

Committee(s)	Dated:
Corporate Services Committee	30 May 2022
Subject: Gender, Ethnicity and Disability Pay Gaps with Equality and Inclusion Update	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: Emma Moore, Chief Operating Officer	For information
Report authors: Carol Simpson, Human Resources Amanda Lee-Ajala, Equality, Diversity and Inclusion	

Summary

The report provides the City of London Corporation's Gender, Ethnicity and Disability Pay Gaps for 2021 together with an Equality and Inclusion Update.

Recommendation(s)

Members are asked to note the report for information.

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 small number of London local authorities.

The 'pay' element of the pay gap reported relates to the 'snapshot date' of 31 March 2021, whereas the 'bonus gap' relates to the 12-month period which ends on the snapshot date. These are supplemented with a more detailed breakdown on Market Forces Supplements and Bonus Pay in respect of gender, ethnicity and disability. Data reported is compiled from CityPeople (the City Corporation's HR and Payroll system) by the Pay Office in Chamberlains.

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) used for specific recruitment and retention purposes. Anyone furloughed has been based on full pay and their usual hours.

For ease of reporting, reference made in respect of employees will include employees and casual workers unless otherwise stated.

The bonus payments include Recognition Awards for employees at the top of Grades A-C and honoraria payments. Normally Contribution Payments a discretionary bonus paid to employees at the top of Grades D-J who have demonstrated a higher level of performance would be included, however in 2020-21 it was decided not to pay these. Instead, due to the exceptional circumstances of the pandemic, it was decided to make a supplementary Coronavirus one-off payment. This payment was made to employees who were either maintaining essential front-line services, or who were obliged to carry out essential work which was arising from or related to the pandemic.

We have 100% data on the gender of our workforce however our ethnicity and disability declaration level remain at around 80%. 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. Organisationally, knowing and understanding our pay gap data helps to inform our pay and reward strategy. 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.

Current Position

Key Data

1. The Corporation's gender, ethnicity and disability pay gaps as at the snapshot date of 31 March 2021 are shown in full at Appendices 1a, 2 and 3 of this report. The total headcount used for the mean and median pay gaps was 5,105 (this excludes police officers), noting there has been an increase of 80 casual workers compared to the previous year.
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 campaign 'Completing the picture' that are run annually.
3. Chief Officers and senior managers have been asked to update their own data, as well as encourage their teams to check they have entered their data through self-service. This is particularly important as the better the data capture for ethnicity and disability the more accurate the pay gaps will be.

4. Eighty per cent of the City Corporation's casual workforce is engaged by the Barbican and Guildhall School of Music and Drama (GSMD). A working group has now been established looking at how casual workers are engaged and improving systems to support gathering their data. This includes boosting demographic data collation, work on which is planned quarter 3 of this financial year.
5. The pay gaps output falls into one of three categories i.e.
 - A positive percentage figure reveals that typically or overall, female employees have lower pay or bonuses than male employees.
 - A negative percentage figure reveals that typically or overall, male employees have lower pay or bonuses than female employees.
 - A zero-percentage figure would reveal no gap between the pay or bonuses of typical male and female employees or completely equal pay or bonuses overall.
6. 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 employees and female employees expressed as a percentage of the male rate.

Table 1: Gender, Ethnicity and Disability Pay Gaps 2021

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	7.1% (5.6%)	5.4% (15.7%)
Ethnicity Pay Gap (Based on 82% of the workforce) BAME employees pay and White employees pay as a percentage of White employees pay	16.8% (19.1%)	22.2% (23.1%)
Disability Pay Gap (Based on 77% 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	8.9% (10.3%)	- 4.3% (- 14.8%)

Note: Bracketed figures represent the 31 March 2020 pay gap

7. Mean pay averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap, but very large or small pay rates or bonuses can 'dominate' and distort the answer.
8. Mean bonus averages can be useful where most employees in an organisation receive a bonus but could be less useful in an organisation where the vast majority of bonus pay is received by a small number of senior staff.

Gender pay gap

9. The Chartered Institute of Personnel (CIPD) 'Gender Equality at Work' report attributes the reasons for the gender gap as being complex and interrelated, including economic, cultural, societal and educational factors, i.e.:

- A lack of flexible working options
- Women being the main providers of unpaid caring responsibilities
- Occupational segregation
- The undervaluing of women's work
- Pay discrimination.

