**Croydon Council Ethnicity and Disability Pay Gap Report**

**Based on data collected on 31st March 2019**

***Published: March 2020***

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Summary of Report

This report analyses the ethnicity and disability pay gaps for Croydon council calculated as mean and median figures.

The key findings of the report conclude that the council’s ethnicity pay gap (as at 31st March 2019) calculated as a mean figure was 8.7%. The council’s ethnicity pay gap calculated as a median figure was 6.3%. The ethnicity mean and median pay gaps have decreased by 1% and 2.5% respectively since 2018.

The pay quartiles show that (typically) white employees occupy a higher proportion of the upper pay quartiles compared to their representation in the workforce and BAME employees occupy a lower proportion of upper pay quartiles compared to their representation in the workforce.

The council’s disability pay gap (as at 31st March 2019) calculated as a mean figure was -4%. The council’s disability pay gap calculated as a median figure was -5.5%. This means that for the first time disabled employees are now paid higher hourly rates of pay than non-disabled employees as represented by both mean and median calculations.

The mean and median disability pay gap figures have decreased by 6.7% and 6.1% respectively since March 2018. On average disabled employees are occupying higher proportions of the upper (highest) pay quartiles than non-disabled employees, compared to their representation in the workforce.

The non-disclosure rate within the council for ethnicity was 26% and for disability was 30%. These figures should be taken into account when considering the accuracy of pay gap figures reported. The council takes the improvement of protected characteristics disclosure rates seriously and aims to improve levels in the upcoming year by running a campaign based on best practice and utilising behavioural science techniques.

The council will continue to audit our pay gap records as we transfer data to new HR systems in the upcoming year.

The council aims to continue to reduce pay gaps differences between majority and minority groups by implementing specific objectives outlined in the Workforce Strategy 2019 – 2022.

Introduction

### **What are the ethnicity and disability pay gaps?**

Pay gap analyses compare the average hourly rate of minority vs non-minority groups. In this report the pay gaps being examined are ethnicity and disability.

The ethnicity pay gap compares the average hourly pay of disclosed BAME (minority group) and white (majority group) employees. The BAME pay gap looks at all roles and shows whether white employees are on average occupying higher paying roles than BAME employees, or vice versa. It is not a comparison of pay between people doing the same work.

Similarly, the disability pay gap compares the average hourly pay of disclosed disabled (minority group) and non-disabled (majority group) employees. Like the ethnicity pay gap, all roles are examined and aims to find out if non-disabled employees are on average occupying higher paying roles than disabled employees.

### **2. Understanding the pay gap information**

### 2.1 Pay gap percentages

The data can show positive and negative percentages depending on whether the pay being measured is higher or lower for the minority group.

In this report the percentage gap represents the degree to which the average pay or bonus pay for:

* BAME employees
* Disabled employees

are higher or lower than the same average payments for

* White employees
* Non-disabled employees

### 2.2 Ordinary hourly rate

The ordinary hourly pay rate includes:

* Basic pay
* Allowances (see [Appendix 3](#_Appendix_3:_Allowances))
* Shift premium pay

It does not include:

* Employees on maternity leave, long term sick leave, or other types of reduced pay
* Overtime payments

The calculation is based on contractual weekly hours. This gives a direct comparison between employees’ hourly pay, regardless of whether they work full-time or part-time.

### 2.3 Mean and median calculations

* Mean calculation: adding a range of numbers together and dividing the total by how many numbers there are (often referred to as the average).
* Median calculation: using the middle value in a range of numbers (which is better measure for skewed distributions).

### 2.4 Pay quartiles

Pay quartiles are calculated by:

* Ordering employees by their ordinary hourly pay.
* Dividing the employees into four groups, each with an equal number of employees - each group is a quartile. This creates four equally sized pay bands ranging from the lowest paid 25% (quartile A) of employees to the highest paid 25% (quartile D) of employees.
* [Appendix 4](#_Appendix_4:_Pay) outlines details of the hourly pay rates for all four quartiles.

