

Ethnicity Pay Gap Report 2020/21

Royal Greenwich is a vibrant borough with a growing diverse population. We share an ambition to create a fairer, safer, accessible and inclusive borough where everyone feels they belong, has a voice and an equal opportunity to succeed and thrive. 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.

Equality and Equity Charter

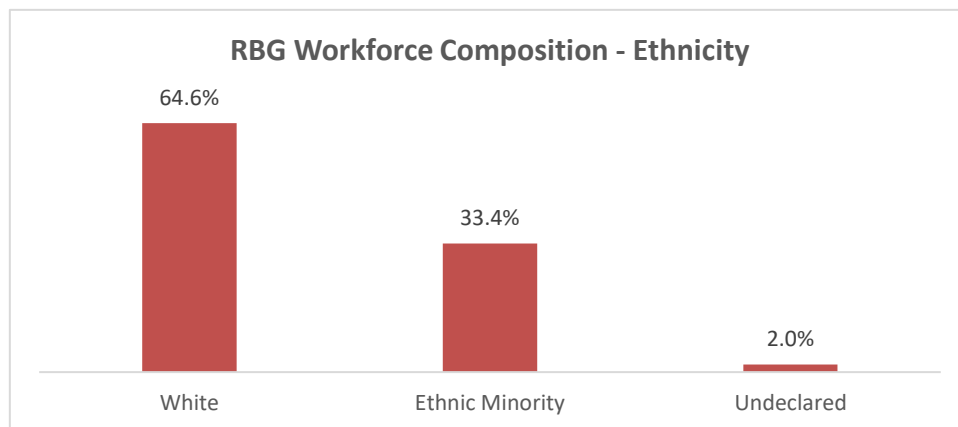
The Council's [Equality and Equity Charter](#) sets out our pledge for equality across Royal Greenwich.

From this our Equality and Equity Action Plan was developed, including the formation of an internal Officer-led Equality, Diversity and Inclusion (EDI) Steering Group. This corporate group is responsible for monitoring, reviewing, reporting and overseeing the delivery and further development of the Council's Equality Objectives.

Our Workforce

Staff from ethnic minority backgrounds represent 33.4% of the workforce (March 2020). By broad ethnic origin, the workforce composition is:

- 64.6% White
- 21.6% Black
- 7.4% Asian
- 3.8% mixed racial origin
- 0.6% other



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

Since 2013, the proportion of staff from ethnic minority backgrounds has increased from 25.6% to 33.4%; however, as the Council has lower than average turnover rates, addressing this imbalance is taking some time. Nonetheless, applicants from an ethnic minority background represented 44.3% of all new appointments in 2019/20 which means that the Council is making continued progress.

Ethnicity Pay Gap

The ethnicity pay gap is the difference between the average earnings of white employees and employees from an ethnic minority background (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 an employee from an ethnic minority background's pay and white employee's pay | The difference between the midpoints in the ranges an employee from an ethnic minority background's pay and white employee's pay |

According to the Office of National Statistics (ONS), in 2019 London had the largest pay gap, with employees from an ethnic minority background earning 23.8% less than white employees on average.

RBG Ethnicity Pay Gap

In the Royal Borough of Greenwich, on a mean hourly basis, white staff are paid 4.7% more than staff from an ethnic minority background. When considering the median hourly pay, white staff are paid 2.6% more than staff from an ethnic minority background.

- The **mean** ethnicity pay gap for RBG is **4.7%**
- The **median** ethnicity pay gap for RBG is **2.6%**

| MEAN: STAFF FROM AN ETHNIC MINORITY EARN 4.7% LESS | | MEDIAN: STAFF FROM AN ETHNIC MINORITY EARN 2.6% LESS | |
|--|-------------------------------|--|-------------------------------|
| White: £19.30 | Ethnic Minority: £18.39 | White: £18.24 | Ethnic Minority: £17.77 |

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.