GREATER LONDON AUTHORITY

# GLA pay gap report and action plan

March 2026 data

# COPYRIGHT

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# Executive summary

As an organisation that seeks to be equal, diverse and inclusive, the Greater London Authority (GLA) is committed to tackling any form of structural and persistent inequality. This pay gap report, and supporting action plan, contribute directly to delivering this ambition. This is the sixth year we have produced a combined pay gap report, which provides the following analysis:

- ethnicity pay gap
- disability pay gap
- gender pay gap.

GLA salaries are set through a robust job-evaluation framework, designed to ensure fairness and consistency. This framework assesses the demands of the role, rather than the individual performing it, to ensure roles of equal value are rewarded with equal pay. It does not consider any personal characteristics of current or prospective employees.

This combined report analyses our pay gaps; and summarises the actions we intend to pursue, to close the gaps completely as soon as possible.

The median pay gap is the difference between the midpoints in the hourly earning ranges of two staff groups. The mean pay gap is the difference between the average hourly earnings of the two staff groups of interest.

Table 1 highlights changes over the last year in our ethnicity, disability and gender pay gaps.

## Headline statistics

As of 31 March 2026:

- the GLA's median ethnicity pay gap was 8.14 per cent
- the median disability pay gap was zero per cent
- the median gender pay gap was 3.64 per cent.

The median ethnicity pay gap increased modestly. There was a slight decrease in the median gender pay gap.

**Table 1 – Pay gap summary**

| | Median pay gap (2025) | Median pay gap (2026) | Median pay gap (percentage point change) | Mean pay gap (2025) | Mean pay gap (2026) | Mean pay gap (percentage point change) |
|---|---|---|---|---|---|---|
| Ethnicity (Black, Asian and Minority Ethnic) | 6.94% | 8.14% | 1.20pp | 11.01% | 10.77% | -0.24pp |
| Ethnicity (Asian or Asian British) | 6.94% | 8.11% | 1.17pp | 11.98% | 10.25% | -1.73pp |
| Ethnicity (Black or Black British) | 8.38% | 9.91% | 1.53pp | 12.65% | 13.20% | 0.55pp |
| Ethnicity (Mixed) | 5.25% | 9.91% | 4.66pp | 5.89% | 7.45% | 1.56pp |
| Ethnicity (Other Ethnic Group) | 4.39% | 4.39% | 0.00pp | 9.52% | 10.17% | 0.65pp |
| Disability | 6.12% | 0.00% | -6.12pp | 4.08% | 3.50% | -0.58pp |
| Gender | 4.46% | 3.64% | -0.82pp | 3.82% | 4.20% | 0.38pp |

## Key trends

Representation of women; disabled staff; and Black, Asian and Minority Ethnic staff is now at its highest recorded level. This reflects continued progress towards building a workforce that better reflects London's diversity.

The most notable improvement this year was in the disability pay gap, where the median gap closed completely. This was supported by increased representation of disabled colleagues in middle and higher-paid grades. However, disabled staff remain under-represented in the most senior roles.

The gender pay gap remained relatively small and broadly stable, with a slight decrease in the median pay gap. Women now make up 65 per cent of the workforce – but they

continue to be under-represented in the most senior grades, which remains the principal driver of the gap.

The ethnicity pay gap remains the largest of the three pay gaps reported. Although representation of Black, Asian and Minority Ethnic staff has continued to increase, and stands at over 40 per cent of the workforce, colleagues from these backgrounds remain under-represented in senior roles. The analysis suggests that improving progression into higher-paid grades remains the key challenge, if the ethnicity pay gap is to reduce further.

Our intersectional analysis shows that some groups experience greater disadvantage because they belong to more than one under-represented group, particularly disabled women and disabled Black, Asian and Minority Ethnic colleagues.

Across all three protected characteristics, the analysis points to a common issue: differences in representation at the most senior levels of the organisation remain a key driver of pay gaps.

## Priority actions

To support further progress, we will continue to focus on these priority areas:

- Increasing ethnicity and disability declaration rates, to improve the quality of workforce data.

- Increasing representation of staff at grades 12 and above, who are: Black, Asian or Minority Ethnic; disabled; or female. We will do this by

    - strengthening our performance in inclusive recruitment and acting-up opportunities

    - strengthening progression into grades 12 and above by using data and insight to strengthen talent identification, career development, and succession planning.

## Overall assessment

The 2026 results demonstrate continued progress in workforce diversity, and some positive movement in pay gap outcomes – particularly in relation to disability. However, the report also highlights that sustained effort is still required to improve representation at the most senior levels, which is now the biggest driver of our pay gaps.

# 1. Context

## Organisational context

The GLA is committed to being an inclusive employer, with a workforce that reflects the diversity of London. Understanding and addressing pay gaps forms an important part of that commitment.

Pay gaps are different from equal pay. Equal pay relates to whether people performing the same work, or work of equal value, receive the same pay.

The GLA's pay and grading arrangements are based on a job-evaluation framework that assesses the requirements of each role; and is designed to ensure consistency and fairness in pay. The GLA has a 15-grade salary scale for most staff in the organisation. The exceptions are staff paid the London Living Wage; and those on spot salaries (fixed rates not linked to defined spinal column points within our grading structure). Spot salaries are reserved for Executive Directors and Mayoral appointments.

Pay gaps measure the difference in average earnings between different groups of employees across the organisation. They help us understand whether some groups are under-represented in higher-paying roles; and identify where structural barriers may exist.

This report analyses the GLA's ethnicity, disability and gender pay gaps as at 31 March 2026; and sets out the actions we will take in response. It is supported by detailed workforce and pay data published separately through the London Datastore.[1]

## Why reporting matters

Pay-gap reporting helps organisations identify patterns that may not otherwise be visible. It provides evidence about representation, progression and workforce experiences – enabling us to understand better where inequality may exist, and where intervention is required.

The GLA is proud to have reported gender, ethnicity and disability pay gaps for several years. Gender pay-gap reporting began ahead of any legislative requirements to do so. Similarly, the GLA has been reporting its ethnicity pay gap since 2017, and its disability pay gap since 2021 – again, both of these were ahead of any legislative requirement to do so.

[1] GLA, London Datastore

Our report goes beyond the legislative requirements of reporting pay gaps. The findings are used to inform our Equality, Diversity, Inclusion and Culture Strategy; and wider workforce planning activity.

This combined pay gap report is accompanied by supplementary data tables available on the London Datastore.[2] These tables include data analysed in this report; and provide extra details of particular groups not covered in this report. This includes median and mean hourly rates for staff by grade, and their corresponding pay gaps.

Pay-gap reporting helps to highlight areas that need specific actions. Our accompanying action plan sets out our immediate response to our data.

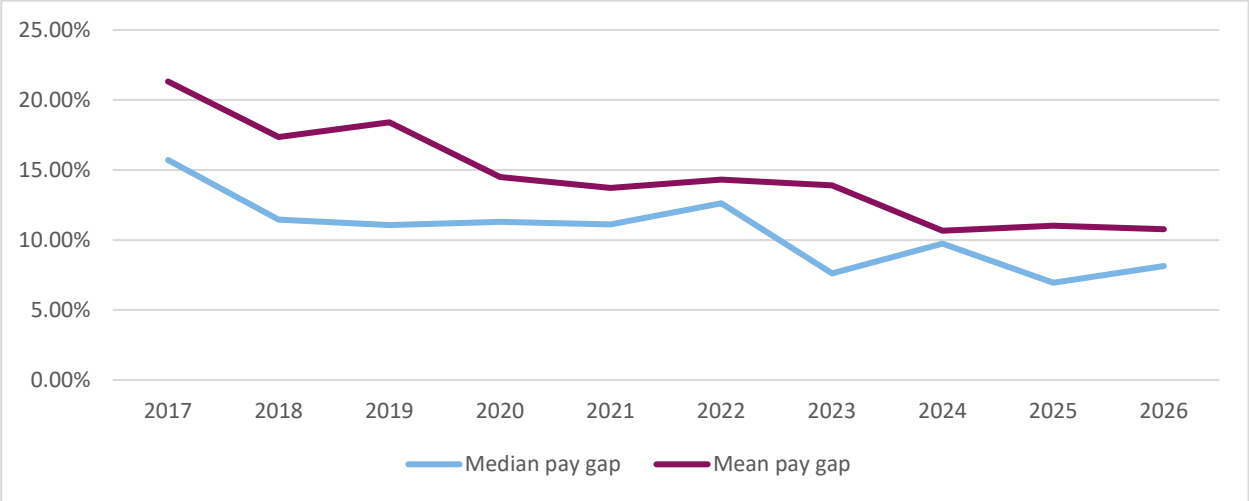
We recognise the need to support employees affected by menopause. This year, we have incorporated two menopause-related actions into our Pay Gap Action Plan. This enables us to meet, voluntarily, the government's expectation ahead of the planned 2027 requirement – demonstrating our commitment to creating an inclusive and supportive workplace for all employees.

[2] GLA, London Datastore

# 2. Headline results

## Ethnicity

**Figure 2.1 – Ethnicity pay gap, 2017-26**




*Key insights*

- The GLA's ethnicity pay gap remains the largest of the three pay gaps reported. In 2026, the median ethnicity pay gap increased modestly to 8.14 per cent, up from 6.94 per cent in 2025. The mean pay gap remained broadly stable at 10.77 per cent (compared to 11.01 per cent in 2025).

- Representation of Black, Asian and Minority Ethnic staff increased to 40.4 per cent of the workforce – the highest level recorded. This shows continued progress in building a workforce that better reflects London's diversity.

- However, the pay gap persists. This is because Black, Asian and Minority Ethnic colleagues remain under-represented in more senior roles; and over-represented in lower paid grades. In 2026, Black, Asian and Minority Ethnic staff accounted for 54 per cent of the lower quartile, and 44 per cent of the lower-middle quartile. This compares to 33 per cent of the upper-middle quartile, and 30 per cent of the upper quartile.

- The largest pay gaps continue to be experienced by Black colleagues. This reinforces the need to maintain our focus on progression, development and representation at senior levels.

- The GLA does not offer bonus payments. However, it provides recognition payments at four levels, which are analysed as bonus payments for pay-gap purposes. In 2026, 9 per cent of Black, Asian and Minority Ethnic staff, and 9 per cent of White staff, received a payment. There was no median bonus gap, and the mean bonus gap was -9.51 per cent. This represents a reversal in the mean ethnicity bonus gap from 2025, when the mean bonus gap was 13.69 per cent. This comes as a direct result of work to interrogate the reasons for last year's gap; and to reintroduce proactive moderation of recommended payments. This ensures that payments at the highest levels are now being made to staff at all grades.

## Disability

### Figure 2.2 – Disability pay gap, 2021-26




*Key insights*

- The disability pay gap showed the strongest improvement of the three pay gaps analysed in this report. The median disability pay gap closed completely, down from 6.12 per cent in 2025; the mean disability pay gap reduced slightly to 3.5 per cent, down from 4.08 per cent in 2025.

- The proportion of staff declaring a disability increased to its highest recorded level. This year, 20.2 per cent of staff had a disability, up from 19.5 per cent last year. Declaration rates also increased to 90 per cent, up from 88 per cent in 2025.

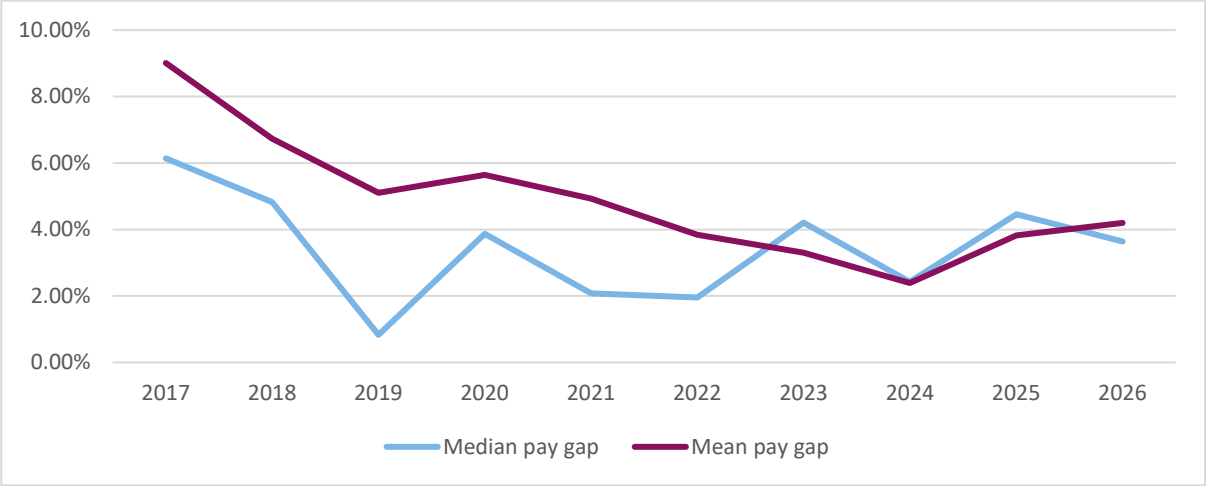
- Representation of disabled staff in the lower quartile has decreased and is now in line with the organisational average. Disabled staff were most strongly represented in the middle quartiles, with a particularly notable increase in representation in the upper-middle quartile over the past year. Despite improvements over the past year, representation of disabled staff in the upper quartile remains below the GLA average.

- The closure of the median disability pay gap represents encouraging progress. Sustaining this improvement, and working to close the remaining mean pay gap, will depend on increasing representation of disabled colleagues in the highest-paid roles.

- The GLA does not offer bonus payments. However, it provides recognition payments at four levels, which are analysed as bonus payments for pay-gap purposes. There was a mean disability bonus gap of 4.04 per cent, compared to near zero in 2025. As in 2025, there was no median disability bonus pay gap. The reintroduced moderation process was less effective for disability. This is because – due to redacting data to safeguard against disclosure – we were unable to review recognition payment data for disabled staff as effectively as data for Black, Asian and Minority Ethnic staff.

## Gender

**Figure 2.3 – GLA gender pay gap, 2017-26**




*Key insights*

- Overall, there has been limited change to the gender pay gap, with movements of under a percentage point over the past year.

- The median gender pay gap decreased slightly from 4.46 per cent in 2025, to 3.64 per cent in 2026. The mean pay gap has remained broadly stable at 4.20 per cent in 2026, compared to 3.82 per cent in 2025.

- Women now represent 65 per cent of the workforce: the highest proportion recorded since reporting began. Increases in female representation across the workforce have been reflected across the pay quartiles, with the balance of female representation across quartiles remaining broadly unchanged. As a result, women continue to be under-represented in the most senior roles, compared to overall representation across the organisation.

- Under-representation at the most senior roles remains the principal driver of the gender pay gap. The data suggests gradual progress; but continued attention is needed to ensure that increased representation across the workforce translates into increased representation at senior levels.

- 10 per cent of women received a recognition payment (analysed as bonus payments for pay-gap purposes), compared to 6 per cent of men. There was no median bonus pay gap this year. There was a mean bonus gap of 4.89 per cent – representing an increase from 2025 (1.07 per cent), but still below 2024 (7.67 per cent). Considering all recognition payments made across the year, including those to staff not included in pay-gap analysis, there was a small mean bonus gap of 2.5 per cent.

# 3. Intersectional analysis

## Gender and disability

Looking at gender and disability together provides a more detailed understanding of how pay differences are experienced across the workforce.

Disabled women continue to experience the greatest disadvantage. They have lower average earnings than non-disabled women; disabled men; and non-disabled men.

There was positive movement during 2026: both the median and mean disability pay gaps for women reduced. This reflects improved representation of disabled women in middle and higher-paid roles. However, disabled women remain under-represented at the most senior grades.

