

Ethnicity Pay Gap Analysis - London Borough of Hillingdon

As On 31st March 2021

Number of BAME in study	792
Number of Not Given/Prefer not to say in study	339
Number of White in study	1581
Proportion of BAME in study	29.20%
Proportion of Not Given/Prefer not to say in study	12.50%
Proportion of White in study	58.30%

Mean BAME Pay	18.00
Mean Not Given/Prefer not to say Pay	19.57
Mean White Pay	18.83
Mean Ethnicity Pay Gap	0.83
Mean Ethnicity Pay Gap %	4.44%
BAME Pay as a % of White Pay	95.56%

Median BAME Pay	16.91
Median Not Given/Prefer not to say Pay	18.22
Median White Pay	16.81
Median Ethnicity Pay Gap	-0.10

Lower Quartile	699
Lower Middle Quartile	1397
Upper Middle Quartile	2095
Upper Quartile	2712

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
No of BAME in each Pay Quartile	190	212	237	153
No of Not Given/Prefer not to say in each Pay Quar	71	77	89	102
No of White in each Pay Quartile	438	409	372	362
% of BAME in each Pay Quartile	27.18%	30.37%	33.95%	24.80%
% of Not Given/Prefer not to say in each Pay Quar	10.16%	11.03%	12.75%	16.53%
% of White in each Pay Quartile	62.66%	58.60%	53.30%	58.67%