

Committee(s)	Dated:
Establishment Committee	27 January 2021
Subject: Equality and Inclusion Update including Gender, Ethnicity and Disability Pay Gaps	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	Contribute to a flourishing society, point 3
Does this proposal require extra revenue and/or capital spending?	No
If so, how much?	n/a
What is the source of Funding?	n/a
Has this Funding Source been agreed with the Chamberlain's Department?	n/a
Report of: Chrissie Morgan, Director of Human Resources	For Decision
Report author: Carol Simpson, Town Clerk's – Human Resources Amanda Lee-Ajala – Town Clerk's – Human Resources Tracey Jansen, Towns Clerk's - Human Resources	

Summary

The report provides the City of London Corporation's Gender, Ethnicity and Disability Pay Gaps for the snapshot date of 31 March 2020 and presents the updated Equality and Inclusion Action Plan 2019 - 2021.

Recommendation(s)

Members are asked to note the report and endorse:

- the Equality and Inclusion Action Plan 2019 – 2021 attached at Appendix 6
- the revised categories included in the Equal Opportunities Recruitment Monitoring Form at Appendix 7.

Main Report

Background

In accordance with the Gender Pay Gap Regulations the City Corporation has been required to publish and report its Gender Pay Gap (GPG) by 30 March annually since 2017. Alongside the GPG the City Corporation has also voluntarily elected to publish each year both the Ethnicity Pay Gap (EPG) and Disability Pay Gap (DPG), in line with a number of local authorities.

In March 2020 due to the Coronavirus outbreak, the Government Equalities Office (GEO) and the Equality and Human Rights Commission (EHRC) suspended enforcement of the gender pay gap deadlines for the reporting year 2019 - 2020 i.e. snapshot date of 31 March 2019. However, the City Corporation had already prepared and reported on the 2019 - 2020 data to this committee in December 2019 together with an update on equality and inclusion activities to help us address the pay gaps.

This report provides the pay gap figures at the snapshot date of 31 March 2020 in relation to gender, ethnicity and disability. Data reported is compiled by the Pay Office, Chamberlains from CityPeople.

Pay gap data shows the difference in the average pay between different groups i.e. all men and women in a workforce. Whereas equal pay deals with the pay differences between different groups i.e. men and women who carry out the same jobs, similar jobs or work of equal value.

Members are reminded that the pay gap calculation is based on the total pay bill. Mean and median pay includes basic pay and other payments such as market forces supplements (MFS). The bonus pay gap includes bonus incentive schemes, honoraria payments, recognition rewards and contribution pay.

This report includes an update on the City Corporation's Equality and Inclusion Action Plan 2019 - 2021, an integral part of monitoring progress against qualitative targets on equality matters, including actions to improve our pay gap.

Current Position

Pay Gaps

1. The Corporation's gender, ethnicity and disability pay gaps as at the snapshot date of 31 March 2020 are shown in full at Appendices 1, 2 and 3 of this report. Whilst we have 100% data capture in relation to the gender pay gap, for ethnicity and disability these figures relate to those staff who have self-declared their data through CityPeople self-service.
2. We have comparatively high levels of data capture across these protected characteristics. This is due to the length of time that we have now been collecting data and through the awareness campaigns that are run annually. In addition, reminders are posted on self-service for staff to see when for example staff go in to view their payslips. Chief Officers and senior managers are asked to encourage their own staff to check they have entered their data through self-service, especially for the casual workforce. This is particularly important as the better the data capture for ethnicity and disability the more accurate the pay gaps will be.

3. In summary, the mean hourly and mean bonus rates are tabulated below i.e. the difference between the mean hourly / bonus rates for different groups i.e. male staff and female staff expressed as a percentage of the male rate. A positive figure indicates that females are paid less than males on average; a negative figure indicates that females are paid more than males on average.

Summary Table: Gender, Ethnicity and Disability Pay Gaps 2020

Note: Bracketed figures represent the 31 March 2019 pay gap.