Amongst men, a notable median pay gap has opened up; and there was a modest narrowing of the negative mean disability pay gap. There has been a reduction in representation at the most senior grades; but at the same time, there's also been a decline in the proportion of disabled men in the lowest quartile. This means that, on average (mean), disabled men continue to earn more than non-disabled men. Overall, the analysis highlights that progression into senior roles remains the most important factor in reducing pay disparities for disabled colleagues – particularly disabled women.

**Figure 3.1 – Median disability pay gap by gender, 2021-26**

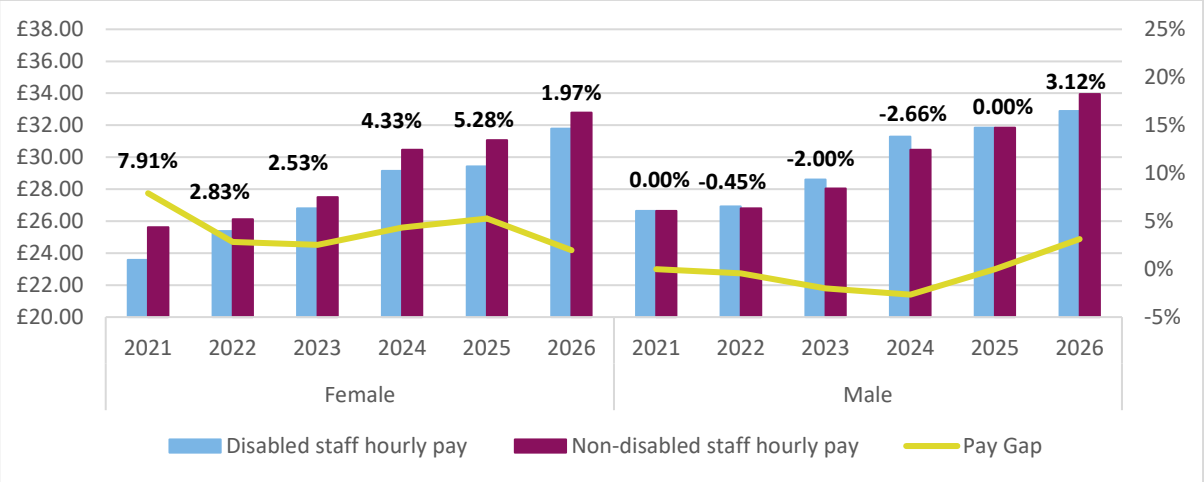
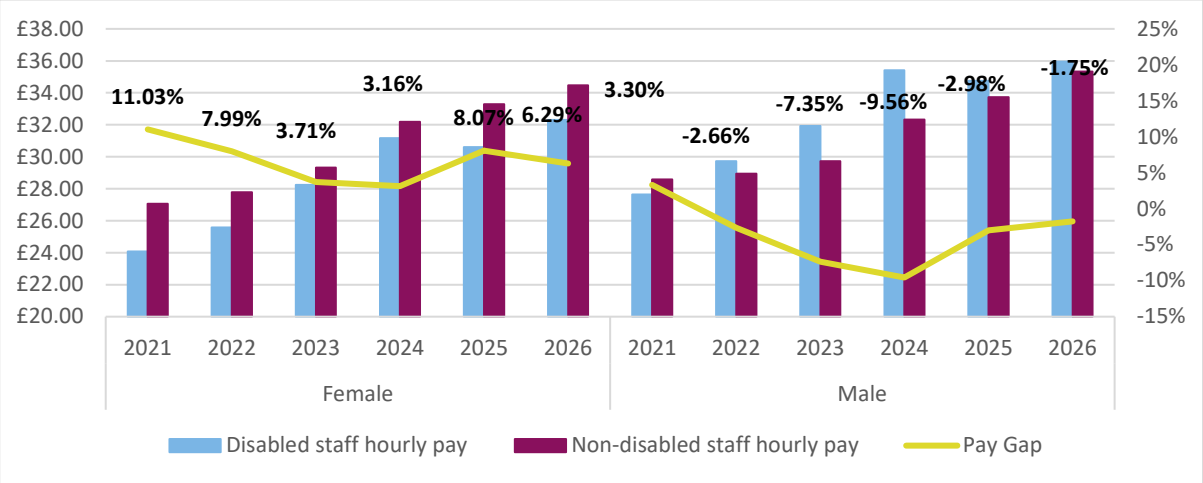


**Figure 3.2 – Mean disability pay gap by gender, 2021-26**




*Women*

Over the year, there has been a larger increase in the number of women with a disability (increase of 8 per cent; net increase of 13), compared to non-disabled women (increase of 3 per cent; net increase of 22).

Amongst women, both the median and mean disability pay gaps have reduced. Key drivers for this are higher numbers of disabled women in the upper-middle quartile; and lower numbers in the lower quartile. Though pay gaps have narrowed over the past year, they still exist – as disabled women remain under-represented in the upper quartile.

**Table 3.1 Proportion of disabled staff by quartile amongst female staff, 2025 and 2026**

| | Proportion with a disability 2026 | Difference to GLA proportion 2026 | Proportion with a disability 2025 | Difference to GLA proportion 2025 |
|---|---|---|---|---|
| Lower quartile | 19.60% | -0.8pp | 22.90% | 3.22pp |
| Lower-middle quartile | 23.37% | 3.07pp | 23.00% | 3.32pp |
| Upper-middle quartile | 23.00% | 2.60pp | 18.50% | -1.18pp |
| Upper quartile | 15.49% | -4.91pp | 14.20% | -5.48pp |
| All GLA | 20.40% | - | 19.68% | - |

Disabled staff in the upper-middle quartile are primarily at grade 10 – although grades 9 and 11 are also represented. Over the year, there have been particularly notable increases in the number of disabled women working at grades 10 and 11. The number of disabled women at grade 10 has increased by 36 per cent (net increase of five); and at grade 11, by 33 per cent (net increase of four). Amongst non-disabled women there was a smaller, 7 per cent increase at grade 10 (net increase of seven); and a reduction of 12 per cent at grade 11 (net decrease of six).

Staff at grades 7 and below tend to sit within the lower quartile. Over the past year, the declines in the number of disabled and non-disabled women working at these grades have been similar. Overall, 22 per cent of disabled women work at grades 7 and below in 2026, compared to 26 per cent last year. Amongst non-disabled women, 21 per cent are working at grades 7 and below, down from 25 per cent in 2025.

However, some staff at grade 8 also fall within the lower quartile – often due to being on lower spinal points, linked to shorter lengths of service. Amongst women with under one year of service at grades 7 and 8 (these are generally at the upper end of the lower quartile), 12.5 per cent had a disability. This is lower than the overall rate of disability amongst women at the GLA.

Over the year, there has been a notable increase in the number of non-disabled women at grade 8, with a 17 per cent rise (a net increase of 20). In contrast, the number of disabled women at this grade increased by 5 per cent (a net increase of two). This is lower than the overall growth in the number of disabled women across the organisation.

As a result, a smaller proportion of disabled women now work at grade 8 compared to 2025, while the proportion of non-disabled women has increased. In 2026, 25 per cent of disabled women worked at grade 8 – slightly down from 26 per cent last year. Amongst non-disabled women, 20 per cent worked at grade 8 – up from 18 per cent in 2025.

*Men*

The number of men with a disability across the organisation has remained relatively stable. Compared to 2025, there was a net increase of one (equivalent to 1 per cent) in the number of disabled men. Over the year, there was a small decrease in the number of non-disabled men with a net reduction of 13 (equivalent to 3 per cent).

Representation of disabled men has decreased in the lower quartile and upper quartile and increased in the middle quartiles.

**Table 3.2 Proportion of disabled staff by quartile amongst male staff, 2025 and 2026**

| | Proportion with a disability 2026 | Difference to GLA proportion 2026 | Proportion with a disability 2025 | Difference to GLA proportion 2025 |
|---|---|---|---|---|
| Lower quartile | 21.90% | 1.94pp | 23.90% | 4.67pp |
| Lower-middle quartile | 20.20% | 0.24pp | 15.40% | -3.83pp |
| Upper-middle quartile | 19.30% | -0.66pp | 17.10% | -2.13pp |
| Upper quartile | 18.40% | -1.56pp | 20.50% | 1.27pp |
| All GLA | 19.96% | - | 19.23% | - |

### Median

The median pay gap has opened since last year. Driving this were changes in where disabled and non-disabled men sit amongst those at the GLA's middle grades. In particular, there have been increases in the concentration of disabled men at grade 8, and in the comparatively lower concentration at grade 9, relative to non-disabled men.

At grade 8, the number of disabled men increased by 20 per cent (net increase of three); and the number of non-disabled men declined by 18 per cent (net decrease of 10).

The numbers of both disabled and non-disabled men at grade 9 both dropped by 7 per cent. However, as the overall number of disabled men increased across the organisation whilst non-disabled men remained largely unchanged; the proportional impact of the reduction differed.

At grade 10, there was a net increase of three disabled men (equivalent to a 25 per cent increase), while non-disabled men's numbers remained broadly stable (net decrease of one).

As a result of these changes, amongst men at grades 8 to 10, differences in representation between disabled and non-disabled men have widened. Amongst men at these grades, the proportion of disabled men at grade 8 has increased to 39 per cent in 2926, compared to 37 per cent in 2025.  Amongst non-disabled men, 27 per cent worked at grade 8 in 2026 – lower than the proportion in 2025 (30 per cent). Another factor that has contributed to a wider median pay gap was a reduced proportion of disabled men employed at grade 9. Amongst those at the middle grades, 28 per cent of men with a

disability were employed at grade 9, down from 34 per cent last year. Amongst non-disabled men, the proportion was unchanged at 36 per cent.

The proportion of disabled and non-disabled men at the middle grades working at grade 10 also increased. This year, 33 per cent of disabled men working at the middle grades were at grade 10; this an increase from 29 per cent in 2025. Amongst non-disabled men, 37 per cent were at grade 10 – up from 34 per cent last year.

### Mean

The negative mean disability pay gap amongst men has narrowed. This is largely driven by a reduction in the proportion of disabled men now working at the highest grades – see table 3.2.

Compared to 2025, the number of disabled men at grades 12 and above has reduced by 20 per cent (net decrease of four); whilst the number of non-disabled men increased slightly (net increase of two, equivalent to 3 per cent).

However, the impact of reduced representation has been tempered by changes at the lower end of the pay scale. Whilst men with a disability remain over-represented in the lower quartile, the extent of over-representation has reduced. In 2026, amongst men, 22 per cent of the lower quartile had a disability – this is two percentage points higher than the proportion across the GLA. Whereas in 2025, 24 per cent of the lower quartile had a disability, a difference of around five percentage points compared to the proportion across the GLA (19 per cent).

Following a decline of 14 per cent (a net reduction of three) over the past year, 21 per cent of disabled men worked at grades 7 and below compared to 24 per cent in 2025. Amongst non-disabled men, however, the proportion working at grades 7 and below remained unchanged at 22 per cent in both years.

*Cross-intersection analysis*

Tables 3.3 and 3.4 summarise the average hourly rates and pay gaps across the intersection of gender and disability.

**Table 3.3 Gender and disability cross-sectional average hourly earnings 2026**

| | Median hourly rates | Mean hourly rates |
|---|---|---|
| Disabled female staff | £31.78 | £32.30 |
| Non-disabled female staff | £32.42 | £34.46 |
| Disabled male staff | £32.88 | £35.33 |
| Non-disabled male staff | £33.94 | £35.95 |

**Table 3.4 Gender and disability cross-sectional summary: median and mean pay gaps, 2026**

| Group A | Group B | Median pay gap | Mean pay gap |
|---|---|---|---|
| Non-disabled female staff | Disabled female staff | 1.97% | 6.27% |
| Disabled male staff | Disabled female staff | 3.35% | 10.15% |
| Non-disabled male staff | Disabled female staff | 6.36% | 8.58% |
| Disabled male staff | Non-disabled female staff | 4.48% | 4.14% |
| Non-disabled male staff | Non-disabled female staff | 1.40% | 2.46% |
| Non-disabled male staff | Disabled male staff | 3.12% | -1.75% |

*A **positive** pay gap indicates that the average hourly rate in Group A is **higher** than that of Group B.*
*A **negative** pay gap indicates that the average hourly rate in Group A is **lower** than that of Group B.*
*The pay gap represents the difference between the hourly earnings of the two groups.*

*Please see **A2.2 Appendix 2** for more detail on the methodology.*

Across the intersection of disability and gender, female staff with a disability had the lowest average salaries. Differences were larger than the overall disability pay gap (median zero per cent, and mean 3.5 per cent), and overall gender pay gaps (median 3.64 per cent, and mean 4.2 per cent).

A key driver of this was the lower proportion of women with a disability at higher grades – particularly at grades 12 and above. Women with a disability accounted for 13 per cent of all staff, but just 9 per cent of those at grades 12 and above. As such, 11 per cent of disabled women worked at grades 12 and above compared to 16 per cent of non-disabled women; 18 per cent of disabled men; and 20 per cent of non-disabled men.

## Ethnicity and gender

The ethnicity pay gap remains larger for men than for women. In 2026, Black, Asian and Minority Ethnic men continued to experience the largest ethnicity pay gap within this analysis.

There was little meaningful change in outcomes for men compared with 2025, with the median remaining stable and a slight increase in the mean. Among women, there was a slight reduction in the mean ethnicity pay gap and the median ethnicity pay gap reduced moderately. These changes reflect some improvement in representation across the middle and upper grades.

**Figure 3.3 – Median ethnicity pay gap by gender, 2021-26**

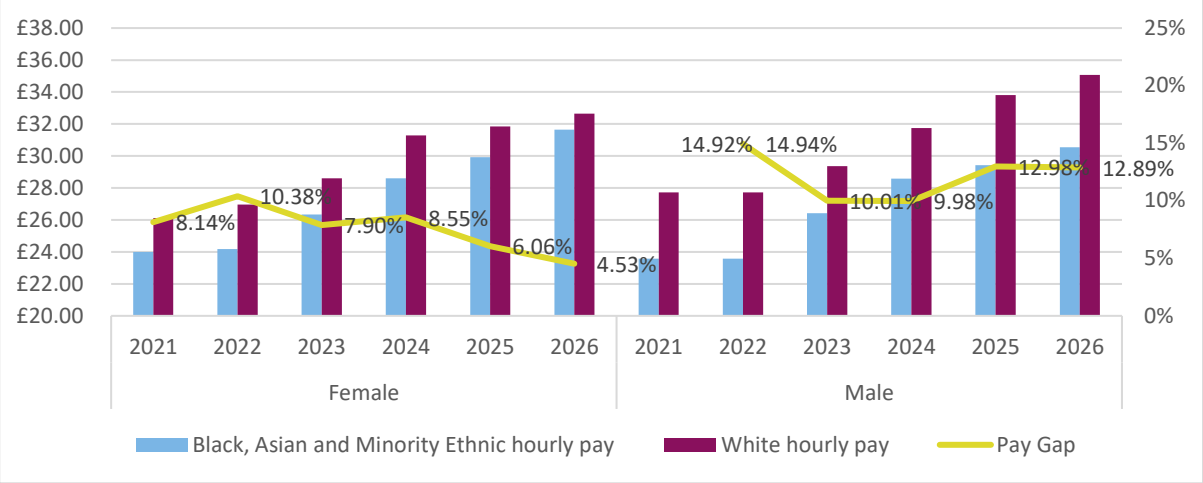



**Figure 3.4 – Mean ethnicity pay gap by gender, 2021-26**



*Women*

Whilst the number of female staff in the GLA has increased; the rate of increase was the same for Black, Asian and Minority Ethnic and White women at 3.3 per cent. Consequently, amongst female staff, 43 per cent are from Black, Asian and Minority Ethnic backgrounds – the same as 2025.