10. The gender pay gap shows the difference between women's pay / bonus and men's pay / bonus as a percentage of men's pay / bonus. The City Corporation's mean hourly pay rate has increased from 5.6% in 2020 to 7.1% in 2021. However, the mean bonus rate has reduced from 15.7% in 2020 to 5.4% in 2021, taking account of the Coronavirus one-off payments.

11. 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

12. A quartile is one of the three points that divide the population of data into 4 equal parts, the four quartile pay bands are created by dividing the total number of full-pay relevant employee into four equal parts. When employees on exactly the same hourly rate of pay cross a quartile boundary, the distributions are split as evenly as possible across those quartiles.

13. The proportion of males earning more than females occurs in both the lower quartile (male 50.6% compared to female 49.4%) but is the greatest in the upper quartile (male 56.1% compared to female 43.9%). This has been the case for the last 3 years, with almost no change to the proportion of males compared to females in the upper quartile. The impact of the Target Operating Model (TOM) and flexible retirement option (made available to employees (not casual workers) aged 55 and over), will become apparent in the next round of pay gap reporting. However, for there to be no gender pay gap, there would need to be an equal ratio of male to female in each quartile.

14. The formula to produce the GPG data is applied across all employers and provides us with useful insight to benchmark against. The 32 London boroughs (plus the City Corporation) GPG is shown in Appendix 1b for comparison.

15. Reporting on the mean hourly rate percentage, the City Corporation is ranked joint twelfth within the sample group of the London boroughs, with females being paid less than their male employees. Croydon is the only authority with a zero-pay gap. Ten boroughs reported a minus figure, which means female employees were paid more than males.
16. The Office for National Statistics (ONS) (the UK's largest independent producer of official statistics and the recognised national statistical institute of the UK) preference is to report on the median pay gap, their source data is not from the statutory government returns (i.e. employers with 250 or more employees both public and private sector) but from a sample of 1% of employees in the UK of all company sizes via the Annual Survey of Hours and Earnings (ASHE). In April 2021, the ONS median gender pay gap was 15.4%, significantly greater than the City Corporation's 2.2%.
17. The City Corporation's average bonus gender pay gap was 5.4%, the difference between women's bonus and men's bonus as a percentage of men's bonus pay. Bonuses were received by 26% of female employees and 34.5% of male employees.
18. Twenty two of the 32 boroughs reported a mean bonus return. Ten boroughs do not operate any performance related pay or bonus schemes and have no bonus gender pay gap.
19. To note, the government gender pay gap regulations compare the pay of female and male employees and do not address how employers should make their gender pay gap calculation if they have employees who do not identify as either male or female e.g. transgender, non-binary.

Ethnicity Pay Gap

20. The government launched a consultation on how mandatory Ethnicity Pay Reporting could be introduced in January 2019, whilst there has been no formal outcome to this consultation, the government did set up the Commission on Race and Ethnic Disparities to report on racial and ethnic disparities in the UK (the Sewell report, March 2021).
21. The Commission established that the system used to report on the gender pay gap was unsuitable for reporting on ethnicity due to "significant statistical and data issues" that would occur when changing a binary characteristic (i.e. male or female), to one that has multiple categories, such as ethnicity. It also raised concerns that, as 437 out of 650 constituencies in the UK are over 90% White, as employers in these parts of the country "do not have enough ethnic minorities for the recording sample to be valid".
22. The Commission ultimately concluded that ethnicity pay gaps should continue to be voluntary for employers and that the government should provide guidance for employers on how to do so. This conclusion has been reinforced in the 'Inclusive Britain Plan' by Kemi Badenoch, Minister of State for Equalities (March 2022), with employer guidance to follow.

