

## **Ethnicity Pay Gap Report 2023/24**

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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 seven 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 seven 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;
- 6) Support race inclusion allies in the workplace;
- 7) Include Black, Asian, Mixed Race and other ethnically diverse-led enterprise owners in supply chains.

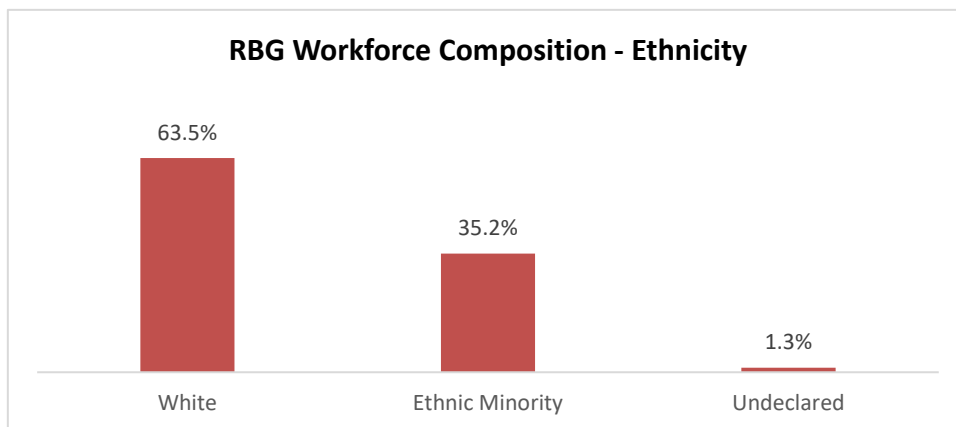
### **Equality and Equity Action Plan**

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 34.4% of the workforce (March 2023). By broad ethnic origin, the workforce composition is:

- 63.5% White (down from 64.1% in March 2022)
- 22.4% Black (up from 22.1%)
- 7.9% Asian (up from 7.8%)
- 4.2% mixed racial origin (up from 3.9%)
- 0.7% other (up from 0.6%).



In the 2021 Census, 43.8% of the borough's economically active population identified as being from an ethnic minority background, up from 35.8% in the 2011 Census.

Since 2013, the proportion of staff from an ethnic minority background has increased from 25.6% to 35.2%; however, as the Council has lower than average turnover rates, addressing this is taking some time. Nonetheless, applicants from an ethnic minority background represented 48.1% of all new appointments in 2022/23 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

The difference between the average of an employee from an ethnic minority background's pay and white employee's pay

### Median

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 3.8% more than staff from an ethnic minority background.

When considering the median hourly pay, white staff are paid the same as staff from an ethnic minority background.

- The **mean** ethnicity pay gap for RBG is **3.8%**
- The **median** ethnicity pay gap for RBG is **0.0%**

**MEAN:  
STAFF FROM AN  
ETHNIC MINORITY  
EARN  
4% LESS**

**MEDIAN:  
STAFF FROM AN  
ETHNIC MINORITY  
EARN  
THE SAME**

**White:  
£21.99**

**Ethnic  
Minority:  
£21.17**

**White:  
£20.29**

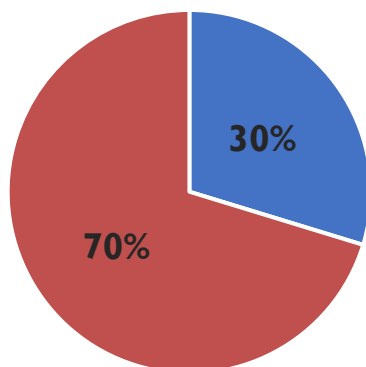
**Ethnic  
Minority:  
£20.29**

## Proportion of ethnic minority and white staff in each pay quartile

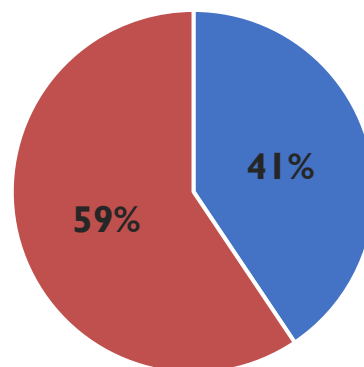
The below shows the proportion of ethnic minority and white full-pay relevant employees in four pay bands. To do this, we rank employees from highest to lowest paid and divide into four equal parts ('quartiles') and work out the percentage of ethnic minority and white staff in each of the four parts.

 White       Ethnic Minority

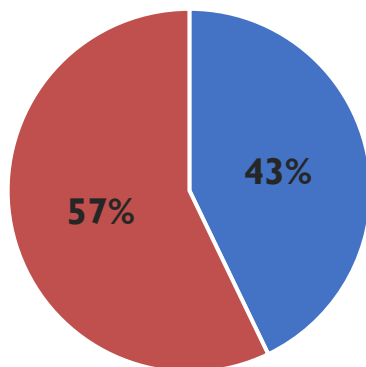
**Upper Quartile**



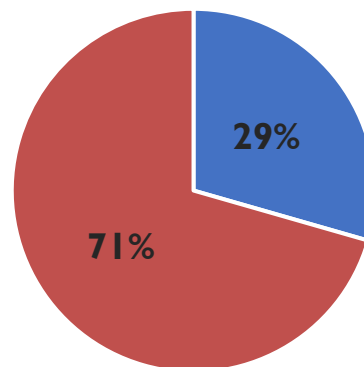
**Upper Middle Quartile**



**Lower Middle Quartile**



**Lower Quartile**



Dividing employees into quartiles based on their hourly pay, ethnic minority staff are overrepresented in the middle two quartiles. In contrast, white employees are overrepresented in the upper and lower quartiles.

### 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.



## 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	3.8%			96.2%	£21.17	£21.99	£0.83
Median hourly rate	0.0%			100.0%	£20.29	£20.29	£0.00
Pay Quartile Information				Workforce composition			
Pay quartiles	BAME	White	Total	BAME headcount	White headcount	Total headcount	NON Disclosed Headcount
Proportion of BAME and white employees in the upper quartile (paid above the 75th percentile point)	30%	70%	100%	283	669	952	52
Proportion of BAME and white employees in the upper middle quartile (paid above the median and at or below the 75th percentile point)	41%	59%	100%	386	565	951	
Proportion of BAME and white employees in the lower middle quartile (paid above the 25th percentile point and at or below the median)	43%	57%	100%	408	544	952	
Proportion of BAME and white employees in the lower quartile (paid below the 25th percentile point)	29%	71%	100%	280	671	951	