**Table 3.5 Proportion of Black, Asian and Minority Ethnic staff by quartile amongst female staff, 2025 and 2026**

| | Proportion Black, Asian and Minority Ethnic 2026 | Difference to GLA proportion 2026 | Proportion Black, Asian and Minority Ethnic 2025 | Difference to GLA proportion 2025 |
|---|---|---|---|---|
| Lower quartile | 53.7% | 10.7pp | 53.6% | 10.5pp |
| Lower-middle quartile | 45.9% | 2.9pp | 44.5% | 1.5pp |
| Upper-middle quartile | 37.6% | -5.5pp | 37.9% | -5.2pp |
| Upper quartile | 35.0% | -8.1pp | 36.2% | -6.9pp |
| All GLA | 43.1% | - | 43.1% | - |

As demonstrated in table 3.5, there was limited change in representation in the lower quartile. Despite this there were some changes amongst where staff sat. Generally, staff in the lower quartile work at grades 7 and below, whilst those at grade 8 tend to work across the lower quartile, and lower-middle quartile.

The lower-middle quartile has seen an increase in over-representation of Black, Asian and Minority Ethnic staff. Whilst the degree of underrepresentation in the upper-middle quartile has remained similar.

Over the year, the number of Black, Asian and Minority Ethnic staff working at grades 7 and below has dropped by 15 per cent (net decrease of 18), and the number of Black, Asian and Minority Ethnic women at grade 8 increased by 24 per cent (net increase of 16). Whereas amongst White women, the changes were smaller with a 6 per cent reduction working at grades 7 and below (net decrease of six) and a 2 per cent increase at grade 8 (net increase of two). Consequently, 26 per cent of Black, Asian and Minority Ethnic women work at grades 7 and below; and 22 per cent work at grade 8 compared to 32 per cent and 18 per cent respectively in 2025. Whilst 18 per cent of White women worked at

grades 7 and below down from 20 per cent last year, and the proportion working at grade 8 remained at 21 per cent in both years.

Despite increases at grade 8, changes across the other middle grades (grades 9 and 10) were similar for Black, Asian and Minority Ethnic and White women. As such, changes in quartile representation in the lower-middle quartile was limited to around 1.5 percentage points; and there was no effective change in the upper-middle quartile.

Taken together, the reduction in Black, Asian and Minority Ethnic women at grades 7 and below, and the increase at grade 8; alongside the limited change at grades 9 and 10, has increased the relative position of Black, Asian and Minority Ethnic women compared to White women. This has led to a moderate reduction in the median pay gap.

Despite these changes, changes amongst those on the highest salaries have limited the impact of changes at the lower end of the pay scale, contributing to only a slight reduction in the mean ethnicity pay gap. There was a reduction in the representation of Black, Asian and Minority Ethnic women in the upper quartile; and a change in where staff sit amongst those on the highest salaries.

The upper quartile tends to cover staff sitting at grades 12 and above. With staff at grade 11 working across the upper quartile and upper-middle quartile. Compared to 2025, there was a 7 per cent increase in Black, Asian and Minority ethnic women; and a 6 per cent increase in White women working at grades 11 and above. Increases amongst Black, Asian and Minority Ethnic women were split between grade 11 (where there was an 8 per cent increase in staff; and grades 12 and above (7 per cent increase)). Whereas, amongst White women there was an 8 per cent reduction in the number of staff working at grade 11; and a 13 per cent increase at grades 12 and above.

*Men*

Overall, there was little meaningful change in outcomes for men compared with 2025, with the median remaining stable and a slight increase in the mean. Table 3.6 presents the proportions of Black, Asian and Minority Ethnic staff by quartile amongst men for 2025 and 2026.

**Table 3.6 Proportion of Black, Asian and Minority Ethnic staff by quartile amongst male staff, 2025 and 2026**

| | Proportion Black, Asian and Minority Ethnic 2026 | Difference to GLA proportion 2026 | Proportion Black, Asian and Minority Ethnic 2025 | Difference to GLA proportion 2025 |
|---|---|---|---|---|
| Lower quartile | 55.9% | 20.4pp | 48.8% | 14.4pp |
| Lower-middle quartile | 34.2% | -1.3pp | 36.7% | 2.3pp |
| Upper-middle quartile | 30.5% | -5.0pp | 31.4% | -3.0pp |
| Upper quartile | 21.4% | -14.1pp | 20.8% | -13.6pp |
| All GLA | 35.5% | - | 34.4% | - |

*Cross-intersection analysis*

White staff continued to earn more on average than Black, Asian and Minority Ethnic staff regardless of gender. The key driver remains differences in representation at senior grades. Tables 3.7 and 3.8 present the average hourly rates and pay gaps across the intersection of gender and ethnicity.

**Table 3.7 Gender and ethnicity cross-sectional average hourly earnings**

| | Median hourly rates | Mean hourly rates |
|---|---|---|
| Black, Asian and Minority Ethnic male staff | £30.55 | £31.51 |
| White male staff | £35.07 | £37.34 |
| Black, Asian and Minority Ethnic female staff | £31.16 | £32.32 |
| White female staff | £32.64 | £35.09 |

**Table 3.8 Ethnicity and gender cross-sectional summary: median and mean pay gaps, 2026**

| Group A | Group B | Median pay gap | Mean pay gap |
|---|---|---|---|
| White male staff | Black, Asian and Minority Ethnic male staff | 12.89% | 15.62% |
| Black, Asian and Minority Ethnic male staff | Black, Asian and Minority Ethnic female staff | -2.00% | -2.57% |
| White female staff | Black, Asian and Minority Ethnic male staff | 6.84% | 11.36% |
| White male staff | Black, Asian and Minority Ethnic female staff | 11.15% | 13.44% |
| White female staff | Black, Asian and Minority Ethnic female staff | 4.53% | 7.89% |
| White male staff | White female staff | 6.93% | 6.03% |

*A **positive** pay gap indicates that the average hourly rate in Group A is **higher** than that of Group B.*
*A **negative** pay gap indicates that the average hourly rate in Group A is **lower** than that of Group B.*
*The pay gap represents the difference between the hourly earnings of the two groups.*

*Please see **A2.2 Appendix 2** for more detail on the methodology.*

White men continue to have the highest average earnings, while Black, Asian and Minority Ethnic colleagues are less well represented in the most senior grades.

Driving higher salaries amongst White men was an over-representation in the upper quartile. White men accounted for 23 per cent of staff across the organisation; but 31 per cent of staff in the upper quartile.

White women had the second highest salaries. Primarily through being over-represented in the upper-middle quartile (41 per cent of staff in the upper-middle quartile, but 37 per cent of staff overall); and under-represented in the lower quartile (31 per cent of the lower quartile).

Women from Black, Asian and Minority Ethnic backgrounds accounted for 27 per cent of staff overall; and were over-represented in the bottom two quartiles and under-represented in the upper-two quartiles. In all, accounting for 35 per cent of staff in the lower quartile; and 33 per cent of the lower-middle quartile; and 22 per cent the upper two quartiles.

The lowest salaries were amongst Black, Asian and Minority Ethnic men. The level of over-representation in the lowest quartile was particularly pronounced, accounting for 19 per cent of staff in the quartile compared to 12 per cent of staff across the GLA. Conversely, Black, Asian and Minority Ethnic men were under-represented in the upper quartile, accounting for 9 per cent of staff.

The findings reinforce the importance of improving progression and senior-level representation for Black, Asian and Minority Ethnic colleagues if the ethnicity pay gap is to narrow sustainably.

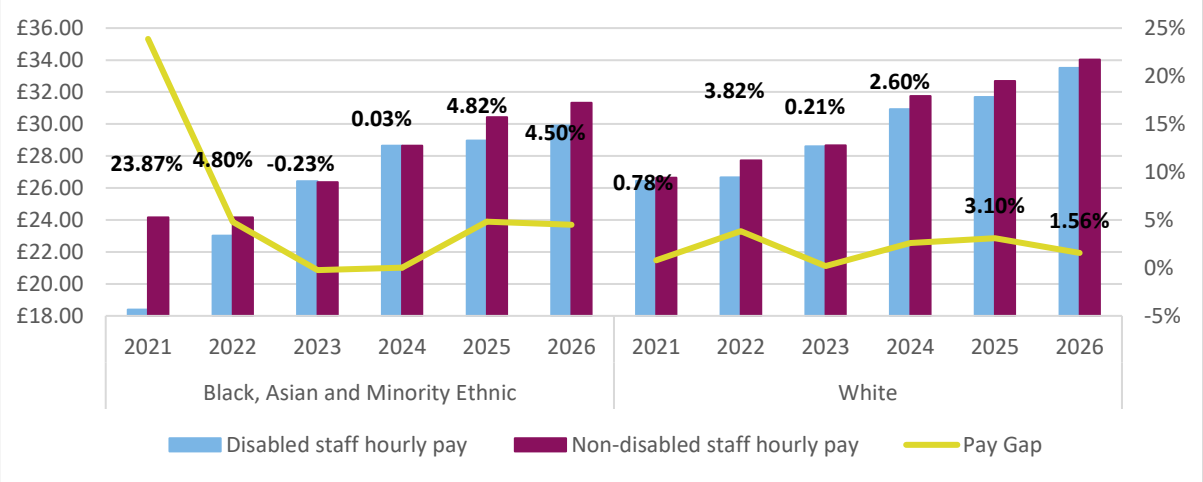
## Ethnicity and disability

The analysis of ethnicity and disability shows that colleagues who are both disabled, and from Black, Asian or Minority Ethnic backgrounds, experience the lowest average earnings.

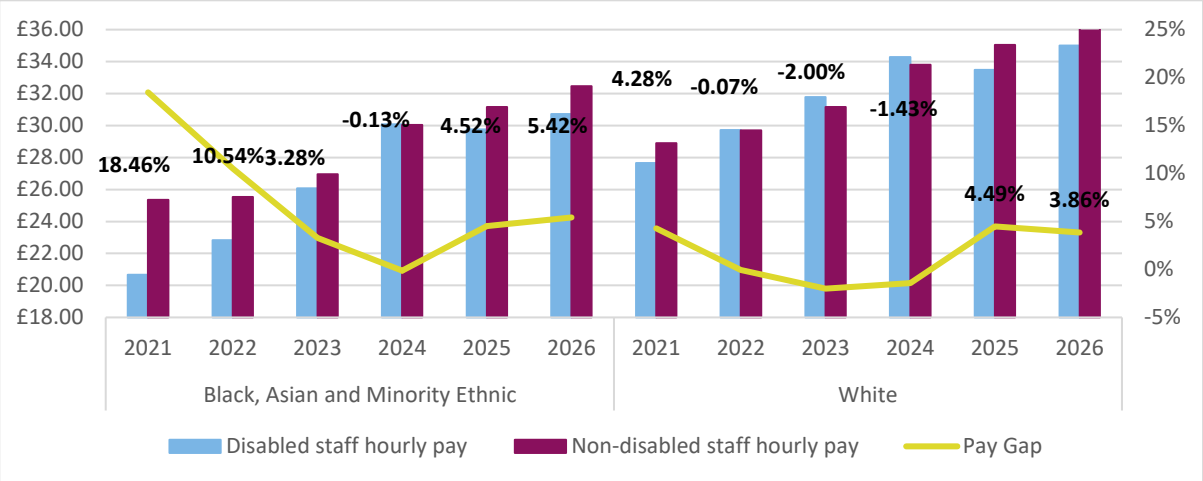
Significant differences in representation remain across grades, particularly at senior levels. Black, Asian and Minority Ethnic colleagues with a disability remain substantially under-represented in the highest-paid roles.

The findings suggest that ethnicity continues to have a stronger influence on pay outcomes than disability status alone. White staff earned more on average than Black, Asian and Minority Ethnic staff regardless of disability status.

### Figure 3.5 – Median disability pay gap by ethnicity, 2021-26




### Figure 3.6 – Mean disability pay gap by ethnicity, 2021-26



*Black, Asian and Minority Ethnic staff*

The median disability pay gap amongst Black, Asian and Minority Ethnic staff has remained stable; and there was a slight increase in the mean.

As shown in table 3.9, below, the change in representation across quartiles has remained relatively similar. Disabled staff remain under-represented in the upper two quartiles – the proportions are similar to last year's. Disabled staff are slightly more over-represented in the lower-middle quartile compared to 2025. Similarly, disabled staff are now slightly under-represented in the lower quartile, compared to being slightly over-represented in 2025.

**Table 3.9 Proportion of disabled staff by quartile amongst Black, Asian and Minority Ethnic staff, 2025 and 2026**

| | Proportion disabled 2026 | Difference to GLA proportion 2026 | Proportion disabled 2025 | Difference to GLA proportion 2025 |
|---|---|---|---|---|
| Lower quartile | 17.1% | -0.9pp | 19.8% | 0.8pp |
| Lower-middle quartile | 25.6% | 7.6pp | 24.6% | 5.6pp |
| Upper-middle quartile | 18.6% | 0.6pp | 19.8% | 0.8pp |
| Upper quartile | 10.0% | -7.1pp | 11.9% | -7.2pp |
| All GLA | 18.0% | - | 19.1% | - |

*White*

Amongst White staff there has been a moderate decrease in the median disability pay gap; and a slight decrease in the mean.

Over the year, the number of disabled White staff has increased by 11 per cent (net increase of 16); whilst non-disabled White staff declined slightly by 1 per cent (net decrease of nine). These changes have contributed to some shifts in where staff sit within the organisation; see table 3.10, below.

**Table 3.10 Proportion of disabled staff by quartile amongst White staff, 2025 and 2026**

| | Proportion disabled 2026 | Difference to GLA proportion 2026 | Proportion disabled 2025 | Difference to GLA proportion 2025 |
|---|---|---|---|---|
| Lower quartile | 25.1% | 3.1pp | 25.8% | 5.7pp |
| Lower-middle quartile | 20.9% | -1.1pp | 19.0% | -1.1pp |
| Upper-middle quartile | 23.6% | 1.6pp | 18.0% | -2.1pp |
| Upper quartile | 18.3% | -3.7pp | 17.5% | -2.6pp |
| All GLA | 22.0% | - | 20.1% | - |

Amongst White staff, the over-representation of disabled staff in the lowest grades has reduced. The number of disabled White staff at grades 7 and below has decreased by 9 per cent (net decrease of three staff), while the number of non-disabled White staff decreased by 10 per cent (net decrease of 11 staff). However, as the overall number of disabled White staff across the GLA has increased, the proportion of disabled White staff in grades 7 and below fell from 22 per cent to 18 per cent. This compares with a smaller decrease among non-disabled White staff (dropping from 18 per cent to 17 per cent).

There were also some changes in representation in the upper-middle quartile. This was driven by increases in the number of disabled White staff at grades 10 and 11. Compared to 2025, there was a 38 per cent increase in disabled White staff at grade 10 (net increase of eight); and a 46 per cent increase at grade 11 (net increase of six). Consequently, just under three in ten disabled White staff (29 per cent) worked at grades 10 and 11, up from 22 per cent in 2025. Amongst non-disabled staff, proportions have remained broadly flat, with 27 per cent of non-disabled White staff working at grades 10 and 11 – the same as 2025.

In all, the drop in the proportion of disabled White staff at grades 7 and below, and the increased proportion of disabled staff at grades 10 and 11, have driven reductions in the pay gaps.

However, declines in the pay gap – particularly the mean – were tempered by an increase in the proportion of non-disabled staff in the upper quartile. In particular, there has been an 8 per cent rise (net increase of nine) of non-disabled White staff working at grades 12 and above. As such, 21 per cent of non-disabled White staff work at grades 12 and above,

compared to 19 per cent last year. Amongst disabled White staff, there was a small net increase of one (a 4 per cent increase) at grades 12 and above; however, this was smaller than the overall increase in disabled White staff across the organisation (11 per cent). Consequently, 16 per cent of disabled White staff work at grades 12 and above, down from 17 per cent in 2025.