Quartiles allow Croydon Council to compare the spread of groups of employees by their pay including allowances and shift pay. It also allows us to compare all council employees’ across our various grade structures.

### 2.5 ‘Bonus’ pay gap percentages

For the purpose of pay gap reporting the definition of ‘bonuses’ includes one-off payments given for specific recruitment and retention purposes (e.g. social workers) and payments relating to profit sharing, productivity, performance, incentive and commission (e.g. enforcement agents).

### **3. Definitions for ethnicity and disability pay gap information**

BAME employees are defined as Black, Asian, Mixed and Minority ethnic groups in line with the 2011 census (see [appendix 2](#Appendix2)). White employees are defined as all White ethnic groups from the census (see [appendix 2](#Appendix2)).

### **4. Disclosure rate**

Figure 1 (below) shows the non-disclosure rates for ethnicity and disability as at 31st March 2019.

Similarly to gender pay gap reporting guidelines Croydon council included 3,118 people in the scope for eligible reporting on 31st March 2019. Further information about the profile of the workforce is published on the council’s [workforce profiles](https://www.croydon.gov.uk/community/equality/strategies/workforceprofiles) internet page.

|  |  |
| --- | --- |
| Non-disclosure rate – ethnicity | 26% |
| Non-disclosure rate – disability | 30% |

*Figure1: Table showing non-disclosure rates for ethnic and disability as at 31st March 2019.*

### **5. Limitations to pay gap data reporting**

It should be noted that there are significant limitations to the figures reported for ethnicity and disability pay gaps which may make it difficult to draw definitive conclusions.

The reporting of ethnicity and disability pay gaps are based on a the same principles as gender pay gap reporting which means that individuals in scope on the ‘snapshot’ date of 31st March 2019 will include ‘casual’ workers for whom no disability or ethnicity data is held.

The level of non-disclosure for ethnicity and disability as highlighted in (4) may have caused significant distortions in reporting a mean and median pay gap figure. However the council does take the improvement of disclosure levels seriously and aims to improve ratings in the upcoming year by running a campaign based on best practice and utilising behavioural science techniques.

Disability pay gaps can vary by type and degree of disability of individuals so an overall pay gap figure for all types of disability may not be fully representative ([EHRC – disability pay gaps explained](https://www.equalityhumanrights.com/en/pay-gaps-explained))

Ethnicity pay gaps can also vary by whether individuals are UK or foreign born as well as by gender and ethnic group so an overall pay gap figure for all BAME groups may also not be fully representative ([EHRC – ethnicity pay gaps explained](https://www.equalityhumanrights.com/en/pay-gaps-explainedhttps:/www.equalityhumanrights.com/en/pay-gaps-explained))

The council will continue to audit our pay gap records as we transfer data to new HR systems in the upcoming year.

RESULTS

### **6. Croydon Council pay gap data 2019 – ethnicity**

### 6.1 Ordinary hourly pay gap for ethnicity

Figure 2 (below) shows the mean and median hourly pay gaps for Croydon disclosed BAME and disclosed white employees in 2019 and 2018.

The mean and median pay rates for BAME employees in 2019 are lower than for white employees. Since 2018, the mean pay gap has decreased between disclosed BAME and disclosed white employees by 1% and the median pay gap has decreased by 2.5%.

|  |  |  |
| --- | --- | --- |
| **Year** | **Hourly pay gap**  **(data as at 31st March)** | **Ethnicity Pay Gap**  **(% that average pay for declared BAME employees is lower than for declared white employees)** |
| 2019 | Mean ordinary hourly pay gap | 8.7% |
| 2019 | Median ordinary hourly pay gap | 6.3% |
| 2018 | Mean ordinary hourly pay gap | 9.7% |
| 2018 | Median ordinary hourly pay gap | 8.8% |

*Figure 2: Table showing mean and median ordinary hourly pay gaps for Croydon staff calculated via ethnic groups (BAME and white). The data is effective as of the 31st of March 2019.*

### 6.2 Ordinary hourly pay gap for ethnicity: quartile analysis

Figure 3 (below) shows the pay quartiles for disclosed BAME and disclosed white employees as at 31st March 2019. The highest proportion of BAME employees are in the lower middle pay quartile (36%) whilst the highest proportion of the white employees are in the highest paid quartile (49%).

