

## ETHNICITY PAY GAP REPORT – LONDON & PARTNERS – 2020-21

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 people. The pay gap is often expressed as a percentage difference between the pay of people from ethnic minorities and the pay of White people, with the latter representing 100%.”

This report provides the relevant data and sets out London & Partners’ position based on data as at 6<sup>th</sup> April 2021. On this date, there were 153 employees at London & Partners, of which 121 (79%) completed their Equality & Diversity information and are counted for ethnicity pay gap reporting purposes.

Of the 153 included in the data below 18.95% are BAME, 60.13% are White, and 20.92% have not specified. London-wide 33% of the economically active resident population aged 16-64 are BAME.

### Overall Ethnicity Pay Gap Summary

The tables below show that there is an overall mean ethnicity pay gap of 14% and an overall median ethnicity pay gap of 5%. Further analysis of specific ethnic groups can be found later in the report.

Ethnicity	Staff (%)	Average of Hourly Pay	Median	Mean Gap	Median Gap
BAME (Black, Asian, Mixed, Other)	18.95%	23.37	21.34	14%	5%
White	60.13%	27.08	22.47	n/a	n/a
Not Specified	20.92%	n/a	n/a	n/a	n/a

Table 1: Overall Ethnicity Pay Gap Summary

### Grade Summary

Below is an analysis of ethnicity pay at different levels to take a more in-depth look at the distribution of pay across the organisation. The data shows a negative pay gap at the Team Members levels, and a reverse median and a mean pay gap at the senior levels in the organisation.

Ethnicity	BAME (Black, Asian, Other)	(Black, Mixed, Other)	White	Not Specified	Pay Gap		
Team Member	23.23%	£19.97	58.59%	£19.58	18.18%	£22.20	-2%
Manager/Senior Manager	11.11%	£36.38	62.96%	£39.89	25.93%	£27.72	9%

Table 2: Mean Pay Gap by Grade Level

Ethnicity	BAME (Black, Asian, Other)		White		Not Specified		Pay Gap
Team Member	23.23%	£20.38	58.59%	£19.42	18.18%	£18.82	-5%
Manager/Senior Manager	11.11%	£19.97	62.96%	£19.58	25.93%	£22.20	-2%

Table 3: Median Pay Gap by Grade Level

### Quartile Summary

The next section looks at the ethnicity pay gap by quartile. This quartile data has been calculated by dividing the workforce into four equal sized groups and separating them according to the hourly pay rate, starting from lowest paid to the highest paid. This mirrors the approach taken for gender pay gap reporting. The analysis by quartile shows that there is an ethnicity pay gap in the first, third and fourth quartiles

Ethnicity	BAME (Black, Asian, Other)		White		Not Specified		Pay Gap
First Quartile	20.51%	£15.10	58.97%	£15.33	20.51%	£15.52	1.5%
Second Quartile	23.68%	£20.88	57.89%	£20.01	18.42%	£19.51	-4%
Third Quartile	15.79%	£23.74	55.26%	£26.05	28.95%	£26.28	9%
Fourth Quartile	15.79%	£37.75	68.42%	£44.30	15.79%	£39.64	15%

Table 4: Pay Gap Summary per Quartile

### Action Plan

1. Encourage employees to complete their equality information on the HR system to provide a better reflection of the workforce portfolio for analysis and monitoring, and to use this evidence to drive remedial and positive actions where needed.
2. Work with the Origins Network that represents race and ethnicity on the Equality, Diversity and Inclusion Council to draft an Action Standard to promote diversity & inclusion activity.
3. Introduce Directorate level of Diversity & Inclusion action plans for Managing Directors and Directors to deliver in their respective directorates and departments to promote an inclusive culture at L&P.
4. All senior leadership team members to have a new EDI objective on their IDPs.
5. Implement a new Recruitment & Selection Policy and Procedure, and train hiring managers on this. Review shortlisting and selection for interview to be consistent and driven through key behavioural elements; and have interview panels that are representative.
6. Work with the wider GLA family to share opportunities and to promote the Good Work Standard as an employer of choice.
7. Continue to challenge conscious and unconscious bias by reinforcing training and continuing to monitor data

### Confirmatory statement

I confirm that the information set out in this ethnicity pay gap report is accurate and calculated in accordance with the Regulations.



**Andrew Cooke**  
**Managing Director, Operations & Governance**  
**September 2021**

### Contact

Please direct any queries relating to this pay gap report to *Sarah Brook, HR Director.*