23. The City Corporation's ethnicity mean pay gap has reduced from 19.1% to 16.8% since the previous year.
24. Black, Asian and Minority Ethnic (BAME) employee numbers has decreased overall since the previous year by 13. However, the BAME headcount increased in the upper quartile by 19, and upper middle quartile by 9; whilst decreased by 3 in the lower middle quartile and 12 in the lower quartile.
25. The increase in the proportion of BAME employees in the upper quartile and decrease in proportion of BAME employees in the lowest quartile is likely to have resulted in the reduction of the median ethnicity pay gap from 17.1% to 15.7%.
26. The largest group not to self-declare their ethnicity is the lower quartile. Out of a headcount of 361, there are 246 casuals without a known ethnicity.
27. The second largest group not to self-declare their ethnicity is the upper quartile. There are 176 employees without a known ethnicity working in teaching, professorial and head of service roles (in our three independent schools and GSMD), out of a headcount of 215.
28. The reasons for not self-disclosing demographic data may be linked to the nature of their role i.e. ad hoc casual work and CityPeople self-service access. Our school and institution users have to first complete the Microsoft verification process in order to access CityPeople, whilst this is necessary from a data security perspective this may be seen as burdensome to the individual.
29. A Barbican and GSMD working group has been established to improve their data collation as explained above and similarly the independent schools are looking at ways to boost their data capture.
30. Only 7 out of the 32 London boroughs at the time of writing had published their ethnicity pay gap for the snapshot date of 31 March 2021, this is too small a sample to provide any meaningful comparison.
31. The ONS when determining the median ethnicity pay gap, between White and the BAME group, use as their headline measure the Annual Population Survey (APS). In 2019 in England and Wales (latest available data) the median pay gap was 2.3%, however this masks a wide variety of experiences among different ethnic minorities. The median ethnicity pay gap was the largest in London at 23.8% which is significantly higher than the City Corporation at 15.7%.
32. The City Corporation's average ethnicity bonus pay gap was 22.2%; the difference between BAME employees' pay and White employees pay as a percentage of White employees' pay. Bonuses were received by 30.9% BAME employees as a percentage of all BAME employees; and 35.4% White employees were paid a bonus as a percentage of all White employees.

Disability Pay Gap

33. The City Corporation's disability mean pay gap reduced from 10.3% to 8.9% since the previous year. It is still the case for the disability mean bonus pay, that disabled employees received more bonuses than non-disabled, but this has decreased from - 14.8% the previous year, to - 4.3%. Fifteen additional disabled self-declarations are noted.
34. The highest proportion of self-declared disabled employees are in the lower middle quartile (58) and upper middle quartile (50), closely followed by the lower quartile (49). The smallest number of self-declared disabled employees are in the upper quartile (27) which has shown a slight increase from the previous year (22).
35. The largest group not to self-declare their disability is the lower quartile, out of a headcount of 374, there are 238 casuals as not known for disability. Concentrated efforts need to be made in conjunction with the departments engaging casual workers to find the best possible ways to collate this data.
36. The second largest group not to self-declare their disability is the upper quartile, out of a headcount of 295, there are 240 employees as not known for disability either based in our 3 independent schools or the GSMD working in teaching, professorial and head of service roles.
37. A Barbican and GSMD working group has been established to improve their data collation as explained above and similarly the independent schools are looking at ways to boost their data capture.
38. Only 3 out of the 32 London boroughs at the time of writing had published their disability pay gap for the snapshot date of 31 March 2021, this is too small a sample to provide any meaningful comparison.
39. The ONS when determining the median disability pay gap use both APS and ASHE data to establish, 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 percentage of the pay of employees who have declared they do not have a disability. The UK median disability pay gap in 2021 was 13.8%, significantly higher than the City Corporation's 7.1%. The ONS in their data analysis found that disabled adults were less likely to be employed in higher-paid occupations (managers, directors and senior officials, and professional occupations) than non-disabled adults; and that this most notably affected disabled employees with autism as their main impairment type or those with severe or specific learning difficulties.
40. The City Corporation's average disability bonus pay gap was -4.3% higher, meaning that those declaring themselves as disabled received a higher bonus payment than those who did not. This is based on the difference between the bonus paid to employees who have declared a disability and employees who have not declared a disability, as a percentage of employees who have declared disability. Bonuses were received by 27.2% disabled employees as a percentage

of all disabled employees; and 34.9% non-disabled employees were paid a bonus as a percentage of all non-disabled employees.

Market Forces Supplements

41. Data on MFS payments is broken down by gender, ethnicity and disability, attached at Appendix 4. The value of MFS payments increased by £385,839 compared to the previous year. The greatest proportion of MFS payments were made to employees who are: male as opposed to female, white as opposed to BAME, and non-disabled as opposed to disabled.
42. MFSs 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.

