

ETHNICITY PAY GAP REPORT – LONDON & PARTNERS – 2018

In December 2017, the Mayor of London declared that he would publish the ethnicity pay gap data for the GLA. The Mayor will use the example of the GLA and its functional bodies to encourage businesses in the capital to follow this lead and start the process of addressing pay inequality in their own organisations.

Although not a legislative requirement, London & Partners has chosen to publish its ethnicity pay gap report to demonstrate its transparency and commitment to tackling pay inequality.

The Equality and Human Rights Commission express the ethnicity pay gap as follows: “The pay gap is defined as the difference between the average hourly pay of ethnic minorities and White British people. The pay gap is often expressed as a percentage difference between the pay of people from ethnic minorities and the pay of White British people, with the latter representing 100%.”

This report provides the relevant data and sets out London & Partners’ position based on data as at 30 September 2018. On this date, there were 190 employees at London & Partners, of which 150 (78%) completed a Equality & Diversity survey and are counted for ethnicity pay gap reporting purposes. Of the 150 included in the data below 25% are BAME, 73% White and 2% unknown. London-wide 36% of the economically-active resident population aged 16-64 are BAME.¹

Overall ethnicity pay gap summary

Table 1: Overall ethnicity pay gap all staff

Headline Ethnicity Pay Gap - White/BAME					
Ethnicity	No. of Staff	Mean	Median	Mean Pay Gap	Median Pay Gap
BAME (Black, Asian, Dual, Other)	37	£ 24.10	£ 19.62	9.07%	15%
White	109	£ 26.50	£ 23.10	0.00%	0%
Not Known/Provided	47	n/a	n/a	n/a	n/a

Table 2: Mean pay gap by grade level

Mean Pay Gap White/BAME			
Mean Pay	White	BAME	Pay Gap
Team Member	£17.52	£17.24	2%
Manager & Senior Manager*	£33.61	£32.35	4%

Table 3: Median pay gap by grade level

Median Pay Gap White/BAME			
Median Pay	White	BAME	Pay Gap
Team Member	17.90	18.31	-2%
Manager & Senior Manager*	29.98	31.04	-4%

¹ Mayor's Annual Report appendix tables March 2017

Table 4: Number of staff by Grade Level

Count of Staff by Job Level		
	White	BAME
Team Member	52	27
Manager & Senior Manager*	57	10

*Manager and Senior Manager groups have been combined to ensure that reported grouping remains at 10+ individuals to ensure anonymity and statistical relevance.

Action Plan:

1. This data was obtained from the first formal Inclusion & Diversity report that L&P has commissioned. This report would suggest that there has been an improvement since an informal survey was undertaken in November 2017. This was answered by 62% of the workforce. Of those respondees, 69% were white, 10% were BAME and 21% elected not to disclose their ethnicity. That survey did not measure the pay gap.
2. The percentage of BAME employees at the team member levels close to being representative of economically active individuals at 34% (versus 36%) in London aged 16-64.
3. The percentage of BAME employees at Manager and Senior Manager level is significantly lower than that at the more junior level and this is where we now need to focus our efforts. We plan to review the data further and analyse by Directorate.
4. We implemented new recruitment & selection training in September 2018 and have changed our recruitment process as a result of this, including advertising on a wider range of recruitment boards including Equal Approach (specialist provider of diversity & inclusion services). Shortlisting and selection for interview is now consistent and is driven through key behavioural elements; interview panels are representative. We will continue to embed and reinforce this and to develop this training, continuing to monitor data and use this evidence to drive remedial and pro-active actions where needed.
5. We are currently encouraging and fostering employee groups and feedback mechanisms to improve inclusivity and ultimately representation of minority groups. This work is being formalised with the creation of an Inclusion and Diversity Committee. Specific actions include:
 6. Employee-led Inclusion Week in February 2019 aimed at increasing awareness and discussion of issues and current action plans.
 7. We will involve our newly formed BAME Group in strategies to improve recruitment & retention of BAME employees.
 8. As part of the Leading by Example working group, we will continue to work with the wider London family to share opportunities and to promote the Good Work Standard as an employer of choice.
 9. We will also continue to challenge conscious and unconscious bias by reinforcing training and continuing to monitor data.