*Cross-intersection analysis*

The largest disadvantage identified in this section relates to the combined experience of disability and ethnicity. Improving progression and representation of disabled Black, Asian and Minority Ethnic colleagues at senior levels is likely to have the greatest impact on reducing these pay differences.

**Table 3.11 Ethnicity and disability cross-sectional average hourly earnings, 2026**

| | Median hourly rates | Mean hourly rates |
|---|---|---|
| Disabled Black, Asian and Minority Ethnic staff | £29.91 | £30.71 |
| Non-disabled Black, Asian and Minority Ethnic staff | £31.32 | £32.47 |
| Disabled White staff | £33.51 | £35.00 |
| Non-disabled White staff | £34.04 | £36.40 |

**Table 3.12 Ethnicity and disability cross-sectional summary: median and mean pay gaps, 2026**

| Group A | Group B | Median pay gap | Mean pay gap |
|---|---|---|---|
| Non-disabled White staff | Disabled Black, Asian and Minority Ethnic staff | 12.13% | 15.63% |
| Disabled White staff | Disabled Black, Asian and Minority Ethnic staff | 10.74% | 12.26% |
| Non-disabled Black, Asian and Minority Ethnic staff | Disabled Black, Asian and Minority Ethnic staff | 4.50% | 5.42% |
| Disabled White staff | Non-disabled Black, Asian and Minority Ethnic staff | 6.54% | 7.23% |
| Non-disabled White staff | Non-disabled Black, Asian and Minority Ethnic staff | 8.68% | 12.10% |
| Disabled White staff | Non-disabled White staff | 1.56% | 3.86% |

*A **positive** pay gap indicates that the average hourly rate in Group A is **higher** than that of Group B.*
*A **negative** pay gap indicates that the average hourly rate in Group A is **lower** than that of Group B.*
*The pay gap represents the difference between the hourly earnings of the two groups.*

*Please see **A2.2 Appendix 2** for more detail on the methodology.*

Driving lower pay amongst Black, Asian and Minority Ethnic staff with a disability was the lower proportion working at higher grades.

Disabled Black, Asian and Minority Ethnic staff account for 7 per cent of staff across the intersection of disability and ethnicity. Black, Asian and Minority Ethnic staff with a disability were slightly over-represented at grades 7 and below, and at grades 8 and 9 – accounting for 10 per cent of staff in each of these grading groups.

However, Black, Asian and Minority Ethnic staff with a disability were under-represented at grades 10 and above. Only 18 per cent of Black, Asian and Minority Ethnic disabled staff work at grades 10 and above – compared to 33 per cent of Black, Asian and Minority Ethnic non-disabled staff; 45 per cent of White disabled staff; and 47 per cent of non-disabled White staff.

Further, only 8 per cent of Black, Asian and Minority Ethnic staff worked at grades 12 and above – compared to 13 per cent of non-disabled Black, Asian and Minority Ethnic staff; 16 per cent of White staff with a disability; and 21 per cent of non-disabled White staff.

# 4. GLA 2026 Pay Gap Reporting Action Plan

Across all three protected characteristics, the analysis in this report points to a common issue: differences in representation at the most senior levels of the organisation remain a key driver of pay gaps.

Addressing this is already a focus of our work, and it will remain so.

Our action plan continues to put particular emphasis on:

- actions to increase declaration rates, through employee engagement and monitoring.
- actions to increase representation of Black, Asian and Minority Ethnic staff; disabled staff; and female staff at grades 12 and above, by strengthening our performance in recruitment, progression, succession planning and retention.

It also includes two actions to support staff going through the menopause, ahead of the government's requirement for these from 2027.

| Pay gap | Type of action | Action | Owner | Timeline | Measure(s) of success |
|---|---|---|---|---|---|
| **Ethnicity and disability** | Embedded focus: declaration rates | **Maintain and enhance declaration rates.**<br><br>**Action:** Continue to engage new starters via corporate induction and targeted emails.<br><br>**Action:** Quarterly monitoring of declaration rates; and, where required, interventions developed to improve them. | HR Director | March 2027 | Achieve increased declaration rate of 95 per cent or more. |
| **Gender, ethnicity and disability** | Embedded focus: representation | **Increase representation at grades 12 and above**<br><br>**Action:** Continue to strengthen inclusive recruitment, and acting-up opportunities, to increase the representation of women; disabled colleagues; and Black, Asian and Minority Ethnic colleagues in senior roles.<br><br>Progress will be monitored through quarterly workforce analysis to identify where further intervention is required. | Head of Recruitment and Executive Directors | March 2028 | Increase the proportion of Black, Asian and Minority Ethnic staff, and disabled colleagues, in grades 12 and above by an average of four percentage points in each group by March 2028. |

| Pay gap | Type of action | Action | Owner | Timeline | Measure(s) of success |
|---|---|---|---|---|---|
| **Gender, ethnicity and disability** | New focus: senior representation | **Strengthen progression into Grades 12 and above**<br><br>**Action:** Use workforce and talent data to identify where under-represented colleagues are not progressing into senior roles; and use this insight to strengthen talent identification, career development, acting-up opportunities and succession planning. | HR Director | March 2028 | Increased progression of Black, Asian and Minority Ethnic staff; disabled staff; and women into grades 12 and above. Improved representation at grades 12 and above year on year. Evidence of improved diversity within succession and talent pipelines. |
| **Menopause** | New focus: workplace support | **Improve menopause support**<br>**Action:** Offer and promote appropriate workplace adjustments for employees experiencing menopause, supported by manager guidance and awareness initiatives. | HR Director | March 2027 | Employees are made aware of available menopause support and workplace adjustments. Positive feedback obtained on menopause support through employee surveys, networks or feedback mechanisms. |
| **Menopause** | New focus: risk assessment | **Understand menopause-related workplace risks**<br>**Action:** Conduct a menopause risk assessment; and develop an action plan to address any identified risks, barriers or areas for improvement. | HR Director | March 2027 | Menopause risk assessment completed. Action plan developed and implemented. Evidence that findings inform workforce wellbeing, health and inclusion activity. |

# 5. Conclusion

The 2026 pay-gap analysis presents a mixed but generally positive picture. Representation of women; disabled staff; and Black, Asian and Minority Ethnic staff is now at its highest recorded level. This demonstrates continued progress towards building a workforce that reflects the diversity of London.

The most significant improvement this year was in the disability pay gap, where the median gap closed completely. The gender pay gap also remained relatively small and broadly stable.

However, challenges remain. The ethnicity pay gap increased modestly during the year, and remains the largest of the pay gaps reported. Across all three areas, the analysis points to a common underlying issue: some groups remain under-represented in the most senior grades of the organisation.

The intersectional analysis shows that some groups experience greater disadvantage because they belong to more than one under-represented group – particularly disabled women; and disabled Black, Asian and Minority Ethnic colleagues.

The analysis suggests that the organisation’s principal challenge is no longer increasing representation across the workforce as a whole, but ensuring that progress is reflected at the most senior levels. The action plan therefore focuses on increasing representation in the most senior roles, by improving progression and strengthening recruitment and retention. These actions are intended to address the factors most strongly associated with persistent pay gaps.

# Appendix 1: Detailed breakdown of pay gaps

## Ethnicity pay gap

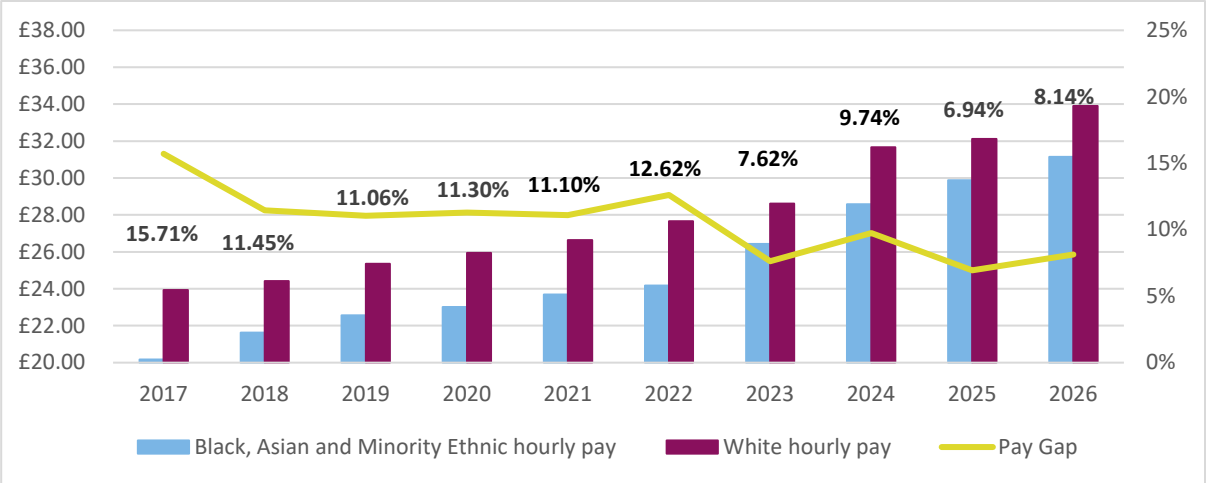
### Overall

This section provides a detailed breakdown of our ethnicity pay gap. We compare the overall ethnicity pay gap between Black, Asian and Minority Ethnic staff, and White staff, taken as a whole. There is further analysis by separate ethnic groups (Asian or Asian British; Black or Black British; staff from a mixed or multiple ethnic group; and staff from other ethnic groups). Our ethnicity groupings reflect those in the 2021 Census. The White group includes White British; White Irish; Gypsy or Irish Traveller; Roma; and White Other.

In all, 92 per cent of staff considered for pay-gap reporting purposes had shared details of their ethnic background. This represents an increase of about one percentage point compared to 2025, when our declaration rate was 91 per cent.

On 31 March 2026, 40 per cent of our staff were from Black, Asian and Minority Ethnic backgrounds – about the same proportion as 2025. However, the number of Black, Asian and Minority Ethnic staff has increased by 2.5 per cent – from 529 in 2025 to 542 in 2026. The number of White staff has remained broadly the same, with 799 White staff in 2026 compared to 796 in 2025.

**Figure 1.1 – Median ethnicity pay gap, 2017-26**




On 31 March 2026, our median ethnicity pay gap was 8.14 per cent. This represents a modest increase of around one percentage point since 2025, when the median ethnicity pay gap was 6.94 per cent. See figure 1.1, above.

Whilst the number of White staff considered for pay-gap reporting has remained broadly stable, there have been some changes in where these staff sit within the organisation. Similarly, alongside an increase in the number of Black, Asian and Minority Ethnic staff, there have also been changes in where these staff sit within the organisation.

Changes in the distribution of staff across the middle grades (8 to 10) – particularly increases in proportion of Black, Asian and Minority Ethnic staff at grade 8, and White staff at grades 9 and 10 – have driven changes in the median pay gap.

Over the past year, there has been a 19 per cent increase (net increase of 17) in the number of Black, Asian and Minority Ethnic staff working at grade 8. Consequently, in 2026, around one in five (20 per cent) of Black, Asian and Minority Ethnic staff work at grade 8. This was about three percentage points higher than the proportion in 2025 (17 per cent). At the same time, there was a 3 per cent decrease in the number of White staff (net reduction of four) at grade 8; in 2026, 18 per cent of White staff work at grade 8, compared to 19 per cent in 2025.

At grade 9, there has been a 5 per cent increase (net increase of seven) in the number of White staff. In all, 18 per cent of White staff work at grade 9 compared to 17 per cent in 2025.

The number of Black, Asian and Minority Ethnic staff at grade 9 also increased (by 3 per cent, or a net increase of three individuals). However, this increase was broadly in line with the overall growth in Black, Asian and Minority Ethnic staff across the organisation. As such, the proportion of Black, Asian and Minority Ethnic staff at grade 9 remained the same as 2025, at 19 per cent.

The number of White staff at grade 10 increased by 4 per cent (net increase of five). Overall, 18 per cent of White staff were working at grade 10. This is the same proportion as 2025, but underlying this was an increase of around 0.5 percentage points.

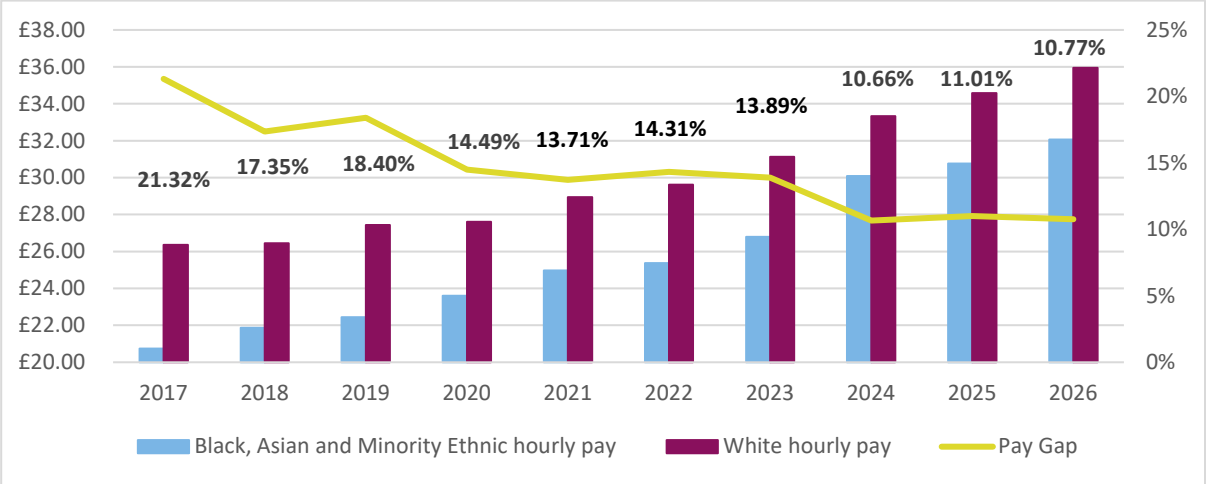
There was a 3 per cent increase (a net increase of two staff) in the number of Black, Asian and Minority Ethnic staff working at grade 10. This increase broadly reflects overall growth across the organisation; consequently, the proportion working at grade 10 remained unchanged, at 12 per cent in both 2025 and 2026.

Taken together, considering staff employed at the middle grades the proportion of Black, Asian and Minority Ethnic staff working at grade 8 has increased. Whilst the proportion of White staff at grades 9 and 10 has increased.

In 2026, 39 per cent of Black, Asian and Minority Ethnic staff employed between grades 8 and 10 worked at grade 8, compared to 35 per cent in 2025. Consequently, the proportion working at grades 9 and 10 was 38 and 24 per cent respectively, compared to 40 and 25 per cent last year.

Amongst White staff, 33 per cent worked at grade 8, compared to 35 per cent in 2025. The proportion working at grade 9 was 33 per cent (up from 32 per cent in 2025); and at grade 10, it was 34 per cent (compared to 33 per cent in 2025).

**Figure 1.2 – Mean ethnicity pay gap, 2017-26**




On 31 March 2026, we had a mean ethnicity pay gap of 10.77 per cent (see figure 1.2). Our mean ethnicity pay gap has remained broadly stable from 2025. However, there were some underlying changes in where staff sit in the organisation.

Compared to last year, the proportion of Black, Asian and Minority Ethnic staff employed at grades 3 and below has decreased. There was a 20 per cent decrease (net reduction of eight) of Black, Asian and Minority Ethnic staff working at grades 3 and below. Consequently, 6 per cent of all Black, Asian and Minority Ethnic staff work at grades 3 and below, down from 8 per cent in 2025. Amongst White staff, the proportion working at grades 3 and below has remained broadly stable, at 3 per cent in both 2026 and 2025.

