

Appendix 1: Gender Pay Gap (“snapshot” date of 31 March 2022)

*Bracketed figures represent the 2021 and 2020 reported figures.

Average Pay Rates by Gender

Average 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	4.5% (7.1%; 5.6%)
Median hourly rate	2.7% (2.2%; 0.0%)

Pay Quartiles by Gender

Pay Quartiles	Women	Men	Total
Proportion in the upper quartile (paid above the 75th percentile)	43.8% (43.9%) (43.9%)	56.2% (56.1%) (56.1%)	(100%)
Proportion in the upper middle quartile (paid above the median and at or at/below the 75th percentile)	53.3% (50.5%) (53.2%)	46.7% (49.5%) (46.8%)	(100%)
Proportion in the lower middle quartile (paid above the 25th percentile and at/below the median)	53.4% (50.9%) (52.2%)	46.6% (49.1%) (47.8%)	(100%)
Proportion in the lower quartile (paid below the 25th percentile)	44.0% (49.4%) (45.7%)	56.0% (50.6%) (54.3%)	(100%)

Bonus Pay by Gender

Bonus Pay	Bonus Gender Pay Gap Difference women's bonus and men's bonus as a % of men's bonus
Mean bonus	5.2% (5.4%; 15.7%)
Median bonus	-50.0% (-14%; 0.5%) i.e. male employees have lower bonuses than female employees

Bonus Pay	Women	Men
Who received bonus pay	9.0% (26.0%; 13.1%)	11.1% (34.5%; 14.1%)

Appendix 2: London Boroughs Gender Pay Gap (“snapshot” 31 March 2022)

	London Borough	Median Hourly Pay Gap
1.	CROYDON COUNCIL	No gender pay gap
2.	ENFIELD COUNCIL	No gender pay gap
3.	LONDON BOROUGH OF HACKNEY	No gender pay gap
4.	HARINGEY COUNCIL	No gender pay gap
5.	LONDON BOROUGH OF HILLINGDON	No gender pay gap
6.	LONDON BOROUGH OF HOUNSLOW	No gender pay gap
7.	LAMBETH COUNCIL	No gender pay gap
8.	LONDON BOROUGH OF REDBRIDGE COUNCIL	No gender pay gap
9.	LONDON BOROUGH OF TOWER HAMLETS	No gender pay gap
10.	LONDON BOROUGH OF BARKING AND DAGENHAM	1% in favour of men
11.	LONDON BOROUGH OF BEXLEY	1.5% in favour of men
12.	THE LONDON BOROUGH HAVERING	1.6% in favour of men
13.	LONDON BOROUGH OF CAMDEN	2.5% in favour of women
14.	CITY OF LONDON CORPORATION	2.7% in favour of men
15.	ROYAL BOROUGH OF GREENWICH	2.9% in favour of women
16.	LONDON BOROUGH HARROW COUNCIL	3% in favour of women
17.	WANDSWORTH BOROUGH COUNCIL	3.4% in favour of men
18.	LONDON BOROUGH OF RICHMOND UPON THAMES	3.4% in favour of men
19.	EALING COUNCIL	3.4% in favour of men
20.	LONDON BOROUGH OF MERTON	4.5% in favour of men
21.	LONDON BOROUGH OF HAMMERSMITH & FULHAM	5.3% in favour of men
22.	ROYAL BOROUGH OF KENSINGTON & CHELSEA	5.8% in favour of men
23.	BRENT COUNCIL	6.8% in favour of men
24.	LONDON BOROUGH OF SOUTHWARK	7.8% in favour of women
25.	WALTHAM FOREST COUNCIL	9.3% in favour of men
26.	LONDON BOROUGH OF BROMLEY COUNCIL	9.3% in favour of men
27.	WESTMINSTER CITY COUNCIL	10% in favour of men
28.	ROYAL BOROUGH OF KINGSTON-UPON-THAMES	11.8% in favour of men
29.	LONDON BOROUGH OF SUTTON	12% in favour of men
30.	BARNET COUNCIL	17.9% in favour of women
31.	NEWHAM COUNCIL	23.3% in favour of women

Note: No data was available for: Islington; and Lewisham.

Source: Gender Pay Gap Service

(via BBC website: [What is the gender pay gap where you work? - BBC News](#))

Appendix 3: Ethnicity Pay Gap (“snapshot” date of 31 March 2022)

*Bracketed figures represent the 2021 and 2020 reported figures.