The lowest level of BAME employees are in the highest paid quartile (29%) whilst the lowest level of white employees are in the lowest paid quartile (28%).

*Figure 3: Chart showing pay quartiles for Croydon staff calculated via ethnic groups (BAME and white). The data is effective as of the 31st of March 2019.*

[Appendix 5](#_Appendix_5:_Ethnicity) maps the changes in pay quartile representation for BAME and white employees from 2018 – 2019.

BAME employees have increased their representation within the highest pay quartiles (upper middle and highest) from 2018 – 19 whilst white employees have decreased their representation within the highest paid quartiles in the same time period. White employees have also decreased representation in all four pay quartiles whilst overall BAME employees have increased representation in three out of four pay quartiles from 2018-19.

### 6.3 Bonus pay gap for ethnicity

|  |  |
| --- | --- |
| **Bonus Pay Gap**  **(% that average bonus pay for declared BAME employees is lower than for declared white employees)** | **2019** |
| Ethnicity - bonus mean pay gap | 36.5% |
| Ethnicity - bonus median pay gap | 40.0% |
| BAME staff paid bonus as % of all BAME staff groups | 1.0% |
| White staff paid bonus as % of all White staff groups | 1.3% |

One-off payments defined as ‘bonuses’ are given to an extremely limited number of employees for specific recruitment and retention purposes (see 2.5). Figure 4 (below) shows the figures for pay gaps between disclosed BAME and disclosed white employees from 2018-19. The rates of bonus pay are higher for white employees than for BAME employees.

*Figure 4: Table showing ‘bonus’ pay gaps calculated via ethnic groups from 1st April 2018 – 31st March 2019*

### **7. Croydon Council pay gap data 2019 – disability**

### 7.1 Ordinary hourly pay gap for disability

Figure 5 (below) shows the mean and median hourly pay gaps for Croydon employees disclosed disabled and disclosed non-disabled employees in 2019 and 2018.

The mean and median pay rates for disabled employees in 2019 are higher than for non-disabled employees. Since 2018, the mean pay gap between disclosed disabled and disclosed non-disabled employees has decreased by 6.7% and the median pay gap has decreased by 6.1%. In March 2019, disabled employees now earn on average higher hourly pay rates than non- disabled employees.

|  |  |  |
| --- | --- | --- |
| **Year** | **Hourly pay gap**  **(data as at 31st March)** | **Disability Pay Gap**  **(% that average pay for declared disabled employees is higher or lower than for declared non-disabled employees)** |
| 2019 | Mean ordinary hourly pay gap | 4.0% (higher) |
| 2019 | Median ordinary hourly pay gap | 5.5% (higher) |
| 2018 | Mean ordinary hourly pay gap | 2.7% (lower) |
| 2018 | Median ordinary hourly pay gap | 0.6% (lower) |

*Figure 5: Table showing mean and median ordinary hourly pay gaps for Croydon staff calculated for disabled and non-disabled employees for 2018 and 2019.*

### 7.2 Ordinary hourly pay gap for disability: quartile analysis

Figure 6 (below) shows the pay quartiles for disclosed disabled and disclosed non-disabled employees as at 31st March 2019. The highest proportion of disabled employees are in the highest and upper middle pay quartiles (7%) whilst the highest proportion of non-disabled employees is in the highest paid quartile (69%).

The lowest level of disabled employees are in the lower middle and lowest paid quartiles (5%) whilst the lowest level of non-disabled employees is in the lowest paid quartile (52%).

