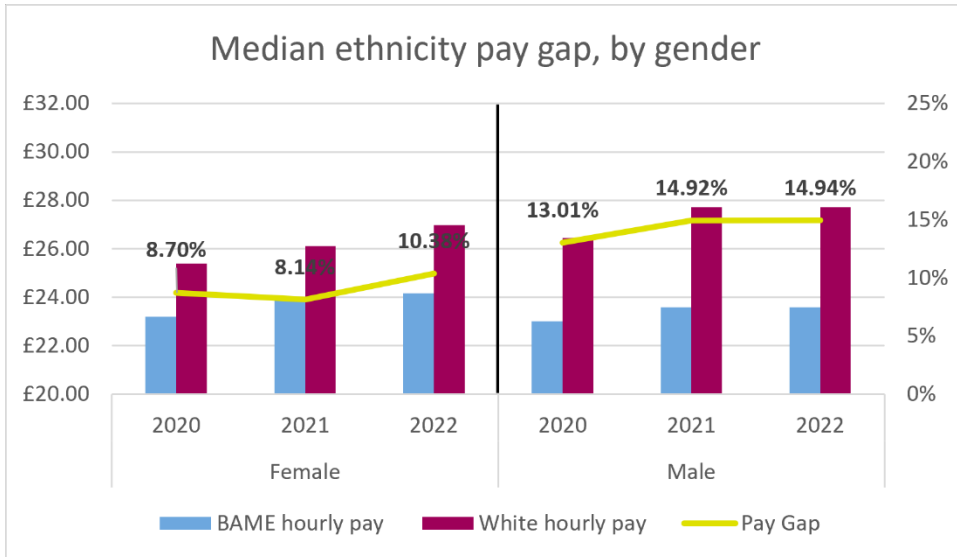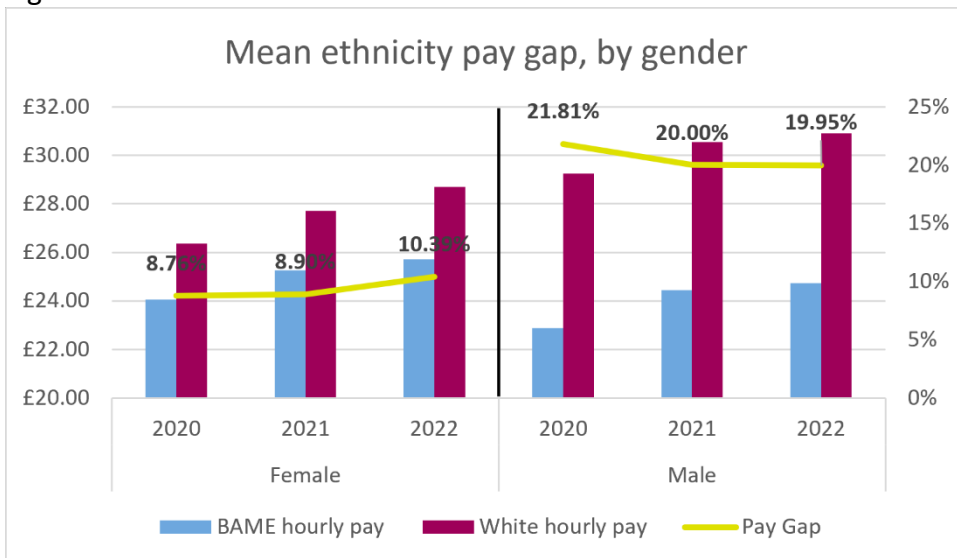
Figure 5.1:

Figure 5.2:

It was reported earlier that the overall median ethnicity pay gap is 12.62% and the mean ethnicity pay gap is 14.31%. This breakdown by gender, therefore, indicates that BAME men experience a larger effect than BAME women.

