

Appendix 3 – Ethnicity Pay Gap results

Data Set E1 – Mean Hourly rate

White	£18.57
Minority Ethnic	£19.44
Difference in mean hourly rate of pay	- 4.5%

Data Set E2 – Median Hourly rate

White	£16.10
Minority Ethnic	£18.26
Difference in mean hourly rate of pay	- 11.8%

Data Set E3 – Mean Bonus Pay

White	£2,728.74
Minority Ethnic	£2,512.50
Difference in mean bonus pay	+ 8.6%

Data Set E4 – Median Bonus Pay

White	£3,000.00
Minority Ethnic	£3,000.00
Difference in median bonus pay	0.0%

Data Set E5 – Proportion of White and Minority Ethnic employees who received bonus pay

Proportion of White employees receiving bonus pay:	2.7%
Proportion of Minority Ethnic employees receiving bonus pay:	7.1%

Data Set E6

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	544	79	87.3%	12.7%
Lower Middle	547	92	85.6%	14.4%
Upper Middle	529	120	81.5%	18.5%
Upper Quartile	510	124	80.4%	19.6%