Pay Rates by Ethnicity

Pay Rates	Ethnicity pay gap Difference between BAME and White employees pay as a percentage of White employees' pay	Ethnicity pay gap - BAME employees' pay as a percentage of White employees' pay	Hourly Pay Rate (BAME)	Hourly Pay Rate (White)	Difference £
Mean hourly rate	17.4% (16.8%) (19.1%)	79.5% (83.3%) (80.9%)	£22.96 (£22.13) (£20.62)	£27.32 (£26.58) (£25.49)	£4.38 (£4.45) (£4.87)
Median hourly rate	14.7% (15.7%) (17.1%)	79.0% (84.3%) (82.9%)	£22.21 (£19.69) (£18.02)	£23.42 (£23.37) (£21.73)	£3.21 (£3.68) (£3.71)

Pay Quartiles by Ethnicity

Pay Quartiles	BAME	White	Total
Proportion in the upper quartile (paid above the 75th percentile)	8.2% (8.2%) (6.8%)	72.4% (75.0%) (74.0%)	80.6% (83.2%) (80.8%)
Proportion in the upper middle quartile (paid above the median and at or at/below the 75th percentile)	14.6% (14.9%) (14.4%)	69.6% (71.4%) (72.9%)	84.2% (86.3%) (87.3%)
Proportion in the lower middle quartile (paid above the 25th percentile and at/below the median)	19.7% (20.9%) (21.4%)	62.1% (62.7%) (63.3%)	81.8% (83.6%) (84.7%)
Proportion in the lower quartile (paid below the 25th percentile)	21.8% (16.9%) (18.2%)	59.6% (54.7%) (55.7%)	81.4% (71.6%) (73.9%)

Workforce Composition by Ethnicity

Workforce Composition	BAME headcount	White headcount	Non-disclosed headcount	Total headcount
Proportion in the upper quartile (paid above the 75th percentile)	92 (104) (85)	814 (957) (930)	219 (215) (242)	1125 (1276) (1257)
Proportion in the upper middle quartile (paid above the median and at or at/below the 75th percentile)	164 (190) (181)	784 (911) (917)	178 (175) (160)	1126 (1276) (1258)
Proportion in the lower middle quartile (paid above the 25th percentile and at/below the median)	222 (266) (269)	699 (800) (796)	205 (210) (193)	1126 (1276) (1258)
Proportion in the lower quartile (paid below the 25th percentile)	246 (217) (229)	671 (699) (700)	209 (361) (328)	1126 (1277) (1258)

Bonus Pay by Ethnicity

Bonus Pay	Ethnicity Bonus Gap Difference between BAME and White employees' bonus as a % of White employees' bonus	Ethnicity Bonus Gap BAME employees' bonus as a % of White employees' bonus	Bonus pay of BAME employees	Bonus pay of White employees	Difference £
Mean bonus	24.4% (22.2%) (23.1%)	78.2% (78.0%) (76.9%)	£841.36 (£853.80) (£1,081.26)	£1,075.42 (£1,097.50) (£1,406.85)	£234.06 (£243.70) (£325.59)
Median bonus	40.0% (49.9%) (31.9%)	60.0% (50.0%) (68.1%)	£300.00 (£500.00) (£652.80)	£500.00 (£998.70) (£958.40)	£200.00 (£498.70) (£305.60)

Who received bonus pay:

- BAME paid bonus as % of all BAME: 12.6% (30.9%; 9.9%)
- White paid bonus as % of all White staff: 10.81% (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). 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 4: Disability Pay Gap (“snapshot” date of 31 March 2022)

*Bracketed figures represent the 2021 and 2020 reported figures.

Pay Rates by Disability

Pay Rates	Disability Pay Gap Difference between the pay of those who have declared a disability those who have declared no disability as a % of the pay of employees who have declared no 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 have no disability	Hourly Pay Rate (Disability Declared)	Hourly Pay Rate (No Disability Declared)	Difference £
Mean hourly rate	8.8% (8.9%) (10.3%)	94.9% (93.0%) (89.7%)	£23.99 (£23.86) (£22.06)	£26.21 (£25.64) (£24.59)	£2.92 (£1.78) (£2.53)
Median hourly rate	2.4% (7.1%) (9.4%)	94.5% (93.0%) (90.6%)	£21.78 (£20.73) (£19.68)	£22.31 (£22.31) (£21.73)	£0.53 (£1.58) (£2.05)

Pay Quartiles by Disability

Pay Quartiles	Disabled	Not disabled	Total
Proportion in the upper quartile (paid above the 75th percentile)	2.8% (2.1%) (2.0%)	71.8% (74.8%) (73.4%)	74.6% (76.9%) (75.3%)
Proportion in the upper middle quartile (paid above the median and at or at/below the 75th percentile)	3.9% (3.9%) (3.5%)	75.3% (77.6%) (78.5%)	79.2% (81.5%) (82.0%)
Proportion in the lower middle quartile (paid above the 25th percentile and at/below the median)	4.5% (4.6%) (4.0%)	72.0% (73.8%) (75.7%)	76.6% (78.4%) (79.7%)
Proportion in the lower quartile (paid below the 25th percentile)	5.2% (3.8%) (4.0%)	73.5% (66.9%) (68.6%)	78.7% (70.7%) (72.6%)

