

**BAME Pay Gap
snapshot 31 March 2018**

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	14.3%			85.7%	£ 16.87	£ 19.67	£ 2.80
Median hourly rate	14.1%			85.9%	£ 15.67	£ 18.24	£ 2.57
Pay Quartile Information				Workforce composition			
Pay quartiles	BAME	White	Total	BAME headcount	White headcount	Total headcount	
Proportion of BAME and white employees in the upper quartile (paid above the 75th percentile point)	37.6%	62.4%	100%	373	618	991	
Proportion of BAME and white employees in the upper middle quartile (paid above the median and at or below the 75th percentile point)	56.9%	43.1%	100%	563	427	990	
Proportion of BAME and white employees in the lower middle quartile (paid above the 25th percentile point and at or below the median)	58.2%	41.8%	100%	576	414	990	
Proportion of BAME and white employees in the lower quartile (paid below the 25th percentile point)	63.1%	36.9%	100%	625	365	990	
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	9.7%			90.3%	£ 7,900	£ 8,745	£ 845
Median bonus	28.0%			72.0%	£ 7,465	£ 10,368	£ 2,903
Bonuses paid							
BAME paid bonus as % of all BAME		2.6%					
White paid bonus as % of all White staff		4.6%					

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