*Figure 6: Chart showing pay quartiles for Croydon staff calculated for disabled and non-disabled staff groups. The data is effective as of the 31st of March 2019.*

[Appendix 6](#_Appendix_6:_Disability) maps the changes in pay quartile representation for disabled and non-disabled employees from 2018 – 2019.

Disabled employees have increased their representation in the highest pay quartile by 1% from 2018. Disabled employees have also slightly decreased their representation within the lower middle and lowest pay quartiles from 2018 by 1%, whilst non-disabled employees have increased representation in these quartiles.

### 7.3 Bonus pay gap for disability

One-off payments defined as ‘bonuses’ are given to an extremely limited number of employees for specific recruitment and retention purposes (see 2.5). Figure 4 (below) shows the figures for pay gaps between disabled and non-disabled employees from 2018-19.

No disclosed disabled employees were paid a ‘bonus’ in 2018/19.

|  |  |
| --- | --- |
| **Disability Bonus Pay Gap**  **(1 April 2018 to 31 March 2019)** | |
| Disability paid bonus as % of all Disability | 0.0% |
| Non-disabled paid bonus as % of all Non-disabled | 0.4% |

*Figure 7: Table showing ‘bonus’ pay gaps calculated via for disabled and non-disabled groups as a 2018/2019*

### **8. Croydon Council hourly pay gap – comparisons across groups**

Figure 8 (below) shows all pay gap data (gender, ethnicity and disability) from 2018 – 19. All pay gap figures for these characteristics have decreased from 2018 – 19.

Decreases from 2018 -19 in the mean hourly pay gap figure range from 6.7% in disability calculations to 1% for ethnicity calculations. For the median hourly pay gap figure, decreases ranged from 6.1% (disability) to 0.7% (gender).

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Year** | **Type of pay gap** | **Gender** | **Ethnicity** | **Disability** |
| 2019 | Mean ordinary hourly pay gap | -2.9% | 8.7% | -4.0% |
| 2019 | Median ordinary hourly pay gap | 1.9% | 6.3% | -5.5% |
| 2018 | Mean ordinary hourly pay gap | 1.6% | 9.7% | 2.7% |
| 2018 | Median ordinary hourly pay gap | 2.6% | 8.8% | 0.6% |

*Figure 8: Table showing pay gaps calculated for gender, ethnicity and disability in 2018 and 2019.*

**9. Pay Gap Trends**

### Ethnicity

The pay quartiles show a trend for the percentage representation of disclosed BAME employees to decrease as the level of pay rises within the top three quartiles. The highest pay quartile has the lowest representation of BAME staff (29%) and the lower middle quartile has the highest representation of BAME (36%).

However the converse is true for disclosed white employees, whose representations increase as the level of pay increases, with the lowest representation of white employees (31%) in the lowest pay quartile, and the highest representation of white employees (49%) in the highest pay quartile.

The data highlights that, on average as at March 2019, white employees occupied higher paid roles than BAME employees. This was similar to the trends shown for both groups in 2018.

As previously stated there are limitations to the ethnicity pay gap figures reported:

* the level of non-disclosed ethnicity (26%) may have impacted reporting
* ethnicity pay gaps can vary by whether individuals are UK or foreign born as well as by gender and ethnic group so an overall figure for BAME groups may also not be fully representative ([EHRC – ethnicity pay gaps explained](https://www.equalityhumanrights.com/en/pay-gaps-explainedhttps:/www.equalityhumanrights.com/en/pay-gaps-explained))
* The levels of non-disclosure of ethnicity particularly rose at a higher rate in the lower middle and lowest pay quartiles from 2018 – 19 compared to other pay quartiles. These figures may have impacted on the representation of groups within the pay quartiles reported.

### Disability

The disabled pay quartiles indicate a trend for the representation of disclosed disabled employees to increase as the level of pay quartile rises, with the highest representation of disabled employees (7%) in the highest and upper middle pay quartiles and their lowest representation (5%) in the lower middle and lowest pay quartiles.

