

Ethnicity Audit: March 2017 Data

To ensure that our Equality and Inclusion Policy is effective, LLDC monitors the key strands (*age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; ethnicity; religion or belief; gender; and sexual orientation*) of the Equality Act 2010, in relation to our existing workforce and of candidates who apply for jobs within the organisation.

The data below is the LLDC’s response to meeting that pledge and is part of our commitment to monitor the impact of our policies and the makeup of our workforce. LLDC will be addressing its ethnicity gap for underrepresented groups with an over-arching diversity and inclusion action plan.

The data below represents the ethnicity pay audit for LLDC’s 144 full and part-time staff as at 31 March 2017 who completed an equality opportunity monitoring form; this represents 98% of the workforce. The remaining 2% have opted not to disclose their data. This data does not include board members.

Salaries at LLDC are determined through independent job evaluation, which is a process that evaluates the job role, not the person. Therefore LLDC maintains a fixed and published table of pay and grading based on the role, which means members of staff are appointed to a role with a pre-determined pay level.

Where roles require evaluation this is carried out by an independent panel. The evaluating panel do not consider the ethnicity or any other characteristics of existing or potential job holders, only the nature of the job role.

This independent approach maintains the integrity of LLDC’s pay and grading system. Therefore we are confident that LLDC is paying the same salary to roles of equal value.

Overall BAME Pay Gap Summary

Below is the overall summary for the BAME pay gap. Included within BAME data are, Asian, Black and any other ethnic group and in the white statistics this includes White British, White Irish and White Other.

	Mean Hourly Pay	Median Hourly Pay
	Mean	Median
White	32.24	28.77
BAME	23.74	20.14
Pay Gap	26.4%	30.0%

Asian Pay Gap Summary

Below is the overall summary for the Asian pay gap ethnicity audit. Included in the Asian statistics are, Indian, Bangladeshi, Pakistani, Chinese, Any other Asian background, and in the white statistics includes White British, White Irish and White Other.

	Mean Hourly Pay	Median Hourly pay
White	32.24	28.77
Asian	21.92	16.4
Pay Gap	32.0%	43.0%

Black Pay Gap Summary

Below is the overall summary for the Black pay gap. Included in the Black statistics are, African, Caribbean, any other black/African/Caribbean background, and in the white statistics includes White British, White Irish and White Other.

	Mean Hourly Pay	Median Hourly Pay
White	32.24	28.77
Black	20.92	18.83
Gap	35.1%	34.5%

Any Other Ethnic Group Pay Gap Summary

Below is the overall summary for the Asian pay gap. Included in the other ethnic group data are, Asian & White Black African & White, Black Caribbean & White and African, Caribbean, any other black/African/Caribbean background, other ethnic background, and in the white statistics includes White British, White Irish and White Other.

	Mean	Median
White	32.24	28.77
Other Ethnic Groups	29.9	30.77
Gap	7.3%	-7.0%

The Legacy Corporation's independent job evaluation scheme seeks to group similar jobs together to ensure they are paid the same for the same level of work regardless of the post holder.

The data below gives a more detailed breakdown showing pay grade breakdown and Quartile with the appropriate BAME analysis.

The median ethnicity BAME pay gap at each pay grade as at 31st March 2017

Pay Band	BAME Median hourly pay	White Median hourly pay	Pay Gap
£24,654 - £28,545	12.77	12.77	0%
£29,990 - £36,654	18.99	16.40	-13.6%
£34,691 - £40,169	20.81	19.59	-5.9%
£38,888 - £47,530	20.70	23.41	13.1%
£45,759 - £55,928	31.16	26.33	-15.5%
£55,543 - £67,886	29.57	30.37	2.7%
£71,196 - £87,018	38.93	41.84	7.5%
£96,323 - £117,728	49.89	55.64	11.5%
£111,877 - £129,542	-	64.04	-
£126,404 - £152,764	-	79.13	-
£173,756 - £196,950	-	102.01	-

The mean ethnicity BAME pay gap at each pay grade as at 31st March 2017

Pay Band	BAME mean hourly pay	White mean hourly pay	Pay Gap
£24,654 - £28,545	12.94	13.27	2.5%
£29,990 - £36,654	18.99	17.05	-11.4%
£34,691 - £40,169	20.81	19.53	-6.6%
£38,888 - £47,530	20.70	22.71	8.8%
£45,759 - £55,928	31.16	26.07	-19.5%
£55,543 - £67,886	29.57	31.63	4%
£71,196 - £87,018	38.93	41.54	3%
£96,323 - £117,728	49.89	56.07	11%
£111,877 - £129,542	-	64.04	-
£126,404 - £152,764	-	83.24	-
£173,756 - £196,950	-	102.01	-

Quartile breakdown

The quartile data has been calculated using the same methodology as set out for Gender Pay Gap Reporting – Public Sector Employers Government Consultation Document. It recommends that *“Employers will need to calculate their quartile data by dividing the workforce into four equal sized groups. These four groups will be separated accordingly to the hourly pay rate starting from lowest paid to highest paid. This approach has been adopted in preference to calculating quartiles by dividing the overall pay distribution into equal proportions. Splitting the data in equal groups by salary range could result in very small groups e.g. an entire quartile based on the Chief Executive’s salary. “*

	<u>Quartile 1</u>		<u>Quartile 2</u>	
		Median hourly pay		Median hourly pay
BAME	10 (28%)	15.53	4 (11%)	20.20
White	26 (72%)	15.53	32 (89%)	21.26
Totals	36	0%	36	5%
	<u>Quartile 3</u>		<u>Quartile 4</u>	
		Median hourly pay		Median hourly pay
BAME	5 (14%)	28.77	4 (11%)	49.89
White	31 (86%)	30.37	31 (89%)	49.89
Totals	36	5.3%	35	0%