Figures 5.3 and 5.4 show the median and mean ethnicity pay gaps respectively for women in each separate ethnic minority group. Due to the low numbers of staff with some of these intersecting characteristics, these results should be viewed with caution.
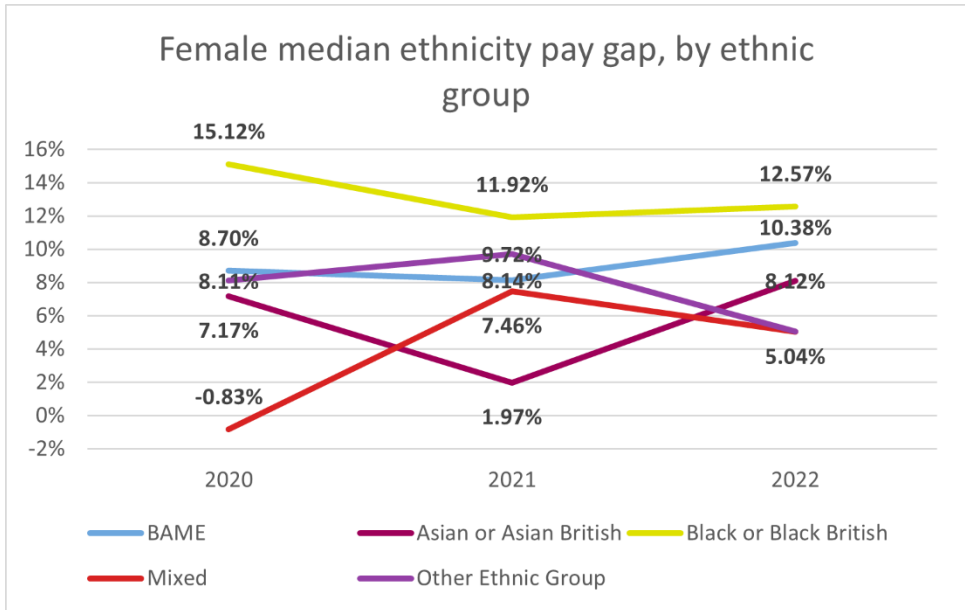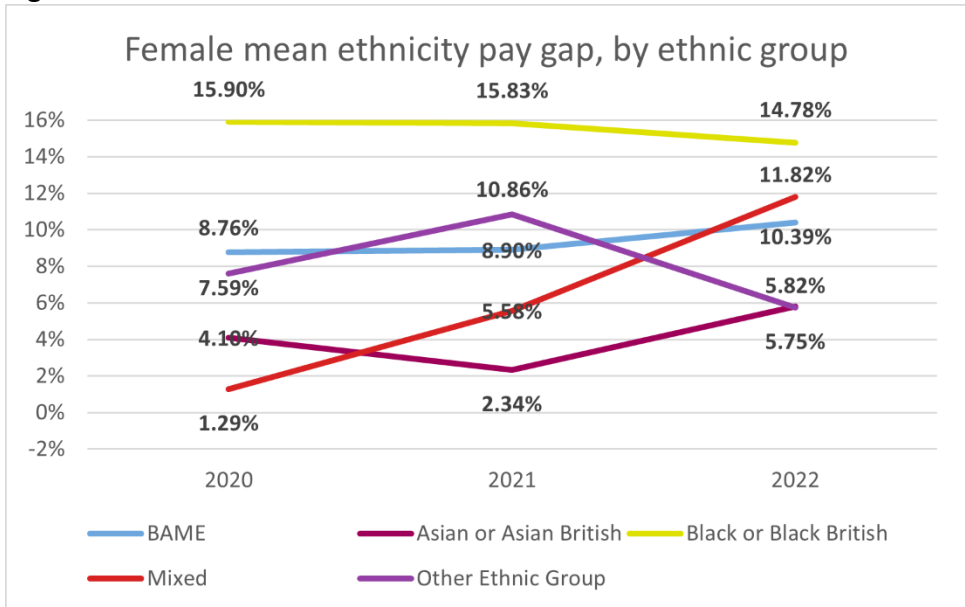
Figure 5.3:

Female median ethnicity pay gap, by ethnic group

Figure 5.4:

Female mean ethnicity pay gap, by ethnic group

The largest pay gaps are among Black or Black British women (12.57% median; 14.78% mean). The smallest median ethnicity pay gaps are for Mixed ethnicity women and women in the Other Ethnic Group (both 5.04%). The smallest mean ethnicity pay gap is for women in the Other Ethnic Group (5.75%). This shows Black or Black British women experience a double disadvantage.

The pay gaps for Black or Black British women have remained roughly the same in the last year. However, the pay gaps among Asian or Asian British women have increased since 2021. The median pay gap has gone up by six percentage points, while the mean pay gap has gone up by three points. This is due to the net increase in Asian or Asian British women employed by the GLA since 2021. Around six in ten (61%) of the increase in staff that are Asian or Asian British women are employed below Grade 9, with the other 39% being at

Grade 9 or above. This has lowered the average hourly rates for Asian or Asian British women, thus increasing the pay gaps.

