

Ethnicity Pay Gap Analysis - London Borough of Hillingdon

As On 31st March 2023

Number of BAME in study	751
Number of Not Given/Prefer not to say in study	344
Number of White in study	1407
Proportion of BAME in study	30.01%
Proportion of Not Given/Prefer not to say in study	13.75%
Proportion of White in study	56.24%

Mean BAME Pay	19.90
Mean Not Given/Prefer not to say Pay	20.89
Mean White Pay	20.69
Mean Ethnicity Pay Gap	0.79
Mean Ethnicity Pay Gap %	3.80%
BAME Pay as a % of White Pay	96.20%

Median BAME Pay	18.29
Median Not Given/Prefer not to say Pay	20.10
Median White Pay	18.29
Median Ethnicity Pay Gap	0.00

Lower Quartile	626
Lower Middle Quartile	1251
Upper Middle Quartile	1877
Upper Quartile	2502

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
No of BAME in each Pay Quartile	158	210	216	167
No of Not Given/Prefer not to say in each Pay Quartile	90	68	78	108
No of White in each Pay Quartile	378	347	332	350
% of BAME in each Pay Quartile	25.24%	33.60%	34.50%	26.72%
% of Not Given/Prefer not to say in each Pay Quartile	14.38%	10.88%	12.46%	17.28%
% of White in each Pay Quartile	60.38%	55.52%	53.04%	56.00%