This change would contribute to a reduction in the mean pay gap. However, the impact of the changes at the lower end of the pay scale have been limited – in part, through changes at the upper ends of the pay scale.

Over the year, the number of Black, Asian and Minority Ethnic staff, and White staff, working at grades 10 and above has increased. Over the year, there has been a net increase of seven Black, Asian and Minority Ethnic staff employed at grades 10 and above (a 4 per cent increase). However, this growth has been focused at grades 10 and 11, with a net increase of six (a 6 per cent increase). At grades 12 and above, there was a smaller increase of one Black, Asian and Minority Ethnic staff member (an increase of 2 per cent).

Consequently, among Black, Asian and Minority Ethnic staff at grades 10 and above, the proportion employed at grades 10 and 11 has increased compared to 2025, while the proportion at grades 12 and above has decreased. In 2026, 63 per cent of Black, Asian

and Minority Ethnic staff at grades 10 and above were at grades 10 and 11 (compared to 62 per cent in 2025); and 37 per cent were at grades 12 and above (compared 38 per cent in 2025).

However, as the total number of Black, Asian and Minority Ethnic staff has increased across the organisation, the proportions employed at grades 10 and above have remained similar. In 2026, 31 per cent of Black, Asian and Minority Ethnic staff were employed at grades 10 and above – the same in 2025. The proportion employed at grades 12 and above was 12 per cent in both 2025 and 2026.

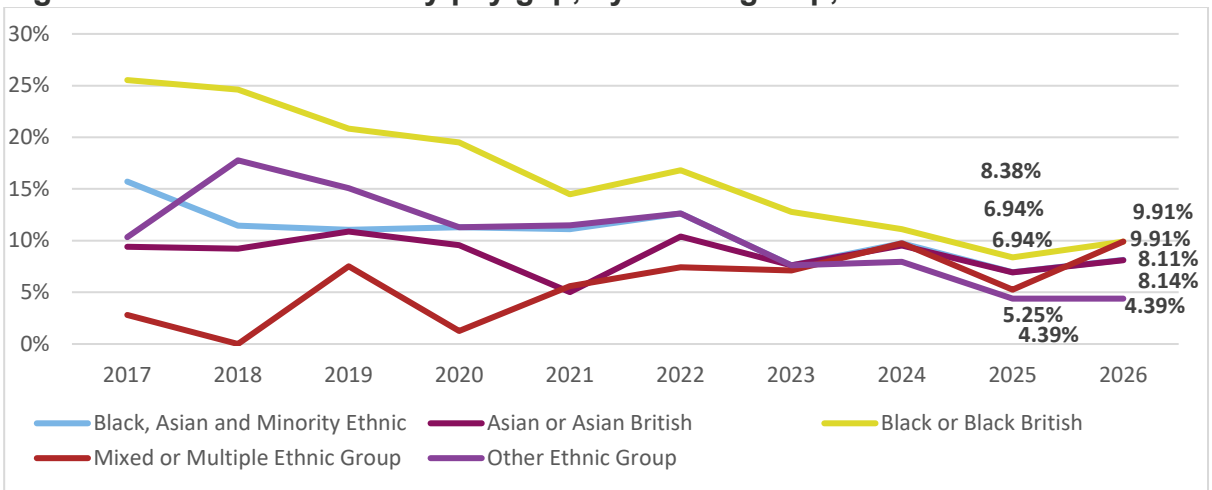
Amongst White staff, there was a 4 per cent increase at grades 10 and above. This comprises a net increase of six (equivalent to 3 per cent) at grades 10 and 11; and an increase of eight (equivalent to 5 per cent) at grades 12 and above.

Consequently, among White staff at grades 10 and above, the proportion employed at grades 10 and 11 has decreased slightly compared to 2025, while the proportion at grades 12 and above has increased. In 2026, 58 per cent of White staff working at grades 10 and above were employed at grades 10 and 11 (59 per cent in 2025); and 42 per cent were at grades 12 and above (41 per cent in 2025).

As a result of these changes, the proportion of White staff employed at grades 10 and above, as well as at grades 12 and above, has increased by one percentage point over the year. With 46 per cent employed grades 10 and above and 20 per cent at grades 12 and above; compared to 45 per cent and 19 per cent respectively in 2025.

The increase in the proportion of White staff working at higher grades, particularly 12 and above, reduces the impact of the decrease in Black, Asian and Minority Ethnic staff at grades 3 and below. Consequently, the mean pay gap has remained stable, with a reduction of 0.24 percentage points.

**Figure 1.3 – Median ethnicity pay gap, by ethnic group, 2017-26**



There were modest increases in the median pay gap for Asian and Black staff. The median ethnicity pay gap for Asian staff was 8.11 per cent, compared to 6.94 per cent in 2025. The median ethnicity pay gap for Black staff was 9.91 per cent, compared to 8.38 per cent in 2025.

There were also large increases in the median pay gap for staff from mixed or multiple ethnic backgrounds, with an increase of about five percentage points. This year, the median ethnicity pay gap for staff from mixed or multiple ethnic backgrounds was 9.91 per cent.

The median pay gap for staff from other ethnic groups was 4.39 per cent, the same as 2025. See figure 1.3.

### Asian staff

Overall, there were 217 Asian staff considered for pay-gap reporting (unchanged from 2025). However, there have been important shifts in grade distribution that help explain changes in the pay gap.

The median pay gap amongst Asian staff was primarily driven by a growth in staff at grade 8. Over the year, there was a 23 per cent increase in the number of Asian staff at grade 8 (net increase of eight staff); with 20 per cent now employed at grade 8, up from 18 per cent in 2025.

There was a net reduction of five Asian staff across grades 9 and 10. However, any impact of the median, was offset by a net increase of five Asian staff at grades 12 and above.

### Black staff

Over the year, the number of Black staff has increased by around 3 per cent, with a net increase of seven staff.

Overall, there has been a notable shift of Black staff towards the middle grades, with reductions in both the lower and upper grades. There was a 6 per cent decrease (net reduction of four) in the number of Black staff at grades 7 and below; and a 16 per cent decrease (net reduction of 3) at grades 12 and above.

However, the distribution of Black staff across the middle grades (grades 8 to 10) has remained similar to 2025; changes amongst White staff across these grades are slightly larger.

The number of Black staff working between grades 8 and 10 increased by 12 per cent (net increase of 10). This growth was fairly evenly distributed across grades 8 (increase

of 11 per cent), 9 (increase of 14 per cent) and 10 (increase of 12 per cent). Overall, 48 per cent of Black staff worked at these grades, compared to 44 per cent in 2025.

Consequently, among Black staff within grades 8 to 10, the proportions at each grade remain broadly similar to 2025. In 2026, 34 per cent worked at grade 8 (compared to 35 per cent in 2025); and 45 per cent at grade 9 (44 per cent in 2025). In each case, the underlying differences were small (around 0.5 percentage points). The proportion at grade 10 was unchanged (21 per cent).

By comparison, the overall ethnicity analysis showed a slightly different pattern amongst White staff, with a slightly sharper decline in the proportion working at grade 8; and increases at grades 9 and 10.

Overall, the relative stability in the distribution of Black staff across grades 8 to 10, compared with the slight shift among White staff towards grades 9 and 10 and away from grade 8, has contributed to a moderate widening of the median pay gap.

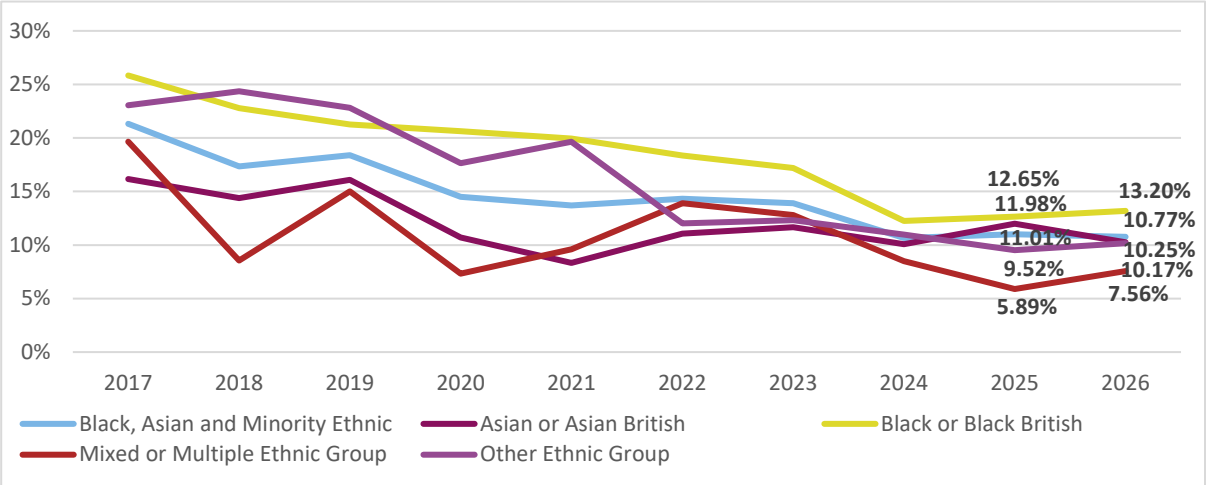
### Mixed staff

The number of staff from mixed or multiple ethnic backgrounds has increased by 10 per cent since 2025. This year, there were 97 staff from mixed or multiple ethnic backgrounds, compared to 88 in 2025.

The growth in the numbers of staff from mixed or multiple ethnic backgrounds was concentrated at grade 8 (19 per cent, or net increase of four), and grade 10 (25 per cent increase, or net increase of three). At the lower end of the pay scale, at grades 7 and below, there was a net increase of one; and at grades 11 and above, there was no net increase.

Consequently, a lower proportion of staff from mixed or multiple ethnic backgrounds work at the highest grades, compared to 2025. Overall, 21 per cent of staff from mixed or multiple ethnic backgrounds worked at grades 11 and above compared to 23 per cent in 2025. Amongst White staff, the proportion has increased slightly to 28 per cent compared to 27 per cent in 2025. This has shifted the relative position of staff from mixed or multiple ethnic backgrounds, moving lower on the pay scale – increasing the median pay gap.

**Figure 1.4 – Mean ethnicity pay gap, by ethnic group 2017-26**




Changes in the mean pay gaps across ethnic groups tended to be more minimal than the median. There were moderate changes to the mean pay gap for Asian staff; and for those from mixed or multiple ethnic backgrounds. There were only slight changes in the mean pay gap amongst Black staff, and those from other ethnic backgrounds.

See figure 1.4.

## Asian staff

There was a moderate drop in the mean pay gap amongst Asian staff, of around two percentage points. The mean ethnicity pay gap amongst Asian staff was 10.25 per cent – down from 11.98 per cent in 2025.

The key driver of this was increases in the number of Asian staff at the higher end of the pay scale; but there were also reductions in the proportions of Asian staff working at the lowest grades. Over the year there was an 11 per cent decrease (net decrease of eight) of Asian staff at grades 7 and below; and a 21 per cent increase (net increase of five) at grades 12 and above.

As such, the differential between the proportions of Asian staff and White staff at the lowest and highest grades has reduced. Overall, in 2026, 29 per cent of Asian staff worked at grades 7 and below, compared to 17 per cent of White staff. In 2025, 33 per cent of Asian staff worked at these grades, compared to 19 per cent of White staff.

Similarly, 13 per cent of Asian staff, and 20 per cent of White staff, work at grades 12 and above in 2026. This compares to 11 and 19 per cent, respectively, in 2025.

## Mixed staff

There was a fall in the proportion of staff from mixed or multiple ethnic backgrounds at grades 11 and above. This widened the median pay gap, by shifting the relative median position of staff from mixed or multiple ethnic staff lower in the pay scale; however, the impact on the mean was more limited. This was due to the growth in the number of mixed and multiple ethnic staff being concentrated in the middle grades of the pay scale (grades 8 and 10), rather than at the lower end.

Over the year, a 5 per cent increase (a net increase of one) in the number of staff from mixed or multiple ethnic backgrounds at grades 7 and below was lower than the overall growth across all grades. As a result, 24 per cent of staff from mixed or multiple ethnic backgrounds worked at grades 7 and below compared to 25 per cent last year.

As a result – despite a reduction in the proportion of staff from mixed or multiple ethnic backgrounds on the highest pay grades – the impact on the average salary was offset by a reduction in the proportion on lower salaries; and growth in middle grades. This shifted the distribution toward the centre of the pay scale, resulting in moderate increase in the mean pay gap.

### Workforce composition

On 31 March 2026, 1,461 staff were considered for pay-gap reporting purposes. See table 1.1, below, for a breakdown.

Compared to 2025, the number of staff considered for pay-gap reporting has remained relatively stable. Despite this stability, through a mix of recruitment and increased declaration rates, the number of Black, Asian and Minority Ethnic staff has, notably, seen a net increase of 13 (a 2.5 per cent increase). The number of White staff has remained stable: a net increase of three staff (a 0.4 per cent increase).

The 2026 pay-gap analysis included 18 staff who did not disclose their ethnic backgrounds in 2025, but did so this year. Seven of these were from Black, Asian and Minority Ethnic backgrounds.

Also in 2026, 155 new starters provided details of their ethnic background; of these, 48 per cent were from Black, Asian and Minority Ethnic backgrounds.

Black, Asian and Minority Ethnic staff now account for 40.4 per cent of staff with a known ethnic background. This is the highest proportion recorded since pay-gap reporting began; and an increase of 0.5 percentage points from 2025.

Table 1.1, below, shows data from 2021 onwards. Data since 2017 (when pay-gap reporting began) is available on the London Datastore.

This year, the GLA has benchmarked against London's economically active population. In previous pay gap reports, the GLA benchmarked against London's working-age population. The change in the benchmark reflects a standardisation of benchmarks between organisations across the GLA Group.

The latest workforce report shows that 42 per cent of London's economically active population is from Black, Asian and Minority Ethnic backgrounds.[3]

**Table 1.1 Workforce composition – ethnicity**

| | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---|---|---|---|---|---|---|
| Number of Black, Asian and Minority Ethnic staff | 326 | 386 | 417 | 439 | 529 | 542 |
| Number of White staff | 742 | 757 | 735 | 742 | 796 | 799 |
| Total (declared) | 1,068 | 1,143 | 1,152 | 1,181 | 1,325 | 1,341 |
| % Black, Asian and Minority Ethnic (declared) | 30.5% | 33.8% | 36.2% | 37.2% | 39.2% | 40.4% |
| Number of staff with unknown status | 61 | 55 | 153 | 184 | 132 | 120 |
| Total (all staff – including unknown) | 1,129 | 1,198 | 1,305 | 1,365 | 1,457 | 1,461 |
| Declaration rate | 94.6% | 95.4% | 88.3% | 86.5% | 90.9% | 91.8% |
| % Black, Asian and Minority Ethnic (all staff – including unknown) | 28.9% | 32.2% | 32.0% | 32.2% | 36.3% | 37.1% |

[3] GLA, Salaries, expenses, benefits and workforce information

**Table 1.2 – Proportion of jobs within pay band that are staffed by Black, Asian and Minority Ethnic employees**

| | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 | Total staff at salary band 2026 |
|---|---|---|---|---|---|---|---|
| Less than £20,000 | N/A | N/A | N/A | N/A | N/A | N/A | 0 |
| £20,000 to £29,999 | 52% | 71% | 73% | 36% | 54% | 57% | 30 |
| £30,000 to £39,999 | 43% | 47% | 45% | 43% | 45% | 54% | 56 |
| £40,000 to £49,999 | 31% | 35% | 34% | 36% | 47% | 45% | 159 |
| £50,000 to £59,999 | 26% | 25% | 30% | 36% | 37% | 42% | 398 |
| £60,000 to £69,999 | 14% | 14% | 23% | 25% | 36% | 37% | 393 |
| £70,000 to £79,999 | 21% | 29% | 30% | 32% | 25% | 26% | 164 |
| £80,000 to £89,999 | 16% | 23% | 30% | 28% | 30% | 28% | 109 |
| £90,000 to £99,999 | 0% | <5 | <5 | 28% | 33% | 29% | 70 |
| £100,000 and over | 15% | 19% | 14% | 16% | 19% | 22% | 82 |

Across the GLA, the proportion of staff from Black, Asian and Minority Ethnic backgrounds (compared to all staff, rather than just those with a known ethnic background) was 37 per cent. Across most pay bands below £80,000, the proportion of Black, Asian and Minority Ethnic staff has increased – particularly amongst those earning between £50,000 and £59,999. This pay band accounted for 398 staff in 2026; and saw a five-percentage point increase to 42 per cent. As noted in the report, there has been a large increase in staff working at grade 8. Generally, GLA staff at grade 8 fall within the £50,000-£59,999 pay band.