Figures 5.5 and 5.6 show the median and mean ethnicity pay gaps respectively for men in each separate ethnic minority group. Again, the low numbers of staff with some of these intersecting characteristics means that these results should be viewed with caution.
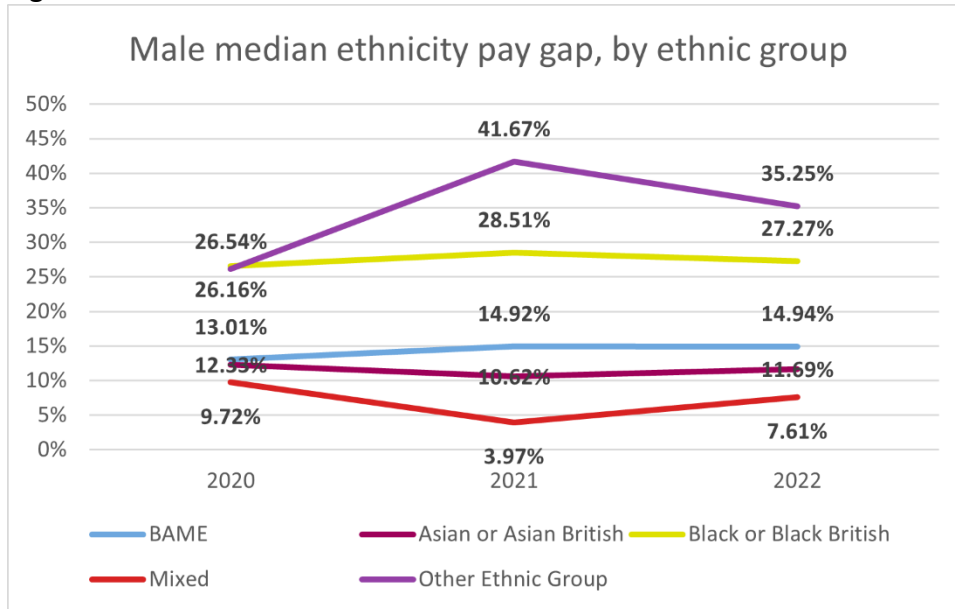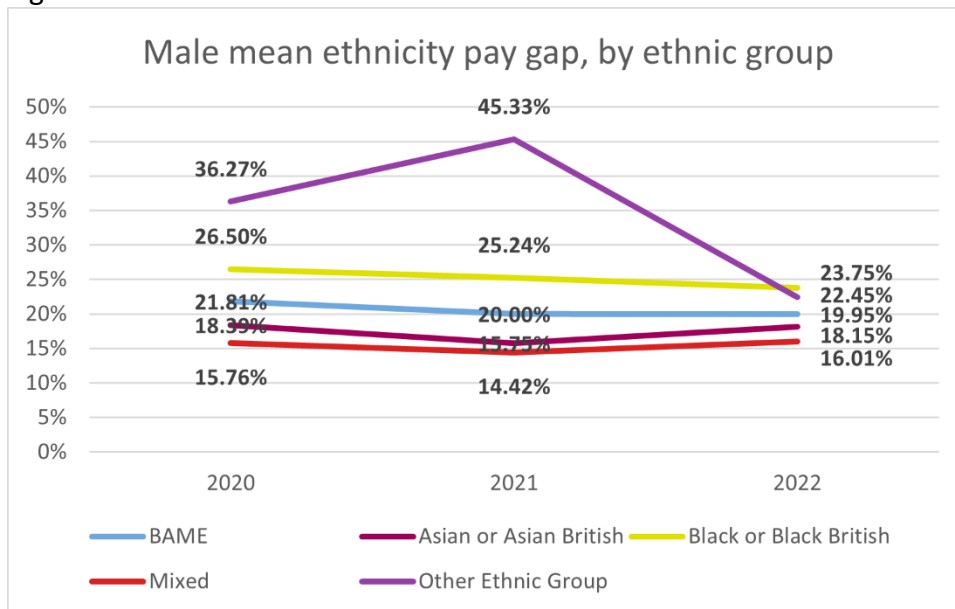
Figure 5.5:

Figure 5.6:

The largest pay gaps are among Black or Black British men (27.27% median; 23.75% mean) and men in the Other Ethnic Group (35.25% median, 22.45% mean). The smallest pay gaps are for Mixed ethnicity men (7.61% median; 16.01% mean). This indicates that Black or Black British men and men in the Other Ethnic Group experience a double impact.