Disclosed non-disabled employees also show increasing levels of representation as the pay quartile rises, with the lowest level of non-disabled employees (51%) in the lowest pay quartile and the highest level of non-disabled employees (69%) in the highest pay quartile.

The representation of disabled employees in each pay quartile is comparable to their workforce profile representation (6%). Non-disabled employees representation is slightly higher than their workforce representation (64%) in the upper middle and highest paid quartiles.

### 9.3 ‘Bonus’ pay gap data

1.6% of employees in the council workforce received ‘bonus’ payments in 2018/19 therefore it is difficult to draw any definitive conclusions regarding the pay gap figures reported for ethnicity or disability. Due to the significant levels of non-disclosure and other limitations previously highlighted no conclusions can be drawn from this data.

**10. How we are improving our diversity**

Croydon Council is committed to improving our diversity. The actions we have taken to improve ethnicity and disability diversity have had a positive impact on pay gap figures, in the last two years:

* All pay gap figures for gender, ethnicity and disability have reduced since 2018.
* Disabled employees average hourly pay rates now exceeds non-disabled employees average hourly pay rates.
* Disability representation within pay quartiles largely reflects their workforce representation.
* BAME representation in pay quartiles has mainly increased since 2018.

However we are aware there are further challenges for the council to tackle in improving pay gap information for disability and ethnicity.

To support this aim:

* We will continue to run campaigns to improve disclosure rates within the council particularly for ethnicity and disability. We are taking this initiative seriously and are using best practice and behavioural science techniques to assist us in this endeavour.
* We will continue to provide a leadership offer targeted towards aspiring BAME managers called ‘Realising Your Potential’.
* This programme was launched in 2016. The aim of the programme was to increase the number of BAME managers in the council with the objective of being more representative of our workforce and community.
* To date seven cohorts of this programme have been delivered for 110 BAME participants.
* Of these, 101 BAME aspiring managers have completed this programme.  This is a 91.81% completion rate.
* Of the 101 participants (that have completed the programme), 35 have secured a promotion, secondment or interim role.  8 have also secured an external role / promotion.  These 43 successes constitute a 42.57% success rate.
* The programme has delivered tangible benefits, as 34.65% (35) of participants have achieved career progression within the council.  Also, 7.92 (8) have achieved career progression elsewhere.
* The programme has supported participants to apply for roles and succeed at interview.
* Additionally, a pilot for ‘Leadership Effectiveness for BAME managers was also run.

5 employees participated and of these two have gained a promotion and one gained a promotion away from Croydon council.

* As of March 2019, 17% of employees at Head of Service level and above are declared BAME.
* During 2018-19, two BAME women were appointed to Directorial roles.
* We will continue to audit our records as we transfer data to new systems
* As of March 2019, 12% of employees at Head of Service level and above are declared disabled.
* Croydon Council achieved Disability Confident (Employer) status in 2017.
* In 2017 and 2018, candidates with learning disabilities were supported with work experience and traineeships opportunities within the council. This has continued in 2019.
* A disability leadership programme is currently being developed and will be part of our suite of leadership programmes to develop middle and senior managers from under-represented groups.
* The council continues to support employees to develop staff diversity network groups that support all protected characteristics including gender, disability and ethnicity.
* We offer two several equality learning modules specifically targeted towards line managers and other employees. All employees are required to undertake this learning during their induction period. Additionally, unconscious bias training has also been undertaken by the majority of our employees and is continuing to be rolled out to new employees.
* We have supported the growth in secondment opportunities and have also seen an increase take-up of mentoring by employees.
* We have clarified in job advertisements that flexible and agile working options can be discussed at interview and agreed from the start of employment for all new employees
* The council has a number of leave and wellbeing initiatives to support employees including:
  + - The ability to buy additional leave
    - The ability to take unpaid and sabbatical leave (up to 12 months subject to eligibility).
    - Paid additional leave options for employees when dealing with premature birth; parental bereavement leave (for bereaved parents of children under 18); and options for caring responsibilities.
    - Guidance on supporting women in the workplace during the menopause
    - The commitment of our council to enabling flexible and agile working for all staff wherever possible from the start of employment (subject to business needs)
* The council was assessed against the Equality Framework for Local Government (EFLG) in 2019. This assessment was against five equality areas including workforce diversity as part of the ‘skilled and committed workforce’ performance measure. The council was awarded ‘Achieving’ level highlighting the solid diversity and inclusion foundation we have built.
* During 2019, the council undertook a baseline qualitative and quantitative analysis of the workforce to inform our workforce strategy. This included a commitment to review and update our policies including discretionary and annual leave. We also will update and review our flexible and agile working policy.