Workforce Composition by Disability

Workforce Composition	Disabled headcount	Not disabled headcount	Non-disclosed headcount	Total headcount
Proportion in the upper quartile (paid above the 75th percentile)	31 (27) (22)	808 (954) (922)	286 (295) (310)	1125 (1276) (1257)
Proportion in the upper middle quartile (paid above the median and at or at/below the 75th percentile)	44 (50) (44)	848 (990) (987)	234 (236) (227)	1126 (1276) (1258)
Proportion in the lower middle quartile (paid above the 25th percentile and at/below the median)	51 (58) (50)	811 (942) (952)	264 (276) (256)	1126 (1276) (1258)
Proportion in the lower quartile (paid below the 25th percentile)	59 (49) (50)	827 (854) (862)	240 (374) (345)	1126 (1277) (1258)

Bonus Pay by Disability

Bonus Pay	Disability Bonus Gap Difference between the bonus paid to employees who declared a disability and employees who have declared no disability as a % of employees who have declared no disability.	Disability Bonus Gap Pay of employees who have declared a disability as a % of pay of employees who have declared no disability	Bonus pay employees who have declared they have a disability	Bonus pay employees who have declared no disability	Difference £
Mean bonus	-31.4% (-4.3%) (-14.8%)	137.2% (104.3%) (114.8%)	£1,436.76 (£1,106.73) (£1,611.31)	£1,047.33 (£1,060.98) (£1,403.97)	£389.43 (£45.75) (£207.34)
Median bonus	-35.29% (16.8%) (3.9%)	142.9% (83.0%) (96.1%)	£500.00 (£830.99) (£920.88)	£350.00 (£998.70) (£958.40)	£150.00 (£176.71) (£37.52)

Who received bonus pay:

- Disabled paid bonus as % of all Disabled: 9.18% (27.2%; 11.8%)
- Non-disabled paid bonus as % of all Non-disabled staff: 11.13% (34.9%; 15.8%)

Note:

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

Appendix 5: Market Forces Supplements by Gender, Ethnicity and Disability ("snapshot" date of 31 March 2022)

*Bracketed figures represent the 2021 and 2020 reported figures.

Market Forces Supplement by Gender

Category	Head count	% of Cat	% of MFS	Total MFS	Average MFS	Diff to Male	%Male MFS
Women	104 (104) (99)	4.7%	38.4% (37.5%) (37.4%)	£778,946 (£812,752) (£687,093)	£7,489 (£7,667) (£6,940)	£2,746	26.8%
Men	167 (174) (165)	7.2%	61.6% (62.5%) (62.6%)	£1,709,186 (£1,752,300) (£1,492,120)	£10,235 (£10,013) (£9,043)	N/A	N/A

Market Forces Supplement by Ethnicity

Category	Head count	% of Cat	% of MFS	Total MFS	Average MFS	Diff to White	%White MFS
BAME	51 (49) (46)	7.0%	18.8% (17.6%) (17.4%)	£414,079 (£429,424) (£348,746)	£8,119 (£8,588) (£7,581)	£1,797	18.1%
Not stated/ known	38 (34) (30)	6.1%	14.0% (12.2%) (11.4%)	£269,305 (£252,322) (£188,291)	£7,086 (£7,421) (£6,276)	£2,830	28.5%
White	182 (195) (188)	4.7%	67.2% (70.2%) (71.2%)	£1,804,747 (£1,833,306) (£1,642,177)	£9,916 (£9,560) (£8,735)	N/A	N/A

Market Forces Supplement by Disability

Category	Head count	% of Cat	% of MFS	Total MFS	Average MFS	Diff to NoDis	%NoDis MFS
Disabled	10 (8) (8)	5.4%	3.7% (2.9%) (3.0%)	£131,298 (£67,442) (£69,448)	£13,130 (£8,430) (£8,681)	£3,687	-39.0%
Not stated/ known	48 (43) (40)	4.7%	17.7% (15.5%) (15.2%)	£345,475 (£322,656) (£248,055)	£7,197 (£7,504) (£6,201)	£2,246	23.8%
Not Disabled	213 (227) (216)	6.5%	78.6% (81.6%) (81.8%)	£2,011,359 (£2,174,954) (£1,861,711)	£9,443 (£9,456) (£8,619)	N/A	N/A