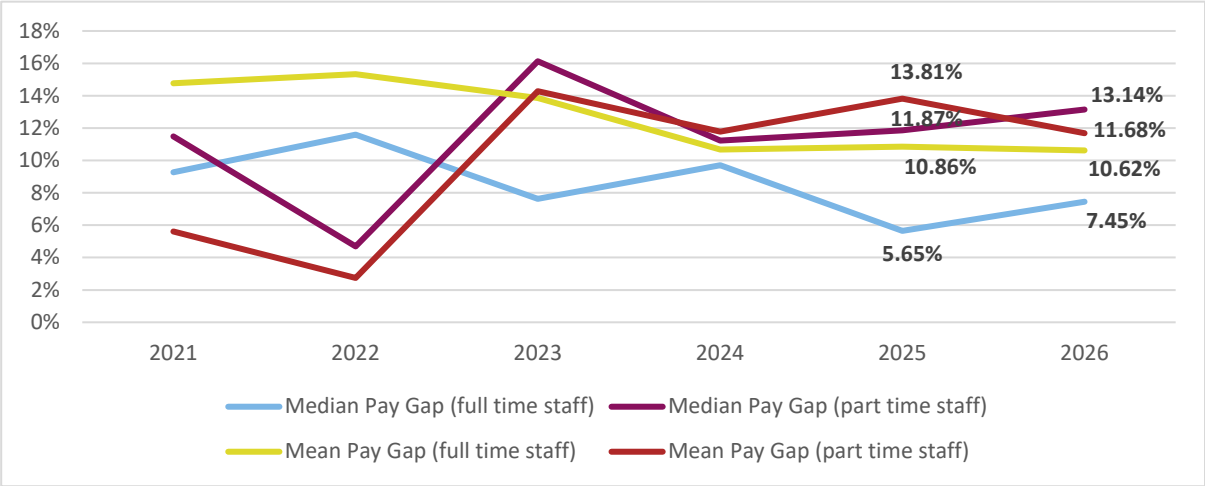
There has also been a large increase in the proportion of Black, Asian and Minority Ethnic staff earning £30,000 to £39,000 – although there was also a reduction of staff overall within the pay band. In total, 56 staff earned between £30,000 and £39,999 – compared to 82 last year.

The proportion of Black, Asian and Minority Ethnic staff in pay bands between £80,000 and £99,999 has decreased. However, amongst the highest earners (£100,000 and over), the proportion of Black, Asian and Minority Ethnic staff has increased by three percentage points. See table 1.2, above.

### Full-time/part-time status

Figure 1.5, below, shows that, for full-time workers, the overall median ethnicity pay gap is 7.45 per cent, while the mean ethnicity pay gap was 10.62 per cent. For part-time workers, the median and mean pay gaps are higher (13.14 per cent and 11.68 per cent respectively).

**Figure 1.5 – Ethnicity pay gap by full-time and part-time status, 2021-26**




Amongst part-time staff there was a moderate increase in the median pay gap compared to 2025. There was also a notable fall in the mean pay gap, to 11.68 per cent – compared to 13.81 per cent in 2025.

The reduction in the mean pay gap amongst part-time staff was primarily driven through an increase in the proportion of Black, Asian and Minority Ethnic staff working part-time at grades 10 and above. Amongst part-time staff, 29 per cent of those from Black, Asian and Minority Ethnic backgrounds work at grades 10 and above – compared to 22 per cent last year. Amongst White staff, proportions have remained similar. In all 50 per cent of White staff working part-time are at grades 10 and above, compared to 48 per cent last year.

However, faster decreases in the proportion of White staff working at grades 7 and below have caused the median pay gap to increase. Overall, 16 per cent of White staff working part-time were at grades 7 and below, compared to 23 per cent last year. Amongst Black, Asian and Minority Ethnic staff, 34 per cent worked at grades 7 and below – compared to 38 per cent in 2025.

Overall, 35 Black, Asian and Minority Ethnic staff, and 88 White staff, worked part-time. As numbers are relatively small the pay gaps amongst part-time staff can fluctuate.

As the vast majority of staff work full-time (accounting for 91 per cent of those with a known ethnic group), the changes in the pay gaps broadly follow those for the overall pay

gap. However, the mean saw a slight decrease to 10.62 per cent in 2026, from 10.86 per cent in 2025. The overall mean pay gap remained stable.

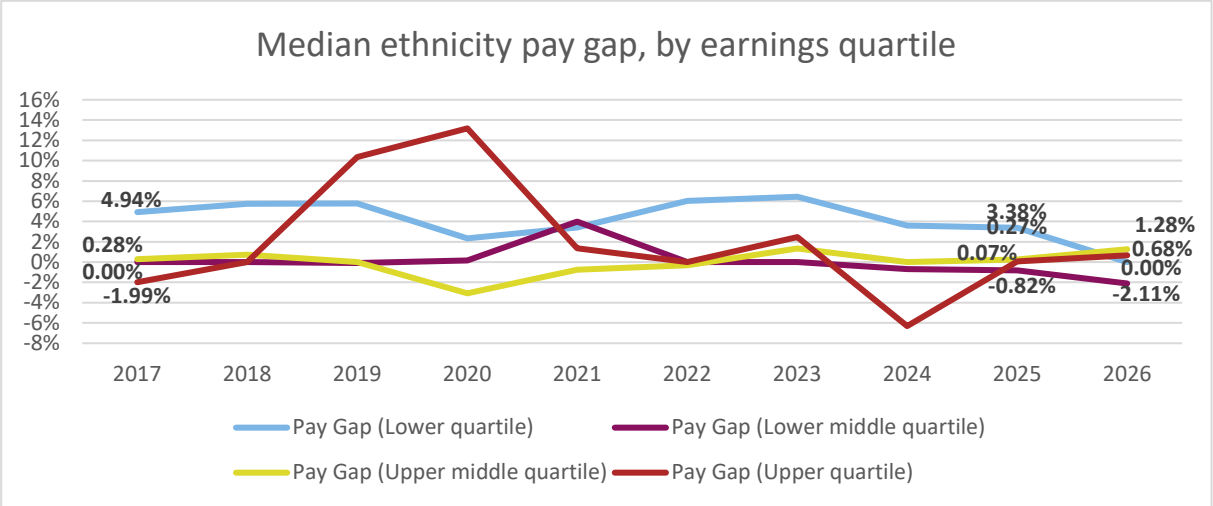
**Earning quartile**

Analysing by earnings quartile means dividing our workforce into four equal-sized groups, and separating them according to the hourly pay rate. This starts from the lowest-paid to the highest-paid. This methodology informs the analysis of pay gaps within these four groups.

The median pay gap in the lower quartile has closed (zero per cent), down from 3.38 per cent in 2025. Across other quartiles, changes in the median pay gaps were, at most, modest – with changes of under one-and-a-half percentage points.

The changes in the mean were similar. The pay gap in the lower quartile narrowed from 3.66 per cent in 2025 to 0.92 per cent this year. Changes across other quartiles were stable, with changes of less than half a percentage point compared to last year. There remains a notable mean pay gap in the upper quartile. See figures 1.6 and 1.7, below.

**Figure 1.6 – Median ethnicity pay gap, by earnings quartile, 2017-26**




*Per cent Black, Asian and Minority Ethnic (2026): lower quartile: 54 per cent; lower-middle quartile: 44 per cent; upper-middle quartile: 33 per cent; upper quartile: 30 per cent*

While quartiles do not always map exactly to grades, the lower quartile tends to comprise staff at grades 7 and below.

Overall, for both White staff, and Black, Asian and Minority Ethnic staff, there has been a reduction in staff employed at grades 7 and below. There was a net reduction of 14 Black, Asian and Minority Ethnic staff (an 8 per cent decrease); and a net reduction of 14 White staff (9 per cent decrease).

However, the biggest change amongst Black, Asian and Minority staff has been at grades 3 and below – since last year, the proportion of these staff, at these grades, has decreased by 20 per cent (net reduction of eight). Consequently, 6 per cent of all Black, Asian and Minority Ethnic staff now work at grades 3 and below, down from 8 per cent in 2025.

Amongst White staff, the proportion working at grades 3 and below has remained broadly stable, with a net reduction of one. Overall, 3 per cent of White staff work at grades 3 and below in 2026 (the same as 2025). The reduction in Black, Asian and Minority Ethnic staff at grades 3 and below was split between apprentices (those on the London Living Wage or employed at grade 1); and those employed at grades 2 and 3. There was a net reduction of five apprentices (22 per cent decrease); and a net reduction of three staff at grades 2 and 3 (18 per cent decrease).

The number of White staff at grades 3 and below has remained similar – but the number of White apprentices; those on the London Living Wage or at grade 1, has doubled (net increase of six). There was also a net reduction of seven White staff at grades 2 and 3 (39 per cent decrease).

Consequently, for White staff at grades 3 and below, 52 per cent were apprentices; those on the London Living Wage; or at grade 1. This compares to just 25 per cent in 2025.

In the upper half of the lower quartile – amongst staff employed at grades 4 to 7 – there has been a greater reduction in the number of White staff (a net reduction of 13, or a 10 per cent decrease), than for Black, Asian and Minority Ethnic staff (a net reduction of six, or a 4 per cent decrease).

Consequently, amongst staff at grades 7 and below the disparity between Black, Asian and Minority Ethnic staff and White staff has narrowed. This year, Black, Asian and Minority Ethnic staff account for 58 per cent of those at grades 3 and below (63 per cent in 2025); and 52 per cent of those at grades 4 to 7 (51 per cent in 2025).

Whilst the lower quartile broadly reflects staff at grades 7 and below, around one in five staff employed at grade 8 were also in the lower quartile. This generally reflects those at the lowest spinal point of grade 8. Staff tend to start at the lowest spinal point when joining the organisation, or when making an internal move to a higher grade; and then move up a spinal point after 1 April each year (as long as there has been six months' service).

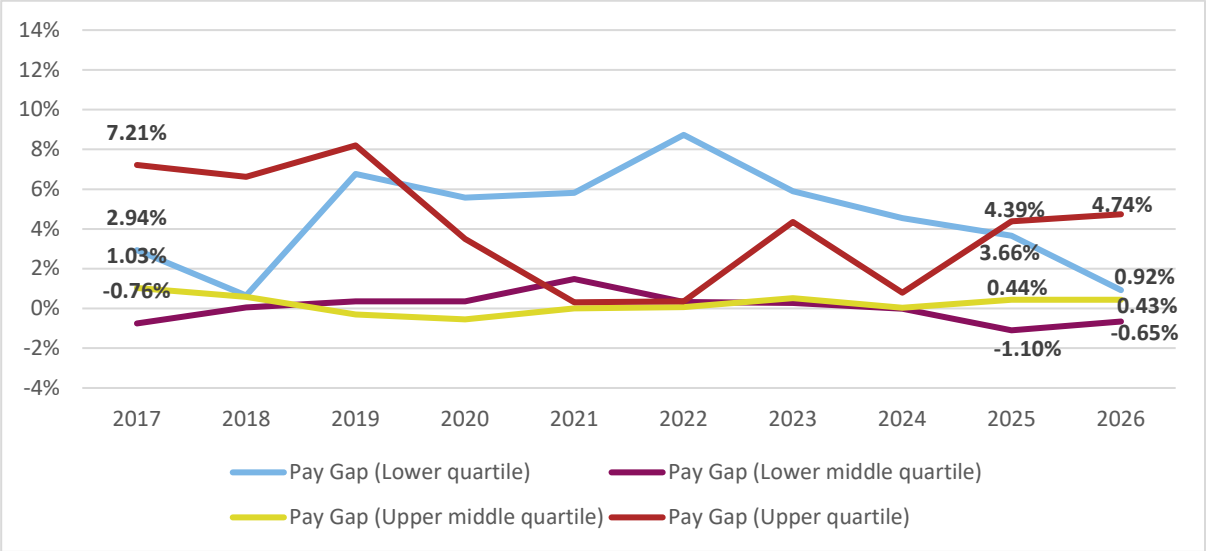
The proportion of Black, Asian and Minority Ethnic staff at grade 8, with under one year's service, was broadly proportional to the number of Black, Asian and Minority Ethnic staff in the quartile. In all, 52 per cent of the staff working at grade 8 with under one year's service were from Black, Asian and Minority Ethnic backgrounds, compared to 54 per

cent of staff in the lower quartile. This compares to 42 per cent of those with one year's service, and 52 per cent of the lower quartile, in 2025.

The median ethnicity pay gap in the lower quartile has closed, due to:

- shifts in the composition of Black, Asian and Minority Ethnic staff, and White staff, at grades 3 and below
- a reduction in the disparity in the proportion of Black, Asian and Minority ethnic staff employed at grades 3 and below, compared to grade 4 and grade 7
- increases in Black, Asian and Minority Ethnic staff at grade 8 with under one year's service.

**Figure 1.7 – Mean ethnicity pay gap, by earnings quartile, 2017-26**




*Per cent Black, Asian and Minority Ethnic (2026): lower quartile: 54 per cent; lower-middle quartile: 44 per cent; upper-middle quartile: 33 per cent; upper quartile: 30 per cent*

The changes contributing to the notable reduction of mean pay gap in the lower quartile were primarily driven by the same factors as the reductions in the median pay gap.

There is a mean pay gap in the upper quartile of 4.74 per cent, though this has remained stable since 2025. The primary cause of this gap is the lower proportion of Black, Asian and Minority Ethnic staff at grades 13 and above, compared with grades 11 and 12.

Staff in the upper quartile generally consist of those at grades 11 and above. Whilst Black, Asian and Minority Ethnic staff make up 30 per cent of staff in the upper quartile, they are over-represented at grades 11 and 12 (34 per cent); and under-represented at grades 13 and above (26 per cent), relative to the quartile average.

## Pay gap by grade

The GLA has a 15-grade salary scale for most staff in the organisation. The exceptions are staff paid the London Living Wage; and those on spot salaries (fixed rates not linked to defined spinal column points within our grading structure). Spot salaries are reserved for Executive Directors and Mayoral appointments. The ethnicity pay gaps, by grade, are available in the accompanying data tables on the London Datastore.[4]

## Bonus payments

Bonus pay is broadly defined as any additional remuneration in the form of money, vouchers, securities, securities options, or interests in securities. It relates to profit sharing, productivity, performance, incentive and commission.[5] While the GLA does not offer bonus payments, it does make recognition payments as an additional payment awarded for productivity/performance. We therefore consider that data in this context. We calculate a recognition payment by matching the nature of the work being recognised to specific criteria to determine the payment value.[6] Recognition payments are set values of £350; £700; £1,000; and £1,500. Due to the fixed nature of these, the median can be prone to fluctuation, depending on the value on which the median falls.