Protected characteristic	Mean hourly rate	Mean bonus rate
Gender Pay Gap (based on 100% of the workforce) The difference between women's pay and men's pay as a percentage of men's pay	5.6% Lower (5.5% Lower)	15.7% Lower (17.2% Lower)
Ethnicity Pay Gap (based on 87.36% of the workforce) BAME employees pay and white employees pay as a percentage of white employees pay	19.1% Lower (19.7% Lower)	23.1% Lower (18.2% Lower)
Disability Pay Gap (based on 85.24% of the workforce) Pay of employees who have declared a disability and the pay of employees who have declared they do not have a disability as a % of the pay of employees who have declared they do not have a disability	10.3% Lower (7.9% Lower)	-14.8% Higher (-11.9% Higher)

4. These pay gap figures are representative of all employees and are not differentiated by full-time and part-time status. The total headcount used for the mean and median pay gaps was 5,030. A fuller breakdown is provided at Appendices 1, 2 and 3.
5. As the pay gaps are based on the total pay, so for example include responsibility allowance in schools, unsocial hours payments and MFSs, it is difficult to compare to our grades consistently, but as a very rough guide:
 - Upper quartile: Grade G and above
 - Upper middle quartile: Grade E to F
 - Lower middle quartile: Grade C to D
 - Lower quartile: Grade A to B
6. The formula to produce the GPG data is applied across all employers and provides us with useful insight as to how to address any imbalances where this is possible. However, at the time of this report none of the other London Boroughs have yet published their gender pay gap return for the snapshot date of 30 March 2020, therefore instead we have looked at Office for National Statistics (ONS) data for comparison.
7. The gender pay gap is the difference between the average hourly pay of men and women. For information, in April 2020 the ONS reported provisional figures in its 'Gender Pay Gap in the UK: 2020' as calculated from the Annual Survey of Hours

and Earnings (ASHE), that the gender pay gap has fallen from 19.1% in 2016 (i.e. before the government requirement started) to 17.0% in 2020 across all employees working in organisations with 250 or more staff. ASHE data estimates are based on information gathered from a sample of 1% of employees in the UK on 22 April 2020. The City Corporation's mean hourly pay position at 5.6% lower, is much more favourable.

8. The ethnicity pay gap is defined as the difference between the average hourly pay of ethnic minorities and White British people. In 2018 - 2019, the Government consulted on options for the introduction of mandatory employer led Ethnicity Pay Reporting, the feedback from which is currently being analysed and a response has no doubt been impacted by Covid-19 and Brexit. To bring in a new ethnicity pay reporting scheme will require a new Act of Parliament.
9. From the latest ONS reports the ethnicity pay gap differs across regions and was largest in London at 23.8% in 2019, in contrast to the City Corporation's current 19.1% mean hourly rate.
10. In 2018 the ONS reported that disabled employees living in London were paid 15.3% less than non-disabled employees, in contrast to the City Corporation's current 10.3% mean hourly rate. The disability pay gap is the difference between the average hourly pay of disabled and non-disabled people, which is expressed as a percentage of non-disabled people's pay. Disabled people are all those with a health condition expected to last for at least 12 months which limits either their day-to-day activities which maybe physical, mental or other impairments. Non-disabled people are those without health conditions and those with health conditions which are neither activity-limiting nor work-limiting.
11. This year we had 16 additional staff declare themselves as disabled, when formerly they were either not disabled or not stated.
12. Our ethnicity and disability declaration level remains at around the mid to late 80% range. Whilst it is true to say that no-one is obliged to answer monitoring questions, particularly as they can be perceived to be very personal, but the quality of the monitoring is only as good as the quality of the data. It therefore continues to be important that both managers and employees understand how the equality declaration process is worthwhile and necessary to make equality policy a reality.
13. The total pay on the snapshot day was £14,022,007 and of this 15.5% or £2,179,213 was for Market Forces Supplement (MFS) payments. The MFS percentage of total pay was 13.7% for the snapshot date of 31 March 2019, therefore MFS increased as a percentage of total pay over the past year by 1.8%. Data on MFS's broken down by gender ethnicity and disability is attached at Appendix 4.
14. MFS's are considered on a case by case basis. They are agreed by the MFS Board with higher awards being referred to the Establishment Committee for approval. The business case for Chief Officers to apply or renew an MFS includes independent benchmarking and information about others posts that are

or could be impacted including equality considerations. However, if the market benchmarking data is weighted towards traditionally male professions, then this can unintentionally continue to underpin to a degree the gender pay gap.

