

## Ethnicity Pay Gap Analysis - London Borough of Hillingdon

As On 31/March/2019

Number of BAME in study	718
Number of Not Given in study	389
Number of White in study	1621
Proportion of BAME in study	26.32%
Proportion of Not Given in study	14.26%
Proportion of White in study	59.42%

Mean BAME Pay	17.03
Mean Not Given Pay	
Mean White Pay	17.64
Mean Ethnicity Pay Gap	0.61
Mean Ethnicity Pay Gap %	3.44%
BAME Pay as a % of White Pay	96.56%

Median BAME Pay	16.04
Median Not Given Pay	
Median White Pay	15.62
Median Ethnicity Pay Gap	-0.42

<b>Lower Quartile</b>	682
<b>Lower Middle Quartile</b>	1364
<b>Upper Middle Quartile</b>	2046
<b>Upper Quartile</b>	2728

	<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	127	147	181	263
No of Not Given in each Pay Quartile	98	66	57	168
No of White in each Pay Quartile	340	351	327	603
% of BAME in each Pay Quartile	22.48%	26.06%	32.04%	25.44%
% of Not Given in each Pay Quartile	17.35%	11.70%	10.09%	16.25%
% of White in each Pay Quartile	60.18%	62.23%	57.88%	58.32%