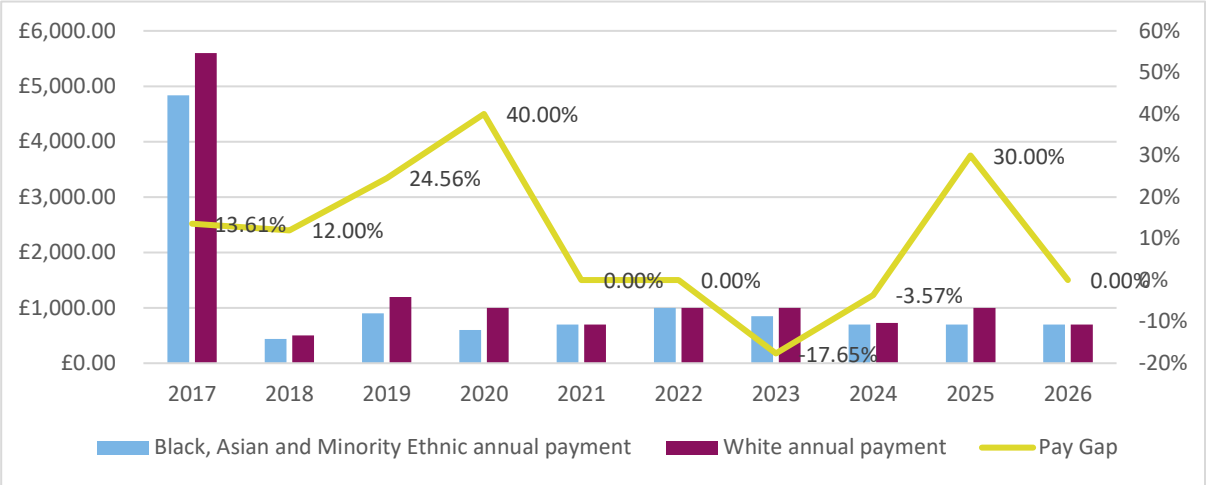
In 2026, the median ethnicity bonus gap closed, down from 30 per cent in 2025.

There was a negative mean ethnicity bonus gap of -9.51 per cent. This means that, on average, Black, Asian and Minority Ethnic staff received a higher average level of bonus payment compared to White staff. This has reversed from 2025, when there was a mean ethnicity bonus gap of 13.69 per cent. See figures 1.8 and 1.9, below.

In all, around 9 per cent of both Black, Asian and Minority Ethnic staff and White staff received a bonus payment.

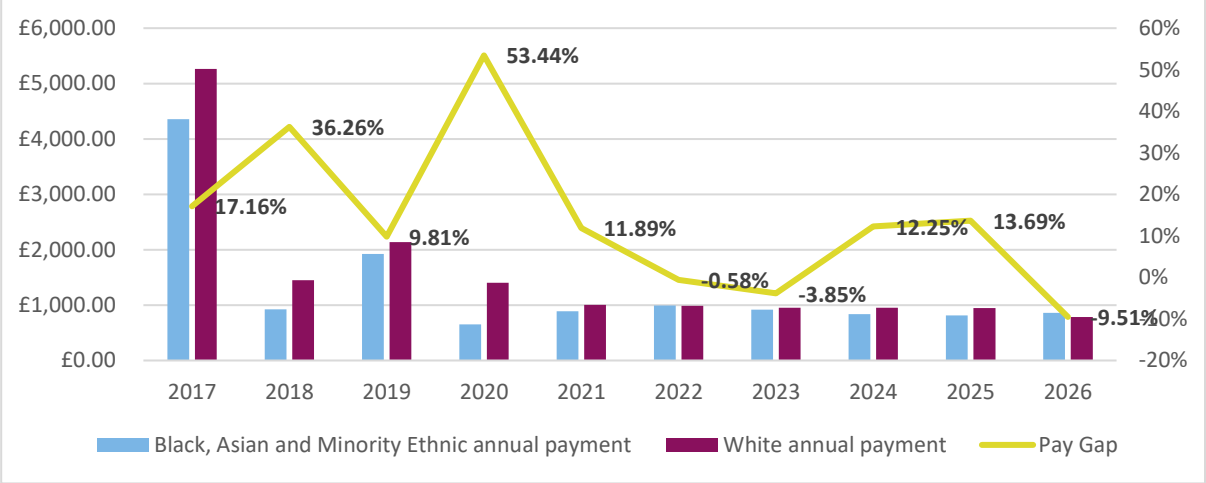
[4] GLA – London Datastore, GLA pay gap data, 2026
[5] Gov.uk, The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017
[6] GLA, HR Policy for the Award and Governance of Recognition Payments,17 March 2020

**Figure 1.8 – Median ethnicity bonus gap, 2017-26**




In 2026, the median value of recognition payments fell at £700 for both Black, Asian and Minority Ethnic staff, and White staff. In 2025, the median value of payments fell at £1,000 for White staff; and £700 for Black, Asian and Minority Ethnic staff.

**Figure 1.9 – Mean ethnicity bonus gap, 2017-26**




Compared to 2025, Black, Asian and Minority Ethnic staff have seen a 6 per cent increase in the value of recognition payment received, whilst White staff have seen a reduction of 17 per cent.

This is the first time since 2023 that the GLA has had a negative mean ethnicity bonus pay gap; and it is the largest negative mean ethnicity bonus gap since 2017 (when pay-gap reporting began). An important contribution to this change has been the reduction in the value of bonus payments for White staff, particularly at grades 10 and above – and an increase in values for Black, Asian and Minority Ethnic staff.

Across the intersection of grade and ethnicity, staff at grades 9 and below received higher average payments than staff at grades 10 and above – regardless of ethnic group.

Amongst staff at grades 9 and below, Black, Asian and Minority Ethnic staff received an average bonus of £883 compared to White staff (£847). This equated to a bonus pay gap of -4.3 per cent. However, White staff at grades 9 and below were more likely to receive a payment (11 per cent) than Black, Asian and Minority Ethnic staff (8 per cent).

At grades 10 and above, Black, Asian and Minority Ethnic staff also earned more, in bonus payments, than White staff. This was largely driven by lower average bonus payments amongst White staff at grades 10 and above. Black, Asian and Minority Ethnic staff at grades 10 and above earned an average of £813 compared to £674 for White staff – equating to a bonus gap of -20.54 per cent. Overall, 9 per cent of Black, Asian and Minority Ethnic staff at grades 10 and above received bonus payments, compared to 7 per cent of White staff.

As well as receiving 20.54 per cent less than their Black, Asian and Minority Ethnic counterparts, White staff at grades 10 and above received bonuses that were 31.04 per cent less than for Black, Asian and Minority Ethnic staff at grades 9 and below; and 25.65 per cent less than for White staff at grades 9 and below.

## Disability pay gap

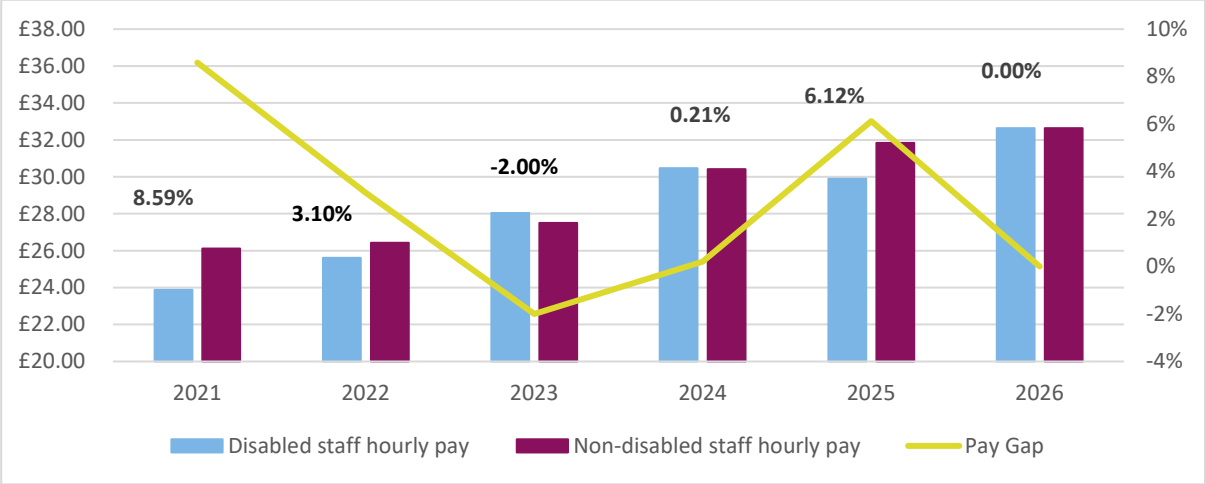
### Overall

This section provides a detailed breakdown of our disability pay gap. In all, 90 per cent of staff considered for pay-gap reporting purposes had shared details of their disability status. This figure was 88 per cent of staff in 2025.

On 31 March 2026, 20 per cent of our staff were disabled – about the same proportion as 2025. However, the number of disabled staff has increased by 6 per cent – from 251 in 2025, to 265 in 2026. The number of non-disabled staff has remained broadly stable – increasing from 1,035 in 2025, to 1,044 in 2026

Our median disability pay gap has closed (zero per cent) following a large decrease of 6.12 percentage points since 2025. There is a mean disability pay gap of 3.50 per cent – a slight decrease from 4.08 per cent in 2025. See figures 2.1 and 2.2, below.

**Figure 2.1 – Median disability pay gap, 2021-26**




As the number of disabled staff has increased across the organisation, so has the distribution across grades.

In particular, there have been marked increases in the number of disabled staff at grades 10 and 11. Compared to 2025, there was a 31 per cent increase (a net increase of eight) in disabled staff at grade 10; and a 37 per cent increase (a net increase of seven) at grade 11.

Consequently, 13 per cent of disabled staff now work at grade 10, and 10 per cent at grade 11. This is up from 10 per cent at grade 10, and 8 per cent at grade 11 in 2025. The increase in disabled staff sitting at grades above the median has helped to close the median pay gap.

In contrast, there was slower growth in the number of non-disabled staff at grade 10 (4 per cent, net increase of six); and a small reduction at grade 11 (2 per cent, net decrease of two). Consequently, 17 per cent of non-disabled staff work at grade 10, compared to 16 per cent in 2025 – although the underlying increase was less than half a percentage point. The proportion of non-disabled staff at grade 11 has remained relatively stable at 8 per cent.

Changes at grades 8 and 9 have also contributed to the reduction in the pay gap. At grade 8, there was a 9 per cent rise in the number of disabled staff (a net increase of five); this is broadly in line with the overall growth in disabled staff (10 per cent). Amongst non-disabled staff, there was a larger proportional increase of 6 per cent (a net increase of 10), compared to 1 per cent overall growth.

At grade 9, growth amongst disabled staff was limited. There was a net increase of one individual (2 per cent). This is a lower rate of growth in the number of disabled staff the organisation overall.

In contrast, the number of non-disabled staff at grade 9 increased by 5 per cent (a net increase of 9) – this is faster than the overall growth.

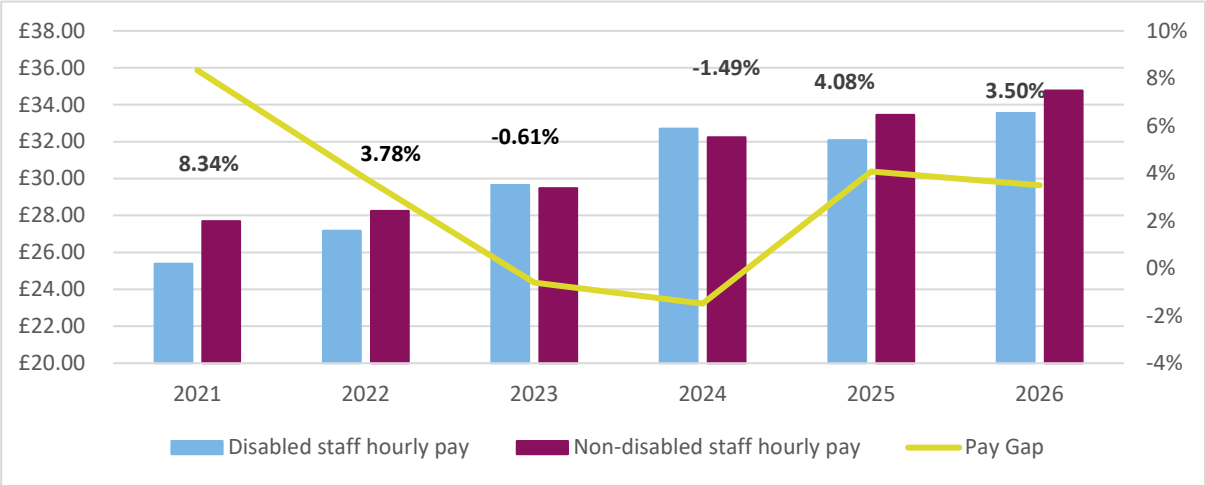
Taken together, the distribution of staff across grades 8 to 11 has shifted. Amongst disabled staff working at these grades, there is a lower proportion at grades 8 and 9, and a higher proportion at grades 10 and 11, compared to 2025.

Amongst disabled staff at these grades, 36 per cent worked at grade 8 (38 per cent in 2025); and 29 per cent at grade 9 (33 per cent in 2025). Also, 20 per cent worked at grade 10 (17 per cent in 2025) and 15 per cent at grade 11 (13 per cent in 2025).

Amongst non-disabled staff, there were limited changes across these grades. The proportion at grade 8 remained stable at 29 per cent in both years – although there was a small underlying increase of around half a percentage point. Proportions at grades 9 and 10 were also broadly unchanged, at 31 per cent and 27 per cent respectively; and 13 per cent of non-disabled staff worked at grade 11 in both years (although underlying this was a change of close to one percentage point).

These changes have contributed to the closing of the median pay gap, driven primarily by increased representation of disabled staff in the upper-middle grades (10 and 11).

**Figure 2.2 – Mean disability pay gap, 2021-26**




Whilst the median disability pay gap has closed, changes in the mean pay gap were slight. In 2026, the mean disability pay gap was 3.50 per cent – a slight decrease from 4.08 per cent in 2025.

Despite a notable increase of disabled staff at grades 10 and 11, change to the mean has been more limited – as the proportions of disabled and non-disabled staff working at grades 12 and above have changed.

Over the year, there has been no growth in the number of disabled staff at grades 12 and above. Overall, 35 disabled staff were employed at grades 12 and above in both 2026 and 2025. Amongst non-disabled staff there was a 6 per cent increase (net increase of 10).

Consequently, the proportion of disabled staff employed at grades 12 and above has decreased. Overall, 13 per cent of disabled staff worked at grades 12 and above, compared to 14 per cent in 2025. Meanwhile, 17 per cent of non-disabled staff worked at these grades – the same as 2025, although underlying this was an increase of around one percentage point.

This reduction in the proportion of disabled staff working in the highest grades has meant there were only slight decreases in the mean pay gap.

### Workforce composition

On 31 March 2026, 1,461 staff were considered for pay-gap reporting purposes. See table 2.1, below, for a breakdown.

Compared to 2025, the number of staff considered for pay-gap reporting has remained relatively stable. Despite this stability, through a mix of recruitment and increased

declaration rates, there has been a 5 per cent increase in the number of disabled staff. The number of non-disabled staff has remained stable.

Over the year, 22 staff also included in the 2025 pay-gap analysis that had previously not disclosed their disability status had done so this year. In all, seven had a disability.

Over the same period, 154 new starters included had provided details of their disability status: of these, 19 per cent declared a disability

Consequently, disabled staff account for 20.4 per cent with a known disability status. This is the highest proportion recorded since pay-gap reporting began.