15. The vast majority of bonus payments relate to Contribution Pay, Recognition Awards and to a lesser extent, Honoraria payments (Appendix 5). As for the previous year Chief Officers were asked to take into consideration the equality impact of the proposed payments and to be mindful of the spread of contribution pay across the grades in scope (grades D – J).
16. The reasons for pay gaps are complex and interrelated, including economic, cultural, societal and educational factors, for example:
 - A lack of flexible working options
 - Women being the main providers of unpaid caring responsibilities
 - Occupational segregation
 - Years of tenure in post
 - Those who take extended breaks from work i.e. career breaks or time out of work
 - Highest qualification obtained as a measure of skills

Equality and Inclusion Update

17. The Equality and Inclusion Action Plan 2019 - 2021 in relation to employment agreed by the Equality and Inclusion Board is attached as Appendix 6. Members will recall that the Equality, Diversity and Inclusion Manager presented an update on their work supporting the effective delivery of the City Corporation's Public Sector Equality Duty (PSED) in relation to service delivery and work with communities of residents, City workers and visitors.
18. The Committee is asked to endorse the updated plan in relation to employment and will continue to receive updates on its progress. A review of the Equality and Inclusion Board is underway in relation to its membership and the need to have more consistent and stretching Key Performance Indicators (KPIs) that relate to all aspects of the PSED. This has been identified and will be covered in the Equality Annual Performance Report. This will result in a revised format of the Equality and Inclusion Plan going forward.
19. Members will be aware that as part of the Women in Finance Charter pledge, we have committed to increasing the number of women in senior roles (G grade and above) across all areas of the organisation (not just finance), to 45% by 2023 from the current 33%. Unfortunately, due to savings requirements and our ongoing major restructuring (prior the pandemic), recruitment has been subject to a moratorium throughout 2019 - 2020, this will continue to impact on our ability to return to normal recruitment. The target has therefore been reviewed by the Equality and Inclusion Board who considers that whilst we retain the target level of 45%, we extend the timescale to March 2025 to account for the paused and reduced recruitment. We will still expect to see moderate improvement to reflect internal promotion and progression, particularly considering the various initiatives

that are included in the Action Plan to address internal development and career progression initiatives. In addition, where there is external recruitment, the initiatives that have already been put in place to address the pay gaps will continue to apply such as anonymised recruitment.

20. In relation to reducing the ethnicity and disability pay gaps, the E&I Board will discuss possible target setting at its next meeting.
21. The Tackling Racism Taskforce employment related actions that have been developed in collaboration with Human Resources have been incorporated in the Equality and Inclusion Action Plan.

Proposed changes to the demographic categories included in the Corporation's Equal Opportunities Recruitment Monitoring Form

22. The Equality and Inclusion Board has considered and agreed the expansion of the current demographic categories contained in the City Corporation's monitoring form provided with the employment application form, to include changes to the way we ask sex and trans questions and include Social Mobility. The draft revised monitoring form that applicants for vacancies are invited to complete is attached as Appendix 7. This form will continue to be stored separately from the application form, and the data used only for statistical monitoring purposes.
23. The benefits that data capture exercises can reap for both the employee and the employer are far-reaching. Monitoring exercises can send a powerful signal of alliance with all employees from different backgrounds. Capturing data on sex to include non-binary, trans and social mobility is a concept for championing equality and inclusion. It will enable the City Corporation to measure the success of many of its equality and inclusion strategies, identifying what is working well and what is not.
24. Self-identification often starts during the recruitment process or once employment begins. Answering equality questions are always optional and responses can be updated or removed at any time, but by adding these questions it will help us to become a more inclusive employer and make sure everyone feels welcome, supported, and able to access opportunities here.

