

Ethnicity Pay Gap Reporting

Pay Rates	BAME Pay Gap The difference between BAME employees pay and White employees pay as a percentage of White employees pay <i>A minus % means BAME employees have higher pay, a positive % means White employees have higher pay</i>	BAME Pay Gap BAME employees pay as a percentage of White employees pay	Hourly Rate BAME Employees	Hourly Rate White Employees	Difference £
Mean Hourly Rate (White Hourly Rate - BAME Hourly Rate) / White Hourly Rate x 100	15.09%	84.91%	£ 18.77	£ 22.10	£ 3.33
Median Hourly Rate As Above Calculation but for Median Hourly Rates	12.94%	87.06%	£ 17.83	£ 20.48	£ 2.65

Pay Quartile Information			
Pay Quartiles	BAME	White	Total
Proportion of BAME and White Employees in the Upper Quartile Paid Above the 75th Percentile Point	37.98%	62.02%	100.00%
Proportion of BAME and White Employees in The Upper Middle Quartile Paid Above the Median and at or Below the 75th Percentile Point	56.17%	43.83%	100.00%
Proportion of BAME and White Employees in the Lower Middle Quartile Paid Above the 25th Percentile Point and at or Below the Median	62.99%	37.01%	100.00%
Proportion of BAME and White Employees in the Lower Quartile Paid Below the 25th Percentile Point	65.58%	34.42%	100.00%

Workforce Composition		
BAME Headcount	White Headcount	Total Headcount
406	663	1,069
601	469	1,070
674	396	1,070
701	368	1,069
2,382	1,896	4,278

Bonus Pay	Bonus BAME Pay Gap The difference between 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 BAME Employees	Bonus Pay White Employees	Difference £
Mean Bonus	13.92%	86.08%	£ 9,360.14	£ 10,873.35	£ 1,513.22
Median Bonus	17.12%	82.88%	£ 10,769.33	£ 12,994.32	£ 2,224.99
Bonuses Paid					
BAME Paid Bonus as % of All BAME	2.77%				
White Paid Bonus as % of All White Staff	4.48%				

Black, Asian and Minority Ethnic (BAME) includes employees ethnicity classifications in the following 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 calculation purposes employees whose ethnicity is Not Known or have indicated they Prefer Not To Say have been excluded.