

Ethnicity Pay Gap Analysis - London Borough of Hillingdon

As On 31st March 2020

Number of BAME in study	811
Number of Not Given/Prefer not to say in study	349
Number of White in study	1633
Proportion of BAME in study	29.04%
Proportion of Not Given/Prefer not to say in study	12.50%
Proportion of White in study	58.47%

Mean BAME Pay	17.50
Mean Not Given/Prefer not to say Pay	
Mean White Pay	18.15
Mean Ethnicity Pay Gap	0.65
Mean Ethnicity Pay Gap %	3.54%
BAME Pay as a % of White Pay	96.46%

Median BAME Pay	16.36
Median Not Given/Prefer not to say Pay	
Median White Pay	16.10
Median Ethnicity Pay Gap	-0.26

Lower Quartile	699
Lower Middle Quartile	1397
Upper Middle Quartile	2095
Upper Quartile	2793

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
No of BAME in each Pay Quartile	176	207	250	178
No of Not Given/Prefer not to say in each Pay Qua	89	79	74	107
No of White in each Pay Quartile	434	412	374	413
% of BAME in each Pay Quartile	25.18%	29.66%	35.82%	25.50%
% of Not Given/Prefer not to say in each Pay Quar	12.73%	11.32%	10.60%	15.33%
% of White in each Pay Quartile	62.09%	59.03%	53.58%	59.17%