Questions on Sex and Gender Identity

25. Gender identity refers to a person's deeply held sense of their own gender. For trans people, their own sense of who they are does not match the sex that they were assigned at birth. The City Corporation understands that collecting data on employees' gender identity must be done sensitively.
26. Trans employees may not feel comfortable disclosing this information because of concerns about data security or if they are not openly trans. The City Corporation also recognises that some people who have transitioned (where someone has taken steps to live as the gender which they identify as) do not consider trans to

be a part of their identity at all and would not use this word to describe themselves. For example, a person assigned female at birth and who transitions to male may identify as a man rather than as a trans man. However, it is considered that employees should be able to identify however they are most comfortable, these additional categories will go some way to enabling this to happen.

27. It is important that the questions used, have been systematically developed and that staff are comfortable with the proposed changes. The staff networks have been consulted on the extended categories included in this report.

Questions on Social Mobility

28. Socio-economic background is a set of social and economic circumstances from which a person has come from including financial, cultural, geographical and educational that may have an impact on their progression.
29. Social mobility in relation to recruitment and retention has become increasingly recognised and discussed across industries with a view to widening the talent pool and increasing applications from people from lower socio-economic backgrounds.
30. Research suggests that those from higher socio-economic groups are on the whole more comfortable with all stages of the recruitment processes. Therefore, to attract a more diverse group of applicants, along with considering the end to end recruitment practise and job requirements, by including monitoring questions that relate to social mobility we can send a positive message to applicants from all backgrounds.

Corporate & Strategic Implications

31. This report supports and complements the Corporate Plan aim to contribute to a flourishing society and the HR Business Plan – Enabling our workforce to have equal opportunities to enrich their lives and reach their full potential, as demonstrated by our Attracting Talent project and delivering the E&I Action Plan.
32. It is important to note that whilst the recording of the ethnicity and disability pay gaps currently is voluntary, the Equality and Human Rights Commission (EHRC) and the ONS have requested that the government puts in place a comprehensive classification system to facilitate monitoring and once in place make it compulsory for private, voluntary and listed public sector employers with more than 250 employees (in line with gender pay gap data reporting). Furthermore, that these employers have associated action plans with time-bound targets to focus on making substantive improvements to the workplace.

Conclusion

33. As noted in the report, the GPG calculation is based on the total monetary pay bill. Our Job Evaluation scheme ensures that we have equal pay for work of equal value. Our additional payments are moderated, and we will continue to monitor and report to Summit Group and Establishment Committee on them. To reduce our pay and bonus gaps significantly, we can only achieve this by increasing the number of women, ethnic minority staff and employees with disabilities particularly at the higher grades. Our wider equality and inclusion initiatives are aimed at addressing this. Departments are tasked with concentrating efforts to address these pay gaps through recruitment practice and other initiatives as outlined in their Equality & Inclusion Action Plans, but this is not an issue that can be delivered in a short timeframe.

Appendices

1. The City Corporation's Gender Pay Gap ("snapshot" date of 31 March 2020)
2. The City Corporation's Ethnicity Pay Gap ("snapshot" date of 31 March 2020)
3. The City Corporation's Disability Pay Gap ("snapshot" date of 31 March 2020)
4. Market Forces Supplements by Gender, Ethnicity and Disability ("snapshot" date of 31 March 2020)
5. Bonus Payments by Gender, Ethnicity and Disability ("snapshot" date of 31 March 2020)
6. Equality and Inclusion Action Plan 2019 - 2021
7. Equal Opportunities Recruitment Monitoring Form

Background Papers

- Equalities and Inclusion Update to Establishment Committee, 10 December 2019
- Annual Employee Profile Report 2019 – 2020 to Establishment Committee, 17 September 2020
- Equality, Diversity and Inclusion Manager's update to Establishment Committee, 12 March 2020

Carol Simpson

Strategic HR Projects Manager

T: 020 7332 3482

E: carol.simpson@cityoflondon.gov.uk

Tracey Jansen

Assistant Director of Human Resources

T: 020 7332 3289

E: tracey.jansen@cityoflondon.gov.uk

Amanda Lee-Ajala

Diversity and Business Engagement Lead
Officer

T: 020 7332 1406

E: amanda.lee-ajala@cityoflondon.gov.uk

Appendix 1: The City Corporation's Gender Pay Gap ("snapshot" date of 31 March 2020). *Bracketed figures represent the 31 March 2019 pay gap.

