

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 |