

Ethnicity Pay Gap Reporting 2022

Pay Rates	Ethnicity Pay Gap The difference between Black and Global Majority employees pay and White employees pay as a percentage of White employees pay <i>A minus % means Black and Global Majority employees have higher pay, a positive % means White employees have higher pay</i>	Ethnicity Pay Gap Black and Global Majority employees pay as a percentage of White employees pay	Hourly Rate Black and Global Majority Employees	Hourly Rate White Employees	Difference £
Mean Hourly Rate (White Hourly Rate - Black and Global Majority Hourly Rate) / White Hourly Rate x 100	14.19%	85.81%	£ 19.39	£ 22.60	£ 3.21
Median Hourly Rate As Above Calculation but for Median Hourly Rates	15.15%	84.85%	£ 18.15	£ 21.39	£ 3.24

Pay Quartile Information			
Pay Quartiles	Black and Global Majority	White	Total
Proportion of Black and Global Majority and White Employees in the Upper Quartile Paid Above the 75th Percentile Point	38.58%	61.42%	100.00%
Proportion of Black and Global Majority and White Employees in The Upper Middle Quartile Paid Above the Median and at or Below the 75th Percentile Point	56.32%	43.68%	100.00%
Proportion of Black and Global Majority and White Employees in the Lower Middle Quartile Paid Above the 25th Percentile Point and at or Below the Median	66.04%	33.96%	100.00%
Proportion of Black and Global Majority and White Employees in the Lower Quartile Paid Below the 25th Percentile Point	65.94%	34.06%	100.00%

Workforce Composition		
Black and Global Majority Headcount	White Headcount	Total Headcount
409	651	1,060
597	463	1,060
700	360	1,060
699	361	1,060
2,405	1,835	4,240

Bonus Pay	Bonus Ethnicity Pay Gap The difference between Black and Global Majority employees bonus and White employees bonus as a % of White employees bonus	Bonus Ethnicity Pay Gap Black and Global Majority employees bonus as a % of White employees bonus	Bonus Pay Black and Global Majority Employees	Bonus Pay White Employees	Difference £
Mean Bonus	11.37%	88.63%	£ 9,750.11	£ 11,001.18	£ 1,251.07
Median Bonus	19.18%	80.82%	£ 11,461.09	£ 14,180.25	£ 2,719.16
Bonuses Paid					
Black and Global Majority Paid Bonus as % of All Black and Global Majority	2.87%				
White Paid Bonus as % of All White Staff	4.52%				

Black and Global Majority 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.