The median pay gaps for Black or Black British men have decreased very slightly in the last year, while for men in the Other Ethnic Group the decreases in the last year are more pronounced. There are seven men in the Other Ethnic Group working at the GLA in 2022, so due to this extremely low number, one staff member change can result in big changes to the pay gap.

5.2 Ethnicity and disability

On 31 March 2022, the median disability pay gap for BAME staff was 4.80% while, for White staff, the median disability pay gap was 3.82%. The mean disability pay gap for BAME staff was 10.54% while, for White staff, the mean disability pay gap was -0.07% (see Figures 5.7 and 5.8).
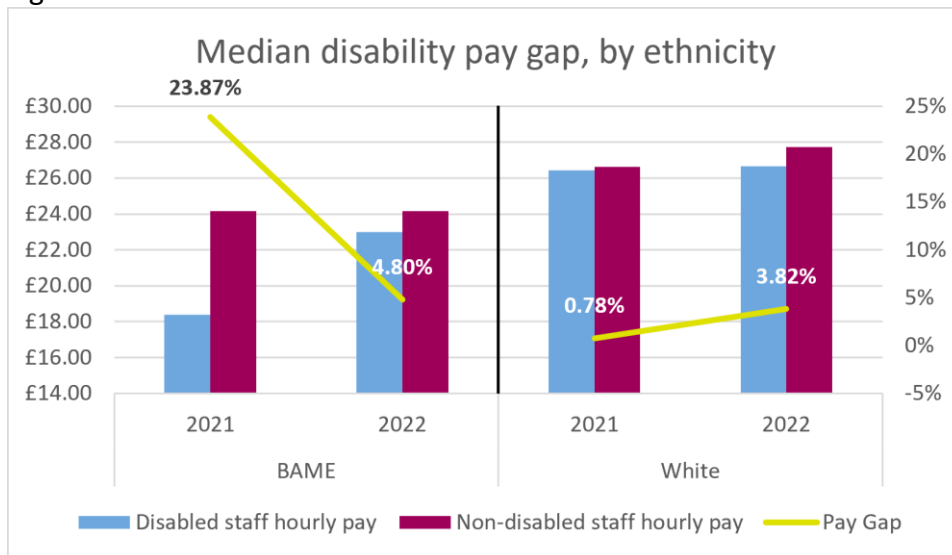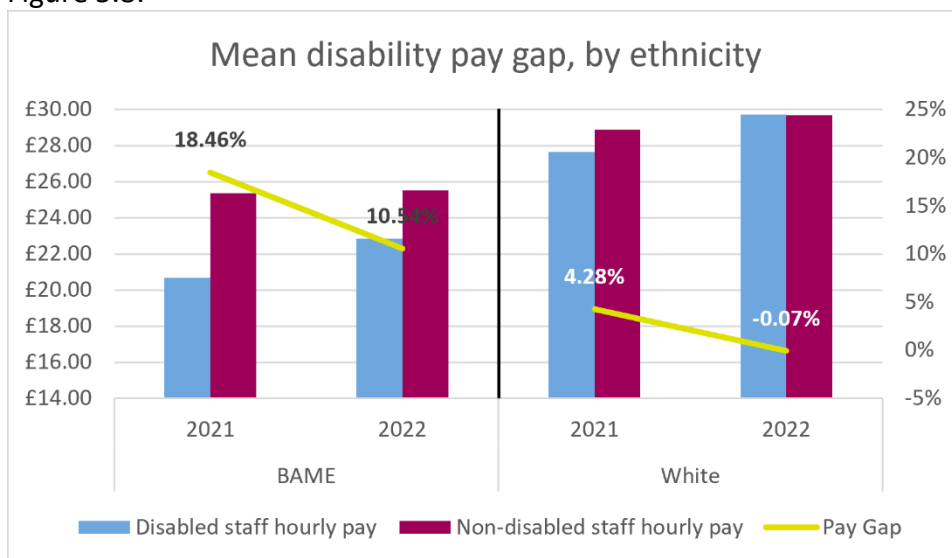
Figure 5.7:

Figure 5.8:

It was reported earlier that the overall median disability pay gap is 3.10% and the overall mean disability pay gap is 3.78%. This breakdown by ethnicity, therefore, shows that disabled BAME staff are doubly impacted, though to a lesser extent than in 2021, as the disability pay gaps for BAME staff have decreased since then.