Pay Rates

Pay Rates	Gender pay gap - the difference between women's pay and men's pay as a percentage of men's pay
Mean hourly rate	5.6% Lower (5.5% Lower)
Median hourly rate	0.0% (-0.9% Higher)

Pay Quartiles

Pay Quartiles	Women	Men	Total
Proportion of women and men in the upper quartile (paid above the 75th percentile point)	43.9% (43.8%)	56.1% (56.2%)	(100%)
Proportion of women and men in the upper middle quartile (paid above the median and at or below the 75th percentile point)	53.2% (53%)	46.8% (47%)	(100%)
Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median)	52.2% (50.6%)	47.8% (49.4%)	(100%)
Proportion of women and men in the lower quartile (paid below the 25th percentile point)	45.7% (45.6%)	54.3% (54.4%)	(100%)

Bonus Pay

Bonus Pay	Bonus Gender Pay Gap - the difference women's bonus and men's bonus as a % of men's bonus
Mean bonus	15.7% Lower (17.2% Lower)
Median bonus	0.5% Lower (21.1% Lower)

Bonus Pay	Women	Men
Who received bonus pay	13.1% (12.3%)	14.1% (12.7%)

Appendix 2: The City Corporation's Ethnicity Pay Gap ("snapshot" date of 31 March 2020). *Bracketed figures represent the 31 March 2019 pay gap.

Pay Rates

Pay Rates	BAME pay gap - the difference between BAME employees' pay and white employees pay as a percentage of white employees' pay	BAME pay gap - BAME employees' pay as a percentage of white employees' pay	Hourly rate of pay for BAME employees	Hourly rate of pay for white employees	Difference £
Mean hourly rate	19.1% Lower (19.7% Lower)	80.9% (80.3%)	£20.62 (£19.78)	£25.49 (£24.64)	-£4.87 (£4.86)
Median hourly rate	17.1% Lower (17.4% Lower)	82.9% (82.6%)	£18.02 (£17.51)	£21.73 (£21.21)	-£3.18 (£3.70)

Pay Quartiles

Pay Quartiles	BAME	White	Total
Proportion of BAME and white employees in the upper quartile (paid above the 75th percentile point)	6.8% (7.2%)	74% (73.8%)	80.8% (81%)
Proportion of BAME and white employees in the upper middle quartile (paid above the median and at or below the 75th percentile point)	14.4% (13.6%)	72.9% (74.4%)	87.3% (88%)
Proportion of BAME and white employees in the lower middle quartile (paid above the 25th percentile point and at or below the median)	21.4% (20.4%)	63.3% (63.4%)	84.7% (83.8%)
Proportion of BAME and white employees in the lower quartile (paid below the 25th percentile point)	18.2% (19%)	55.7% (54.2%)	73.9% (73.2%)

Workforce Composition

Workforce Composition	BAME headcount	White headcount	Non-disclosed headcount	Total headcount
Proportion of BAME and white employees in the upper quartile (paid above the 75th percentile point)	85 (90)	930 (923)	242 (237)	1257 (1250)
Proportion of BAME and white employees in the upper middle quartile (paid above the median and at or below the 75th percentile point)	181 (170)	917 (930)	160 (150)	1258 (1250)
Proportion of BAME and white employees in the lower middle quartile (paid above the 25th percentile point and at or below the median)	269 (255)	796 (793)	193 (202)	1258 (1250)
Proportion of BAME and white employees in the lower quartile (paid below the 25th percentile point)	229 (238)	700 (677)	328 (335)	1258 (1250)