Equality and Inclusion Update

43. A review of the Equality and Inclusion Board (E&I Board) has taken place in relation to its membership and the need to have consistent and stretching Key Performance Indicators (KPIs) that relate to all aspects of the Public Sector Equality Duty (PSED). This will include setting targets to increase representation with regards to race, and disability. Particularly as due to the increased focus that has occurred, the targets set for the women for the Women in Finance Index. These will be populated into the new Equality and Inclusion Plan (E&I Action Plan) which will be developed later in the year, in conjunction with the development of the revised Corporate Objectives, to meet the Corporation's specific duties under the Equality Act 2010.
44. Members may 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 37%. Unfortunately, due to savings requirements and our ongoing major restructuring (prior the pandemic), recruitment has been subject to a moratorium throughout 2019 - 2020, this continued to impact on our ability to return to normal recruitment until now. The target was therefore reviewed by the E&I 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. Progress has been made since as this figure is 4% up from the previous year.
45. In relation to reducing the ethnicity and disability pay gaps, the E&I Board will discuss target setting once the Head of Equality, Diversity & Inclusion is in post in the coming months.

46. The Tackling Racism Taskforce employment related actions that were developed in collaboration with Human Resources have now been implemented, with the exception of the Work Experience Co-ordinator and training budgets which will need further development following the completion of the TOM for Human Resources.
47. With regards to data capture in line with the Higher Education Statistics Agency (HESA) the experts in higher education data and analysis, work has been completed to ensure that our categories map back to their categories for sensitive information. In the past this has caused significant impact on our ability to complete submissions for accreditations such as the Stonewall Workplace Equality Index and the Social Mobility Index as they both asked for more detailed questions to be considered. The solution to this has been to find a mechanism to separate the extended information.
48. There is a new suite of training available for staff to complement the popular 'Equality Yours' board game. This is a learning tool that facilitates powerful conversations, challenges existing narratives and behaviours; whilst helps to navigate a series of truly thought-provoking scenarios, to break down barriers such as stereotypes and bias.
49. Tough conversations that might follow the Equally Yours session, enable colleagues to focus on challenging non-inclusive behaviours; moving from awareness to supportive action and creating a safe space for all to contribute and thrive.
50. The most recent addition is 'How inclusive is your communication?' In this session colleagues are able to find out more about the different modes and barriers to communication. Identify what they can do to support an inclusive environment with the way they share information and language they use. They also gain some practical takeaways and tips for inclusive communication design.
51. Take up for these courses have been slow but steady, with just over the past year with over 200 attendees across the offer.
52. The newly established EDI Team recruitment will be completed at the end of May 2022, with the Head of process now complete and the others currently in progress. It is expected that the complete team will be in post by the beginning of September 2022.

Corporate & Strategic Implications

53. 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.

Conclusion

54. The City Corporation is committed to equal opportunities and equal treatment for all employees and will carry out further analysis on the reasons for disparity in order to work towards pay equity.
55. The Job Evaluation Scheme is in place to ensure that we have equal pay for work of equal value, which provides protection against claims of equal pay. Our additional payments are moderated, and we will continue to monitor and report to Corporate Services 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. Going forward alongside our equality and inclusion initiatives, the pay and reward review provides the opportunity to look more closely at occupational difference, particularly those adversely impacted i.e. females working in a male dominated sector.
56. Departments are tasked with concentrating efforts to address pay gaps through recruitment practice and other initiatives as outlined in their E&I Action Plans, but this is not an issue that can be delivered in a short timeframe.

Appendices

- 1a. The City Corporation's Gender Pay Gap ("snapshot" date of 31 March 2021)
- 1b. London Boroughs Gender Pay Gap ("snapshot" date of 31 March 2021)
2. The City Corporation's Ethnicity Pay Gap ("snapshot" date of 31 March 2021)
3. The City Corporation's Disability Pay Gap ("snapshot" date of 31 March 2021)
4. Market Forces Supplements by Gender, Ethnicity and Disability ("snapshot" date of 31 March 2021)

Background Papers

- [Commission on Race and Ethnic Disparities: The Report](#), aka the Sewell report (March 2021)
- [Inclusive Britain: the government's response to the Commission on Race and Ethnic Disparities](#), Kemi Badenoch, Minister of State for Equalities (March 2022)
- Chartered Institute of Personnel and Development (CIPD) [Gender Equality at Work](#) report
- [Gender, Ethnicity and Disability Pay Gap Data Sets and Analysis](#)

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Appendix 1a: The City Corporation’s Gender Pay Gap (“snapshot” date of 31 March 2021). *Bracketed figures represent the 31 March 2020 pay gap.

