

## Ethnicity Pay Gap Analysis - London Borough of Hillingdon

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**As On 31/March/2018**

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Number of BAME in study	641
Number of White in study	1617
Proportion of BAME in study	28.39%
Proportion of White in study	71.61%

Mean BAME Pay	16.88
Mean White Pay	17.19
Mean Ethnicity Pay Gap	0.31
Mean Ethnicity Pay Gap %	1.82%
BAME Pay as a % of White Pay	98.18%

Median BAME Pay	15.72
Median White Pay	15.72
Median Ethnicity Pay Gap	0.00

<b>Lower Quartile</b>	565
<b>Lower Middle Quartile</b>	1129
<b>Upper Middle Quartile</b>	1694
<b>Upper Quartile</b>	2258

	<b>Lower Quartile</b>	<b>Lower Middle Quartile</b>	<b>Upper Middle Quartile</b>	<b>Upper Quartile</b>
No of BAME in each Pay Quartile	131	174	173	163
No of White in each Pay Quartile	434	390	392	401
% of BAME in each Pay Quartile	23.19%	30.85%	30.62%	28.90%
% of White in each Pay Quartile	76.81%	69.15%	69.38%	71.10%