Bonus Pay

Bonus Pay	Bonus BAME Pay Gap - the difference BAME employees' bonus and white employees' bonus as a % of white employees' bonus	Bonus BAME Pay Gap - BAME employees' bonus as a % of white employees' bonus	Bonus pay of BAME employees	Bonus pay of white employees	Difference £
Mean bonus	23.1% Lower (18.2% Lower)	76.9% (81.8%)	£1,081.26 (£1,351.18)	£1,406.85 (£1,652.23)	£325.59 (£301.05)
Median bonus	31.9% Lower (18.4% Lower)	68.1% (81.6%)	£652.80 (£1,104.01)	£958.40 (£1,353.05)	£305.60 (£249.04)

Who received bonus pay:

- BAME paid bonus as % of all BAME: 9.9% (8%)
- White paid bonus as % of all White staff: 16.9% (16%)

Note

- Black, Asian and Minority Ethnic (BAME) includes employees recorded in the following categories (categories taken from the 2001 Census): Asian / Asian British (including Chinese), Black / Black British, Mixed / Multiple Heritage and Other Ethnic Group (i.e. all other categories than that of White British and White Other). For the calculations exclude any employees whose ethnicity is not known.

- A significant proportion of employees in the lower quartile are casual employees and are therefore less likely to enter their ethnicity information on City People.

Appendix 3: The City Corporation's Disability Pay Gap ("snapshot" date of 31 March 2020). *Bracketed figures represent the 31 March 2019 pay gap.

Pay Rates

Pay Rates	Disability pay gap - the difference between the pay of employees who have declared a disability and the pay of employees who have declared they do not have a disability as a % of the pay of employees who have declared they do not have a disability	Disability pay gap - the pay of employees who have declared a disability as a percentage of the pay of employees who have declared they do not have a disability	Hourly rate of employees who have declared they have a disability	Hourly rate of employees who have declared they do not have a disability	Difference £
Mean hourly rate	10.3% Lower (7.9% Lower)	89.7% (92.1%)	£22.06 (£21.95)	£24.59 (£23.82)	£2.53 (£1.87)
Median hourly rate	9.4% Lower (7.3% Lower)	90.6% (92.7%)	£19.68 (£19.17)	£21.73 (£20.69)	£2.05 (£1.52)

Pay Quartiles

Pay Quartiles	Disabled	Not disabled	Total
Proportion of disabled and not disabled employees in the upper quartile (paid above the 75th percentile point)	2% (2.1%)	73.4% (76%)	75.3% (78.1%)
Proportion of disabled and not disabled employees in the upper middle quartile (paid above the median and at or below the 75th percentile point)	3.5% (3%)	78.5% (79.2%)	82% (82.2%)
Proportion of disabled and not disabled employees in the lower middle quartile (paid above the 25th percentile point and at or below the median)	4% (4%)	75.7% (76%)	79.7% (80%)
Proportion of disabled and not disabled employees in the lower quartile (paid below the 25th percentile point)	4% (3.2%)	68.6% (68.2%)	72.6% (71.4%)

Workforce Composition

Workforce Composition	Disabled headcount	Not disabled headcount	Non-disclosed headcount	Total headcount
Proportion of disabled and not disabled employees in the upper quartile (paid above the 75th percentile point)	22 (26)	922 (950)	310 (274)	1257 (1250)
Proportion of disabled and not disabled employees in the upper middle quartile (paid above the median and at or below the 75th percentile point)	44 (38)	987 (990)	227 (222)	1258 (1250)
Proportion of disabled and not disabled employees in the lower middle quartile (paid above the 25th percentile point and at or below the median)	50 (50)	952 (950)	256 (250)	1258 (1250)
Proportion of disabled and not disabled employees in the lower quartile (paid below the 25th percentile point)	50 (40)	862 (853)	345 (357)	1258 (1250)