Pay Rates by Gender

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	7.1% (5.6%)
Median hourly rate	2.2% (0.0%)

Pay Quartiles by Gender

Pay Quartiles	Women	Men	Total
Proportion of women and men in the upper quartile (paid above the 75th percentile point)	43.9% (43.9%)	56.1% (56.1%)	(100%)
Proportion of women and men in the upper middle quartile (paid above the median and at or below the 75th percentile point)	50.5% (53.2%)	49.5% (46.8%)	(100%)
Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median)	50.9% (52.2%)	49.1% (47.8%)	(100%)
Proportion of women and men in the lower quartile (paid below the 25th percentile point)	49.4% (45.7%)	50.6% (54.3%)	(100%)

Bonus Pay by Gender

Bonus Pay	Bonus Gender Pay Gap - the difference women's bonus and men's bonus as a % of men's bonus
Mean bonus	5.4% (15.7%)
Median bonus	-14% Higher i.e. male employees have lower bonuses than female employees (0.5% Lower)

Bonus Pay	Women	Men
Who received bonus pay	26% (13.1%)	34.5% (14.1%)

Appendix 1b: London Boroughs Gender Pay Gap (“snapshot” date of 31 March 2021)

(Source: Gender Pay Gap Service, gov.uk)

Council	Notes -Sample size, 32 London boroughs, plus City of London Corporation -A minus figure means male employees have lower pay or bonuses than female employees i.e. women occupy more of the higher paid jobs than men	Mean Hourly	Mean Bonus
		%	%
Barnet		-19.7	
Lewisham		-8.6	93.4
Southwark		-7.5	
Newham		-4.7	
Greenwich		-3.1	
Islington		-2.7	-60.5
Redbridge		-2.1	
Harrow		-1.5	26.4
Hackney		-1.2	17.2
Camden		-0.9	10.9
Croydon		0	28.5
Lambeth		1.3	
Enfield		1.8	
Barking and Dagenham		1.8	-100
Kingston Upon Thames		2.4	
Hammersmith & Fulham		3.6	6.9
Hillingdon		4.1	
Brent		5.1	
Hounslow		5.1	
Haringey		5.6	
Havering		5.9	
Ealing		6.1	
Richmond Upon Thames		6.3	30.1
Wandsworth		6.3	30.1
City of London Corporation		7.1	5.4
Merton		7.1	83.1
Tower Hamlets		7.2	-43.6
Bexley		7.5	
Kensington and Chelsea		7.6	23.4
Sutton		11.5	
Westminster		11.8	-1.3
Waltham Forest		12	0
Bromley		14.8	-19.2

Zero Mean Pay Gap

0

Appendix 2: The City Corporation's Ethnicity Pay Gap ("snapshot" date of 31 March 2021). *Bracketed figures represent the 31 March 2020 pay gap.

Pay Rates by Ethnicity

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	16.8% (19.1%)	83.3% (80.9%)	£22.13 (£20.62)	£26.58 (£25.49)	£4.45 (£4.87)
Median hourly rate	15.7% (17.1%)	84.3% (82.9%)	£19.69 (£18.02)	£23.37 (£21.73)	£3.68 (£3.71)

Pay Quartiles by Ethnicity

Pay Quartiles	BAME	White	Total
Proportion of BAME and White employees in the upper quartile (paid above the 75th percentile point)	8.2% (6.8%)	75% (74%)	83.2% (80.8%)
Proportion of BAME and White employees in the upper middle quartile (paid above the median and at or below the 75th percentile point)	14.9% (14.4%)	71.4% (72.9%)	86.3% (87.3%)
Proportion of BAME and White employees in the lower middle quartile (paid above the 25th percentile point and at or below the median)	20.9% (21.4%)	62.7% (63.3%)	83.6% (84.7%)
Proportion of BAME and White employees in the lower quartile (paid below the 25th percentile point)	16.9% (18.2%)	54.7% (55.7%)	71.6% (73.9%)

Workforce Composition by Ethnicity

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)	104 (85)	957 (930)	215 (242)	1276 (1257)
Proportion of BAME and White employees in the upper middle quartile (paid above the median and at or below the 75th percentile point)	190 (181)	911 (917)	175 (160)	1276 (1258)
Proportion of BAME and White employees in the lower middle quartile (paid above the 25th percentile point and at or below the median)	266 (269)	800 (796)	210 (193)	1276 (1258)
Proportion of BAME and White employees in the lower quartile (paid below the 25th percentile point)	217 (229)	699 (700)	361 (328)	1277 (1258)

Bonus Pay by Ethnicity

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	22.2% (23.1%)	78% (76.9%)	£853.80 (£1,081.26)	£1,097.50 (£1,406.85)	£243.70 (£325.59)
Median bonus	49.9% (31.9%)	50% (68.1%)	£500 (£652.80)	£998.70 (£958.40)	£498.70 (£305.60)

Who received bonus pay:

- BAME paid bonus as % of all BAME: 30.9% (9.9%)
- White paid bonus as % of all White staff: 35.4% (16.9%)

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 2021). *Bracketed figures represent the 31 March 2020 pay gap.