Our [commitment to equality](https://www.croydon.gov.uk/community/equality/ei-policy) outlines our aim to create a workplace where all employees can be themselves.

Over the coming years we aim to:

* Implement and monitor our Workforce Strategy programme which will address areas of concern employees have raised including recruitment, performance management, and retention.
* Actively encourage higher levels of disclosure from employees. We are particularly targeting increasing disclosure from the lower paid quartiles, where the levels of non-disclosure rates are highest. We are taking this seriously and aim to use best practice and behavioural science techniques to assist us.
* Ensure all our HR policies are inclusive (for example all our policies now include gender neutral language)
* Monitor progression up the grade structure by employees’ protected characteristic
* Continue expanding our apprenticeship programme to improve the diversity of new employees in our workforce.

**11. Croydon Council pay gaps comparison with overall UK pay gap**

We calculated our pay gaps using a method set by The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

The Office for National Statistics use a different method for calculating the UK wide pay gap and therefore the two are not directly comparable. The comparison between our pay gap data and the UK averages can be seen in [Appendix 7.](#_Appendix_7:_UK)

Our gender and disability pay gaps are much lower in comparison with the UK-wide median pay gap. Although the race pay gap is slightly higher than the UK average the Croydon pay gap has reduced since 2018. The limitations to our reporting of ethnicity pay gap may have an influence including the levels of non-disclosure.

**12. Difference between pay gaps and equal pay**

Equal pay calculations compare the average pay of staff undertaking equal work or doing the same job or on the same grade.

* male and female employees
* BAME and white employees
* Disabled and non-disabled employees

As well as our pay strategy, pay gaps are impacted by the grade profile of different groups including ethnicity and disability. This can be positively influenced by equal treatment in:

* Recruitment
* Progression through grades
* Performance management
* Learning and development
* Maternity return rates
* Equal use of flexible working and parental leave
* Inclusive leadership and culture

We are committed to profiling our workforce on an annual basis to assess the representation of all protected characteristics and acting on this information to assess progression in the areas highlighted above.

We are also bound to the objectives in our Workforce Strategy (2019-22) to improve diversity and inclusion within the council’s workforce.

E

### **Appendix 1: Reporting Data Sets March 2019**

The tables below shows the reported data sets.

**HOURLY RATE**

|  |  |  |
| --- | --- | --- |
| CATEGEORY | MEAN | MEDIAN |
| Women’s hourly pay rate is | 2.9% higher | 1.9% lower |
| BAME hourly pay rate is | 8.7% lower | 6.3% lower |
| Disabled hourly pay rate is | 4.0% higher | 5.5% higher |

**PAY QUARTILES**

|  |  |  |
| --- | --- | --- |
| QUARTILE | MEN | WOMEN |
| Top | 36% | 64% |
| Upper Middle | 36% | 64% |
| Lower Middle | 29% | 71% |
| Lower | 41% | 59% |

|  |  |  |  |
| --- | --- | --- | --- |
| QUARTILE | WHITE | BAME | NON-DISCLOSED |
| Top | 49% | 29% | 22% |
| Upper Middle | 48% | 33% | 19% |
| Lower Middle | 40% | 36% | 24% |
| Lower | 28% | 31% | 41% |

|  |  |  |  |
| --- | --- | --- | --- |
| QUARTILE | NON-DISABLED | DISABLED | NON-DISCLOSED |
| Top | 69% | 7% | 24% |
| Upper Middle | 68% | 7% | 25% |
| Lower Middle | 68% | 5% | 27% |
| Lower | 52% | 5% | 43% |