Bonus Pay

Bonus Pay	Bonus Disability Pay Gap - the difference between the bonus paid to employees who have declared a disability and employees who have not declared a disability as a % of employees who have declared a disability.	Bonus Disability Pay Gap - Pay of employees who have declared a disability as a % of pay of employees who have declared they do not have a disability	Bonus pay of employees who have declared they have a disability	Bonus pay of employees who have declared they do not have a disability	Difference £
Mean bonus	-14.8% Higher (-11.9% Higher)	114.8% (111.9%)	£1611.31 (£1,828.24)	£1403.97 (£1,633.92)	-£207.34 (-£194.32)
Median bonus	3.9% Lower (19.7% Lower)	96.1% (80.3%)	£920.88 (£1,036.79)	£958.40 (£1,291.08)	£37.52 (£254.29)

Who received bonus pay:

- Disabled paid bonus as % of all Disabled: 11.8% (10.4%)
- Non-disabled paid bonus as % of all Non-disabled staff: 15.8% (14.9%)

Note

- For the calculations exclude any employees for whom disabled / not disabled is not known.

Appendix 4: Market Forces Supplements by Gender, Ethnicity and Disability (“snapshot” date of 31 March 2020). *Bracketed figures (“snapshot” date of 31 March 2019)

Gender

Total MFS £

Female	Male
£687,093 (£569,672)	£1,492,120 (£1,282,323)

Headcount

Female	Male
99 (88)	165 (166)

Headcount %

Female	Male
37.5% (34.65%)	62.5% (65.35%)

Average MFS £

Female	Male
£6,940.34 (£6,973)	£9,043.15 (£7,725)

Ethnicity

Total MFS £

BAME	Not stated / known	White
£348,745 (£327,900)	£188,290 (£145,768)	£1,642,177 (£1,378,327)

Headcount

BAME	Not stated / known	White
46 (48)	30 (27)	188 (179)

Headcount %

BAME	Not stated / known	White
17.4% (18.9%)	11.4% (10.6%)	71.2% (70.5%)

Average MFS £

BAME	Not stated / known	White
£7,581 (£6,831)	£6,276 (£5,399)	£8,734 (£7,700)

Disability

Total MFS £

Disabled	Not stated / known	Not disabled
£69,447 (£57,911)	£248,054 (£214,951)	£1,861,710 (£157,9133)

Headcount

Yes	Not stated / known	No
8 (9)	40 (39)	216 (206)

Headcount %

Yes	Not stated / known	No
3% (3.54%)	15.2% (15.35%)	81.8% (81.1%)

Average MFS £

Yes	Not stated / known	No
£8,680 (£6,434)	£6,201 (£5,511)	£8,619 (£7,666)

Appendix 5: Bonus Payments by Gender, Ethnicity and Disability
 (“snapshot” date of 31 March 2020). *Bracketed figures (“snapshot” date
 of 31 March 2019)

Gender

Total Bonus £

Female	Male
£353,083 (£498,735)	£455,291 (£709,571)

Headcount

Female	Male
292 (327)	308 (383)

Headcount %

Female	Male
48.7% (46.06%)	51.3% (53.94%)

Average Bonus £

Female	Male
£1,209 (£1,525)	£1,478 (£1,853)

Ethnicity

Total Bonus Payments £

BAME	Not stated / known	White
£63,459 (£107,969)	£87,267(£99,993)	£657,647 (£1,000,344)

Headcount

BAME	Not stated / known	White
57 (72)	35 (39)	508 (599)

Headcount %

BAME	Not stated / known	White
9.5% (10.14%)	5.8% (5.49%)	84.7% (84.37%)

Average Bonus Payments £

BAME	Not stated / known	White
£1,113 (£1,500)	£2,493 (£2,564)	£1,294 (£1,670)

Disability

Total Bonus Payments £

Disabled	Not stated / known	Not disabled
£31,026 (£45,110)	£99,371 (£128,580)	£677,977 (£1,034,616)

Headcount

Yes	Not stated / known	No
17 (20)	64 (64)	519 (626)

Headcount %

Yes	Not stated / known	No
2.8% (2.82%)	10.7% (9.01%)	86.5% (88.17%)

Average Bonus Payments £

Yes	Not stated / known	No
£1,825 (£2,256)	£1,552 (£2,009)	£1,306 (£1,653)