

Data Set A1 – Mean Hourly rate

White	£16.07
Minority Ethnic	£17.14
Difference in mean hourly rate of pay	-6.63%

Data Set A2 – Median Hourly rate

White	£14.08
Minority Ethnic	£15.55
Difference in mean hourly rate of pay	-10.44%

Data Set B1 – Median Bonus Pay

White	£1000
Minority Ethnic	£1000
Difference in mean bonus pay	0.0%

Data Set B2 – Mean Bonus Pay

White	£1000
Minority Ethnic	£1000
Difference in median bonus pay	0.0%

Data Set C – Proportion of White and Minority Ethnic employees who received bonus pay

Proportion of White employees receiving bonus pay:	0.38%
Proportion of Minority Ethnic employees receiving bonus pay:	0.14%

Data Set D

Proportion of White and Minority Ethnic employees according to quartile bands	White	Minority Ethnic	Proportion of White employees in each band	Proportion of Minority Ethnic employees in each Band
Lower	529	58	95.49%	10.47%
Lower Middle	537	69	97.64%	12.55%
Upper Middle	515	85	97.17%	16.04%
Upper Quartile	496	101	95.57%	19.46%