**BONUS PAY**

|  |  |  |
| --- | --- | --- |
| CATEGORY | MEAN | MEDIAN |
| Women’s bonus pay is | 51.7% lower | 66.7% higher |
| BAME bonus pay is | 36.5% lower | 40% higher |

**No disclosed disabled employees were paid a ‘bonus’ in 2018/19.**

|  |  |  |
| --- | --- | --- |
| CATEGORY | MEN | WOMEN |
| Who received bonus? | 1.2% | 1.8% |
|  | (of men) | (of women) |

|  |  |  |
| --- | --- | --- |
| CATEGORY | WHITE | BAME |
| Who received bonus? | 1.3% | 1.0% |
|  | (of white groups) | (of BAME groups) |

|  |  |  |
| --- | --- | --- |
| CATEGORY | NON-DISABLED | DISABLED |
| Who received bonus? | 0.4% | 0.0%\* |
|  | (of non-disabled) | (of disabled ) |

\* no disclosed disabled employees were paid a ‘bonus’ in 2018/19.\*

### **Appendix 2: Ethnic Groups**

(As defined by 2011 census and the Office of National Statistics)

**White**

1. English/Welsh/Scottish/Northern Irish/British  
2. Irish  
3. Gypsy or Irish Traveller  
4. Any other White background, please describe

**Mixed/Multiple ethnic groups**

5. White and Black Caribbean  
6. White and Black African  
7. White and Asian  
8. Any other Mixed/Multiple ethnic background, please describe

**Asian/Asian British**

9. Indian  
10. Pakistani  
11. Bangladeshi  
12. Chinese  
13. Any other Asian background, please describe

**Black/ African/Caribbean/Black British**

14. African  
15. Caribbean  
16. Any other Black/African/Caribbean background, please describe

**Other ethnic group**

17. Arab  
18. Any other ethnic group, please describe

### 

### **Appendix 3: Allowances included in ethnicity and disability pay gap calculations**

The following allowances are included in calculations for the ethnicity and disability pay gaps:

* market supplements
* acting-up payments
* weekend and night working
* standby payments

### **Appendix 4: Pay Quartile Information – Pay rates**

Croydon Council pay quartiles hourly rates are outlined below:

|  |  |
| --- | --- |
| **Quartile Level** | **Hourly rate including allowances and shift pay** |
| Lowest paid quartile | £14.55 or less |
| Middle lower paid quartile | £14.55 - £17.72 |
| Upper middle paid quartile | £17.72 - £22.33 |
| Highest paid quartile | £22.33 or more |

### **Appendix 5: Ethnicity Pay Gap Quartiles: 2018-19**

*Chart showing pay quartiles for Croydon staff calculated for ethnic groups (BAME and white) from 2018 – 2019*

### **Appendix 6: Disability Pay Gap Quartiles: 2018-19**

*Chart showing pay quartiles for Croydon staff calculated for disabled and non-disabled employees (2018-19)*

### **Appendix 7: UK Gender, Disability, Race Pay Gaps**

| **Characteristic** | **Croydon Council – median pay gap 2019** | **UK Average 2019** |
| --- | --- | --- |
| Gender | 1.9% | 17.3% ([ONS](https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/annualsurveyofhoursandearnings/2017provisionaland2016revisedresultss)) |
| Disability | -5.5% | 13.6% [(EHRC)](https://www.equalityhumanrights.com/en/pay-gaps-explained) |
| Race | 6.3% | 5.7% [(EHRC)](hhttps://www.equalityhumanrights.com/en/pay-gaps-explained) |