This is due to the net increase in disabled BAME staff included in the pay gap figures for the GLA since 2021, which earlier we noted was around recruitment and a larger proportion of GLA staff disclosing their disability status. Around seven in ten (70%) of the increase in disabled BAME staff are employed at Grade 9 or above, with the other 30% being below Grade 9. This has increased the average hourly rates for disabled BAME staff, thus decreasing the pay gaps.

We have a low number of disabled staff. This means that looking at intersecting characteristics will be based on even lower numbers of disabled staff. As such, caution should be used when looking at these results.

5.3   Gender and disability

On 31 March 2022, the median disability pay gap for women was 2.83% while, for men, the median disability pay gap was -0.45%. The mean disability pay gap for women was 7.99% while, for men, the mean disability pay gap was -2.66% (see Figures 5.9 and 5.10).
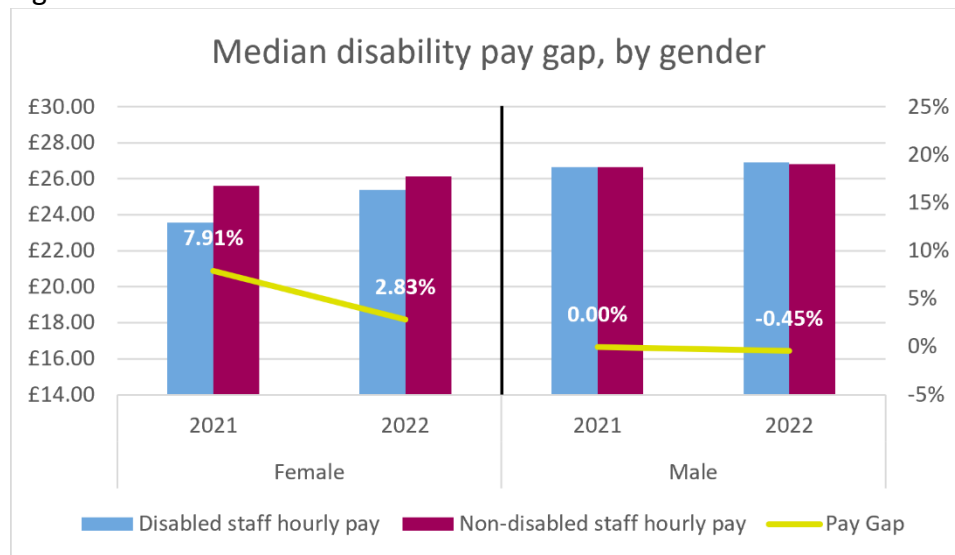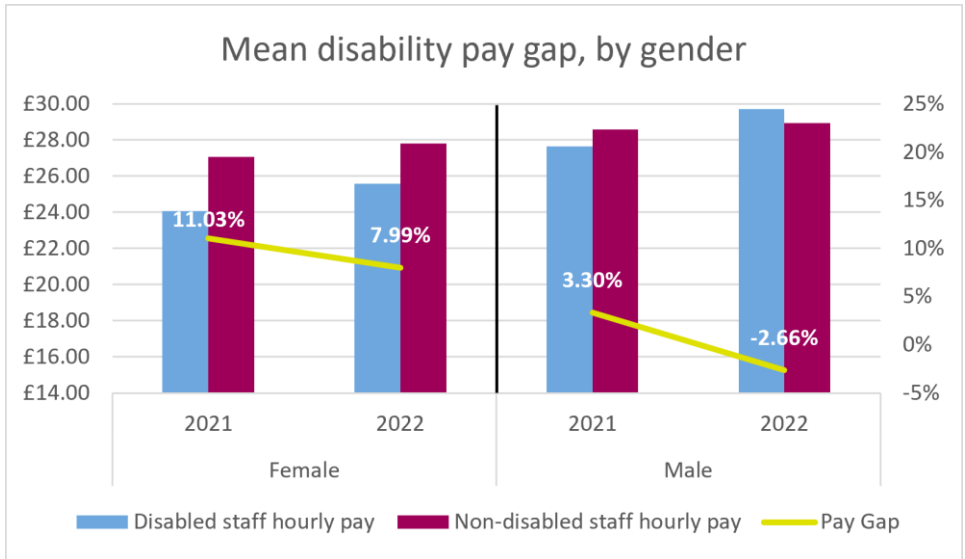
Figure 5.9:

