

Ethnicity Pay Gap Report 2019

The Royal Borough of Greenwich is firmly committed to tackling discrimination and promoting equality of opportunity and good community relations.

Our commitment applies to all areas of our work including service provision and commissioning, employment, regulation and in our roles as landlord and community leader. We believe that the diversity of Royal Greenwich is one of our greatest assets and should be celebrated and valued.

Ethnicity pay reporting is not mandatory, however the Royal Borough of Greenwich is committed to treating our staff equitably in all areas of employment including recruitment, career development, pay and training.

The Race at Work Charter

The Royal Borough of Greenwich is committed to the Race at Work Charter. This Charter is composed of five principal calls to action for leaders and organisations. By signing up, the Royal Borough of Greenwich commits to taking practical steps to ensure our organisation tackles barriers that ethnic minority people face in recruitment and progression and that our organisation is representative of British society today.

The five calls to action are:

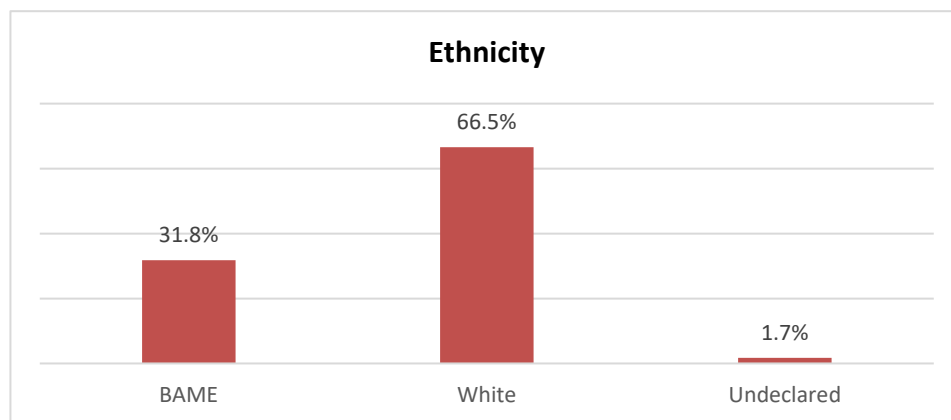
- 1) Appoint an Executive Sponsor for race;
- 2) Capture ethnicity data and publicise progress;
- 3) Commit at Board level to zero tolerance of harassment and bullying;

- 4) Make clear that supporting equality in the workplace is the responsibility of all leaders and managers;
- 5) Take action that supports minority career progression.

Our Workforce

Black, Asian and minority ethnic (BAME) staff represent 31.8% of the workforce (March 2019). By broad ethnic origin, the workforce composition is:

- 66.5% White
- 20.9% Black
- 6.6% Asian
- 3.6% mixed racial origin
- 0.6% other



While BAME representation remains slightly below community representation in the borough's economically active population (35.8%), it reflects the increasing local BAME population as identified in the 2011 Census.

Since 2013, the proportion of BAME staff has increased from 25.6% to 31.8%; however as the Council has lower than average turnover rates, addressing this imbalance is taking some time. Nonetheless,

BAME candidates represented 43.0% of all new appointments in 2018/19 which means that the Council is making continued progress.

To continue rebalancing the workforce and ensuring that it is reflective of the local community we serve, RBG recognises the need to encourage career progression amongst diverse groups of staff. As part of the Leadership and Management Apprenticeship Qualifications, some places have been ring fenced to BAME staff.

Ethnicity Pay Gap

The ethnicity pay gap is the difference between the average earnings of white employees and Black, Asian and Minority Ethnic (BAME) employees (excluding overtime).

This is represented as:

- mean ethnicity pay gap in hourly pay
- median ethnicity pay gap in hourly pay

Mean	Median
The difference between the average of BAME employee's pay and white employee's pay	The difference between the midpoints in the ranges of BAME employee's pay and white employee's pay

According to the Office of National Statistics (ONS), in 2018 London had the largest pay gap, with Black, Asian and Minority Ethnic (BAME) employees earning 21.7% less than white employees on average.

In the Royal Borough of Greenwich, on a mean hourly basis, white staff are paid 3.7% *more* than BAME staff. However, when considering the median hourly pay, white staff are paid 2.7% *less* than BAME staff.

- The **mean** ethnicity pay gap for RBG is **3.7%**
- The **median** ethnicity pay gap for RBG is **-2.7%**

MEAN:
BAME STAFF EARN
3.7% *LESS*

MEDIAN:
BAME STAFF EARN
2.7% *MORE*

Job Evaluation

RBG uses a factor-based job evaluation scheme to evaluate roles, ensuring that jobs of equal value are paid equally, regardless of their sex, race, disability or any other protected characteristic.

Action Plan

Royal Greenwich is committed to developing a workforce that is innovative, diverse and representative of the local community. The Council continues to develop and implement measures to improve the recruitment of a diverse workforce and promote a transparent and open working environment.

To ensure that we continue to minimise any ethnicity pay gap, the Royal Borough of Greenwich has and will continue to undertake the follow actions:

- Ensuring balanced panels for all recruitment and removal of candidates' names and equalities information from job applications;
- Using structured interviews for recruitment and selection;
- Transparency and robust monitoring of pay and reward, continued use of factor-based job evaluation schemes to evaluate roles, ensuring that jobs of equal value are paid equally;

- Undertaking Equality Impact Assessments and working constructively with Trade Unions during service reorganisations;
- Training on equalities for all managers and during staff induction (including unconscious bias training for recruiting managers);
- Promotion of staff networks, which provide staff with an opportunity to influence corporate policy development, raise workplace issues and concerns;
- Offering mentoring, learning and development opportunities to all staff;
- Ongoing commitment to the Mayor of London's Good Work Standard (for which RBG achieved '*Excellence*' in 2019), demonstrating our commitment to ensuring a healthy, fair and inclusive workplace.

Finally, the Council will continue to ensure that we undertake ongoing monitoring the Council's workforce to ensure that we minimise any ethnicity pay gaps and we are reflective of our local community.

Royal Borough of Greenwich

February 2020



Appendix A: Ethnicity Pay Gap Summary

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	3.7%	96.3%	£18.00	£18.69	£0.69
Median hourly rate	-2.7%	102.7%	£17.88	£17.42	-£0.46