### **Appendix 8: Pay Quartile information - Ethnicity**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Pay quartiles** | **BAME** | **White** | **Non-disclosed** | **Total** | **BAME headcount** | **White headcount** | **Non disclosed headcount** | **Total headcount** |
| Proportion of BAME and white employees in the **upper quartile** (paid above the 75th percentile point) | 29% | 49% | 22% | 100% | 228 | 380 | 171 | 779 |
| Proportion of BAME and white employees in the **upper middle quartile** (paid above the median and at or below the 75th percentile point) | 33% | 48% | 19% | 100% | 257 | 375 | 148 | 780 |
| Proportion of BAME and white employees in the **lower middle quartile** (paid above the 25th percentile point and at or below the median) | 36% | 40% | 24% | 100% | 282 | 312 | 186 | 780 |
| Proportion of BAME and white employees in the **lower quartile** (paid below the 25th percentile point) | 31% | 28% | 41% | 100% | 240 | 221 | 318 | 779 |

### **Appendix 9: Ethnicity Pay Gap and Hourly Rates**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Pay rates** | **BAME pay gap - the difference between BAME employees' pay and white employees pay as a percentage of white employees' pay** | **BAME pay gap - BAME employees' pay as a percentage of white employees' pay** | **Hourly rate of pay for BAME employees** | **Hourly rate of pay for white employees** | **Difference £** |
| Mean hourly rate | 8.7% | 91.3% | 18.21 | 19.94 | 1.73 |
| Median hourly rate | 6.3% | 93.7% | 17.37 | 18.53 | 1.16 |

### **Appendix 10: ‘Bonus’ Pay Gaps – Ethnicity**

|  |  |
| --- | --- |
| **Bonus pay** | **Bonus BAME Pay Gap - the difference BAME employees' bonus and white employees' bonus as a % of white employees' bonus** |
| Mean bonus | 24.7% |
| Median bonus | 0.0% |
| **Bonuses paid** | |
| BAME paid bonus as % of all BAME | 2.6% |
| White paid bonus as % of all White staff | 1.8% |

### 

### **Appendix 11: Pay Quartile Information – Disability**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Pay quartiles** | **Disabled** | **Not disabled** | **Non-disclosed** | **Total** | **Disabled headcount** | **Not disabled headcount** | **Non disclosed headcount** | **Total headcount** |
| Proportion of disabled and not disabled employees in the **upper quartile** (paid above the 75th percentile point) | 7% | 69% | 24% | 100% | 51 | 535 | 193 | 779 |
| Proportion of disabled and not disabled employees in the **upper middle quartile** (paid above the median and at or below the 75th percentile point) | 7% | 68% | 25% | 100% | 58 | 532 | 190 | 780 |
| Proportion of disabled and not disabled employees in the **lower middle quartile** (paid above the 25th percentile point and at or below the median) | 5% | 68% | 27% | 100% | 39 | 530 | 211 | 780 |
| Proportion of disabled and not disabled employees in the **lower quartile** (paid below the 25th percentile point) | 5% | 52% | 43% | 100% | 37 | 402 | 340 | 779 |

### **Appendix 12: Disability Pay Gap and Hourly Rates**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Pay rates** | **Disability pay gap - the difference between the pay of employees who have declared a disability and the pay of employees who have declared they do not have a disability as a % of the pay of employees who have declared they do not have a disability** | **Disability pay gap - the pay of employees who have declared a disability as a percentage of the pay of employees who have declared they do not have a disability** | **Hourly rate of employees who have declared they have a disability** | **Hourly rate of employees who have declared they do not have a disability** | **Difference £** |
| Mean hourly rate | -4.0% | 104.0% | 19.76 | 19.00 | -0.75 |
| Median hourly rate | -5.5% | 105.5% | 19.16 | 18.16 | -1.00 |

### **Appendix 13: ‘Bonus’ Pay Gaps – Disability**

No declared disabled staff were paid a bonus in 2018/19

|  |  |  |
| --- | --- | --- |
| **Bonuses paid** | |  |
| Disabled paid bonus as % of all Disabled | 0.0% |
| Non-disabled paid bonus as % of all Non-disabled staff | 0.4% |