Figure 5.10:

Mean disability pay gap, by gender

It was reported earlier that the overall median disability pay gap is 3.10% and the overall mean disability pay gap is 3.78%. When looking at the mean pay gap, this indicates that disabled women are doubly affected. Most of the disability pay gaps by gender have decreased since 2021, except for the median disability pay gap for men.

The improvements for disabled women are again due to the net increase in disabled women included in the pay gap figures for the GLA since 2021. Around eight in ten (82%) of the increase in disabled women are employed at Grade 9 or above, with the other 18% being below Grade 9. This has increased the average hourly rates for disabled women, thus decreasing the pay gaps.

As mentioned earlier, these results should be viewed with caution due to the low number of disabled staff at the GLA.

6. Conclusion

Ethnicity

Our ethnicity pay gap remains the largest of all the pay gaps we examined. This indicates that the average hourly rate of pay for BAME staff is still less than that of White staff. This is due to our higher salary jobs being more likely to be held by White staff than BAME staff. However, the mean and median gaps have shrunk since 2017, but not in the last year. Both gaps have increased slightly since 2021. The increased gaps are driven by staff in the lower quartile of earnings. In particular, recruitment since 2021 of a new cohort of apprentices paid at the London Living Wage (LLW), the majority of whom were from BAME communities.

The highest mean and median ethnicity pay gaps are still among Black or Black British staff (unchanged from 2021). All ethnic groups' median pay gaps are larger than since 2017, except for Black or Black British staff. The decrease in the overall ethnicity pay gap between BAME staff and White staff, taken as a whole, is driven by the gap closing between Black or Black British staff and White staff. All ethnic groups' mean pay gaps are smaller than since

2017. After conducting intersectional analysis, it is clear that BAME male staff have much larger mean and median pay gaps than overall.

Disability

This is the second year we have reported our disability pay gaps, so we have been able to examine change in this report from 2021. As at 31 March 2022, we had a median disability pay gap of 3.10% and a mean disability pay gap of 3.78%, a reduction from 2021 when they were 8.59% and 8.34% respectively. The pay gaps exist because our higher salary jobs are more likely to be staffed by non-disabled staff than disabled staff. As a result of staff turnover and recruitment, as well as more staff disclosing their disability status, the mix of disabled staff and non-disabled staff at higher grades has changed. A greater proportion of disabled staff at the GLA worked at these higher grades in 2022 (51%), while 55% of all non-disabled staff did. Both have increased since 2021, but the gap between them has narrowed which, in turn, has narrowed the pay gaps.

Some 92% of our staff shared disability information, an increase of one percentage point from 2021. This means more of our staff were included in the analysis this year, so providing a better picture. However, until we reach 100% it will not be a complete picture, so caution should be exercised when interpreting some of the results. Our current disclosure rate of 92% is still very high, so we can still spot some noticeable patterns. In particular, though our disabled women and disabled BAME staff have larger disability pay gaps overall, the gaps have closed since 2021.

Gender

We still have a small mean and median gender pay gap at the GLA (3.84% and 1.95% respectively). Women continue to receive a lower average hourly rate of pay compared to men. This is because a greater proportion of men work in our higher salary jobs than women. However, the gaps have shrunk since 2017. The mean gender pay gap has fallen in the last year, but not the median gender pay gap, which has remained largely unchanged.

The mean gender pay gap has fallen in the last year because there was a large increase in the proportion of women employed at Grade 15 from 2021 (from 44% to 59%). These extra women at these higher salaries have increased the mean average hourly rate, thereby reducing the overall pay gap.

The mean and median gaps have decreased since 2017 because of a narrowing in the proportion of men and women at higher grades. When we look at the composition of GLA's workforce, all pay bands now comprise of at least 50% women, though women are still more likely than men to fill roles in the lower pay bands.

The decrease in the gender pay gaps has not occurred for all staff. For part time staff the mean and median gender pay gaps have increased since 2017 and in the last year.