Pay Rates by Disability

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	8.9% (10.3%)	93% (89.7%)	£23.86 (£22.06)	£25.64 (£24.59)	£1.78 (£2.53)
Median hourly rate	7.1% (9.4%)	93% (90.6%)	£20.73 (£19.68)	£22.31 (£21.73)	£1.58 (£2.05)

Pay Quartiles by Disability

Pay Quartiles	Disabled	Not disabled	Total
Proportion of disabled and not disabled employees in the upper quartile (paid above the 75th percentile point)	2.1% (2%)	74.8% (73.4%)	76.9% (75.3%)
Proportion of disabled and not disabled employees in the upper middle quartile (paid above the median and at or below the 75th percentile point)	3.9% (3.5%)	77.6% (78.5%)	81.5% (82%)
Proportion of disabled and not disabled employees in the lower middle quartile (paid above the 25th percentile point and at or below the median)	4.6% (4%)	73.8% (75.7%)	78.4% (79.7%)
Proportion of disabled and not disabled employees in the lower quartile (paid below the 25th percentile point)	3.8% (4%)	66.9% (68.6%)	70.7% (72.6%)

Workforce Composition by Disability

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)	27 (22)	954 (922)	295 (310)	1276 (1257)
Proportion of disabled and not disabled employees in the upper middle quartile (paid above the median and at or below the 75th percentile point)	50 (44)	990 (987)	236 (227)	1276 (1258)
Proportion of disabled and not disabled employees in the lower middle quartile (paid above the 25th percentile point and at or below the median)	58 (50)	942 (952)	276 (256)	1276 (1258)
Proportion of disabled and not disabled employees in the lower quartile (paid below the 25th percentile point)	49 (50)	854 (862)	374 (345)	1277 (1258)

Bonus Pay by Disability

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 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	-4.3% Higher (-14.8% Higher)	-4% (114.8%)	£1,106.73 (£1,611.31)	£1,060.98 (£1,403.97)	£45.75 (£207.34)
Median bonus	16.8% (3.9%)	83% (96.1%)	£830.99 (£920.88)	£998.70 (£958.40)	£176.71 (£37.52)

Who received bonus pay:

- Disabled paid bonus as % of all Disabled: 27.2% (11.8%)
- Non-disabled paid bonus as % of all Non-disabled staff: 34.9% (15.8%)

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 2021). *Bracketed figures (“snapshot” date of 31 March 2020)

Market Forces Supplement by Gender

Total MFS £

Female	Male
£812,752	£1,752,300
(£687,093)	(£1,492,120)

Headcount

Female	Male
104	174
(99)	(165)

Headcount %

Female	Male
37.5%	62.5%
(37.4%)	(62.6%)

Average MFS £

Female	Male
£7,667	£10,013
(£6,940)	(£9,043)

Market Forces Supplement by Ethnicity

Total MFS £

BAME	Not stated / known	White
£429,424	£252,322	£1,833,306
(£348,746)	(£188,291)	(£1,642,177)

Headcount

BAME	Not stated / known	White
49	34	195
(46)	(30)	(188)

Headcount %

BAME	Not stated / known	White
17.6%	12.2%	70.2%
(17.4%)	(11.4%)	(71.2%)

Average MFS £

BAME	Not stated / known	White
£8,588	£7,421	£9,560
(£7,581)	(£6,276)	(£8,735)

Market Forces Supplement by Disability

Total MFS £

Disabled	Not stated / known	Not disabled
£67,442	£322,656	£2,174,954
(£69,448)	(£248,055)	(£1,861,711)

Headcount

Yes	Not stated / known	No
8	43	227
(8)	(40)	(216)

Headcount %

Yes	Not stated / known	No
2.9%	15.5%	81.6%
(3.0%)	(15.2%)	(81.8%)

Average MFS £

Yes	Not stated / known	No
£8,430	£7,504	£9,456
(£8,681)	(£6,201)	(£8,619)