This year, the GLA has benchmarked against London's economically active population. In previous pay gap reports, the GLA benchmarked against London's working-age population. The change in the benchmark reflects a standardisation of benchmarks between organisations across the GLA Group.

The latest workforce report shows that 15 per cent of London's economically active population has a disability.[7]

**Table 2.1 Workforce composition – disability**

| | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---|---|---|---|---|---|---|
| Number of disabled staff | 68 | 88 | 101 | 118 | 251 | 265 |
| Number of non-disabled staff | 995 | 1,009 | 1,046 | 983 | 1035 | 1044 |
| Total (declared) | 1,023 | 1,097 | 1,147 | 1,101 | 1,286 | 1,309 |
| % disabled (declared) | 6.60% | 8.00% | 8.80% | 10.70% | 19.52% | 20.24% |
| Number of staff with unknown status | 106 | 101 | 158 | 264 | 171 | 152 |
| Total (all staff – including unknown) | 1,129 | 1,198 | 1,305 | 1,365 | 1,457 | 1,461 |
| Declaration rate | 90.60% | 91.60% | 87.90% | 80.70% | 88.26% | 89.60% |
| % disabled (all staff – including unknown) | 6.00% | 7.30% | 7.70% | 8.60% | 17.23% | 18.14% |

[7] GLA, Salaries, expenses, benefits and workforce information

**Table 2.2 – Proportion of jobs within pay band that are staffed by disabled employees**

| | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 | Total staff at salary band 2026 |
|---|---|---|---|---|---|---|---|
| Less than £20,000 | N/A | N/A | N/A | N/A | N/A | N/A | 0 |
| £20,000 to £29,999 | <5 | 14.00% | <5 | <5 | 16.00% | 26.67% | 30 |
| £30,000 to £39,999 | 11.00% | 11.00% | 9.00% | 8.00% | 13.41% | 10.71% | 56 |
| £40,000 to £49,999 | 4.00% | 7.00% | 7.00% | 8.00% | 20.36% | 18.87% | 159 |
| £50,000 to £59,999 | 5.00% | 6.00% | 8.00% | 9.00% | 20.10% | 19.35% | 398 |
| £60,000 to £69,999 | 7.00% | <5 | 5.00% | 8.00% | 16.47% | 20.36% | 393 |
| £70,000 to £79,999 | <5 | 5.00% | 11.00% | 8.00% | 12.62% | 15.85% | 164 |
| £80,000 to £89,999 | <5 | <5 | <5 | 10.00% | 13.33% | 13.76% | 109 |
| £90,000 to £99,999 | <5 | 29.00% | <5 | <5 | 14.81% | 12.86% | 70 |
| £100,000 and over | 0.00% | <5 | <5 | 13.00% | 17.72% | 17.07% | 82 |

Across the GLA, the proportion of staff with a disability (compared to all staff including those who did not share their disability status) was 18 per cent.

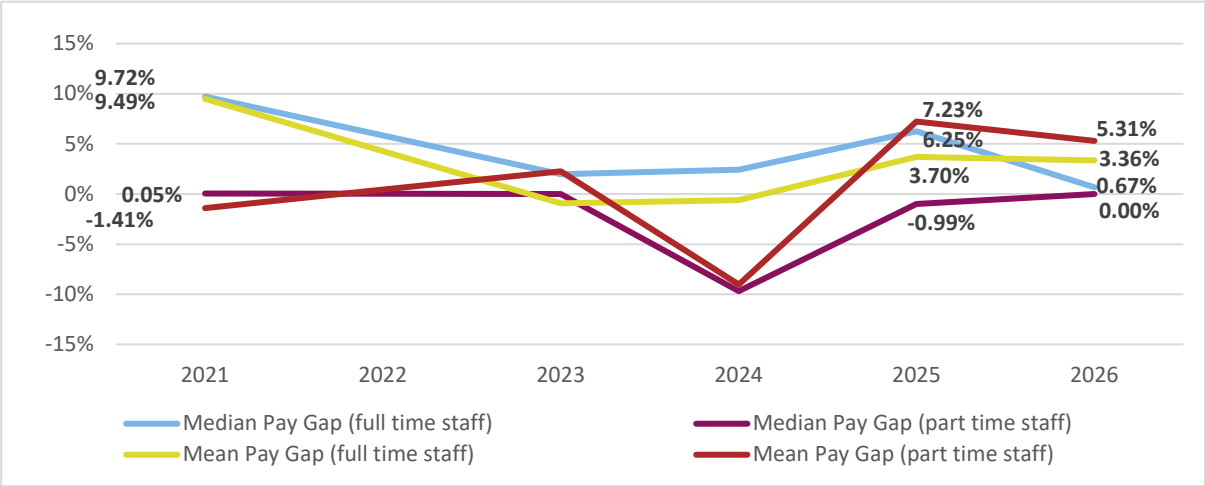
The proportion of disabled staff across pay bands fluctuated. Representation was highest amongst those earning between £20,000 and £29,999. Disabled staff were also over-represented in salary bands from £40,000 and £49,000; and £60,000 to £69,999. Representation was lowest amongst those earning between £70,000 and £99,999. The proportion of disabled staff started to increase again amongst those earning £100,000 and over; although this remained slightly below the proportion of all staff across the GLA.

Compared to 2025, the proportion of staff with a disability decreased in all salary bands below £60,000, and above £90,000. The proportion of staff with a disability increased amongst those earning between £70,000 and £89,999. See table 2.2, above.

### Full-time/part-time status

Figure 2.3 shows that, for full-time workers, the overall median disability pay gap was 0.67 per cent, while the mean disability pay gap was 3.36 per cent. For part-time workers, there was no median pay gap (0.0 per cent), and a mean disability pay gap of 5.31 per cent.

**Figure 2.3 – Disability pay gap by full-time and part-time status, 2021-26**




Overall, 10 per cent of both disabled and non-disabled staff worked part-time. Changes in pay gaps among part-time staff were fairly limited.

As the vast majority of staff work full-time (91 per cent of those with a known disability status), the changes in the pay gaps broadly follow those for the overall pay gap.

### Earnings quartile

All the mean and median disability pay gaps across quartiles were under 2.5 per cent. This is lower than the overall mean disability pay gap of 3.5 per cent. However, compared to last year, there have been some changes; the largest of these were seen in the mean pay gaps in the lower and upper quartiles.

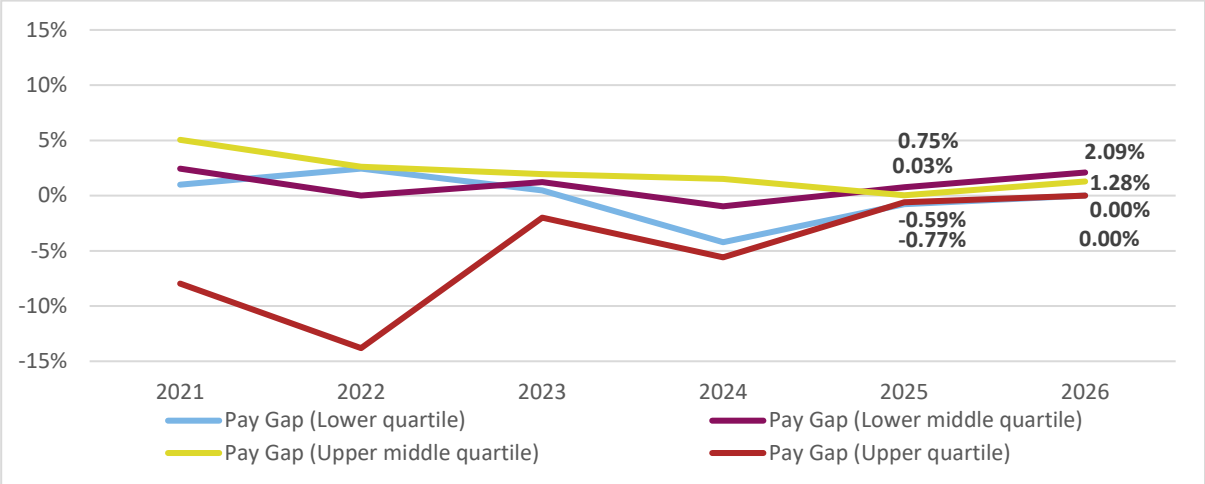
There is a small mean pay gap in the lower quartile, of 1.03 per cent. Following a notable change of three percentage points, this represents a reverse from last year, when there was a negative disability pay gap of -2.03 per cent.

In the upper quartile, the mean pay gap is 2.25 per cent – another notable change. In 2025, this quartile had a small negative disability pay gap of -0.84 per cent. See figures 2.4 and 2.5, below.

Disabled staff are over-represented in the middle two quartiles, compared to the proportion of staff across the GLA. In the lower quartile, the proportion of disabled staff

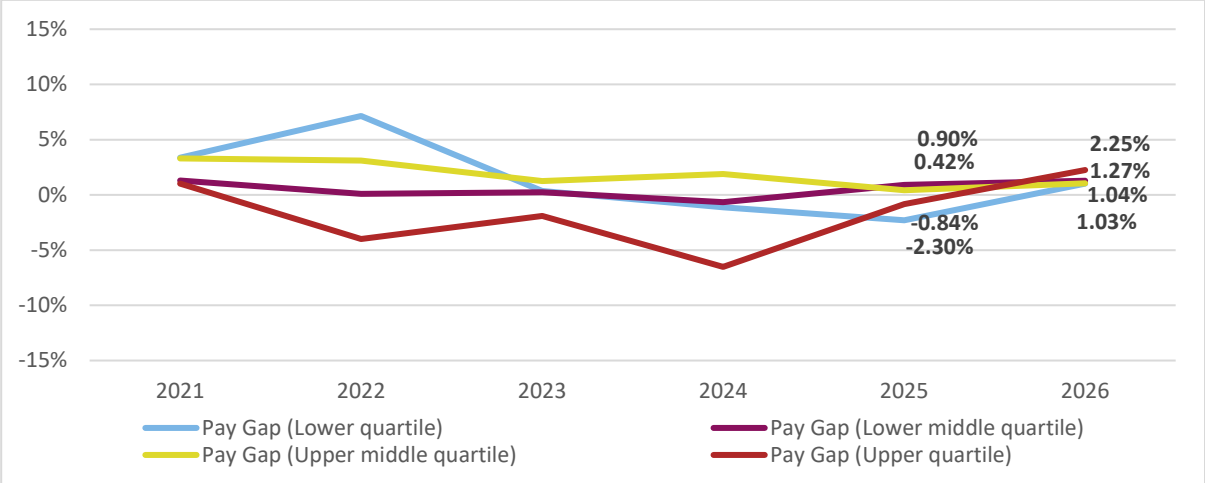
largely reflects the organisation; but disabled staff are under-represented in the upper quartile. Over the past year, the proportion of staff with a disability has decreased in the lower quartile; and increased in the three upper quartiles.

**Figure 2.4 – Median disability pay gap, by earnings quartile, 2021-26**




*Per cent disabled (2026): lower quartile: 20 per cent; lower-middle quartile: 23 per cent; upper-middle quartile: 21 per cent; upper quartile: 17 per cent*

**Figure 2.5 – Mean disability pay gap, by earnings quartile, 2017-26**




*Per cent disabled (2026): lower quartile: 20 per cent; lower-middle quartile: 23 per cent; upper-middle quartile: 21 per cent; upper quartile: 17 per cent*

## Lower quartile

While the lower quartile broadly incorporates staff at grades 7 and below, the emergence of a small mean disability pay gap in the lower quartile is due largely to changes at grade 8. Around one in five staff in the lower quartile were employed at grade 8. This generally reflects staff at the lowest spinal point of grade 8. Employees typically enter a grade at

the lowest spinal point (either when joining the organisation or moving internally to a higher grade) and progress annually after 1 April, provided they have completed at least six months of service.

Over the year, the number of disabled staff at grade 8 has increased by 9 per cent (a net increase of five). This is broadly in line with the overall increase in disabled staff (10 per cent). Among non-disabled staff, there was a 6 per cent increase at grade 8 (a net increase of nine). This is more than five times the overall increase in non-disabled staff across the organisation.

Consequently, among staff at grade 8 with less than one year of service, 15 per cent identified as disabled. This compares to 20 per cent across the organisation as a whole; and 20 per cent within the lower quartile.

However, changes at grades 7 and below acted in the opposite direction, and helped keep the mean pay gap small. Over the year, there has been a larger reduction in disabled staff at grades 3 and below (23 per cent, or three staff) than at grades 4 to 7 (8 per cent, or four staff). This has shifted the distribution of disabled staff towards the higher-paid grades within this cohort. Among non-disabled staff, reductions were proportionate across grades 7 and below, leaving their distribution relatively unchanged.

### Upper quartile

The opening of the disability pay gap in the upper quartile was driven largely through the 37 per cent increase in the number of disabled staff at grade 11. Generally, staff in the upper quartile tend to work at grades 11 and above; however, grade 11 is split between the upper-middle and upper quartiles.

This has increased the proportion of disabled staff at the lower end of the upper quartile. Amongst disabled staff working at grades 11 and above, 69 per cent were at grades 11 and 12. This is up from 63 per cent last year.

Amongst non-disabled staff, proportions have remained more stable. This year, 67 per cent of non-disabled staff worked at grades 11 and above, compared to 65 per cent in 2025.

Overall, disabled staff account for 17 per cent of staff in the quartile, compared to 16 per cent in 2025.

**Pay gap by grade**

The GLA has a 15-grade salary scale for most staff in the organisation. The exceptions are staff paid the London Living Wage; and those on spot salaries (fixed rates not linked to defined spinal column points within our grading structure). Spot salaries are reserved

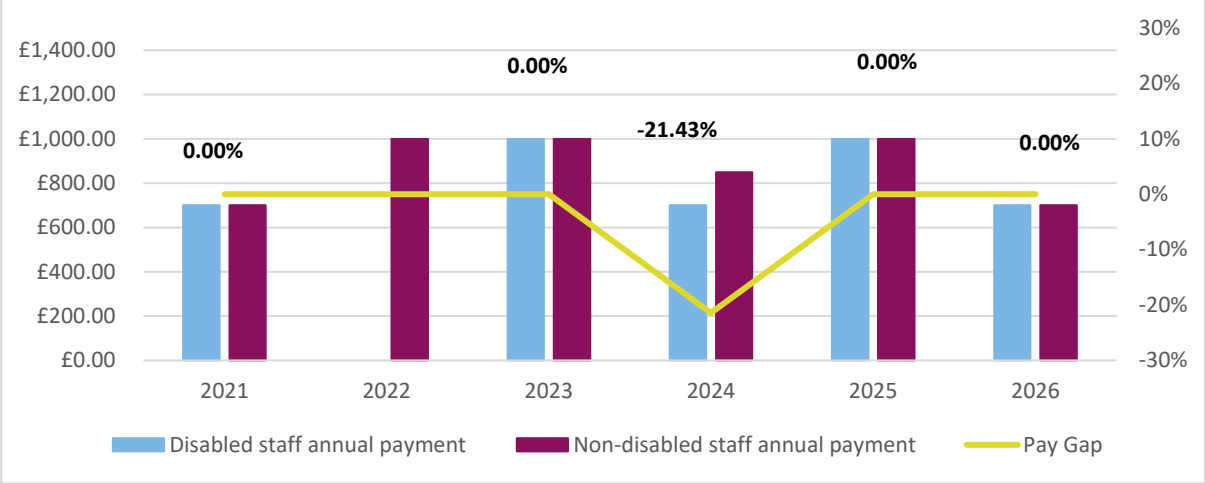
for Executive Directors and Mayoral appointments. The disability pay gaps by grade are available in the accompanying data tables on the London Datastore.[8]

### Bonus payments

See figures 2.6 and 2.7, below. In 2026, there was no median disability bonus gap. There was a mean disability bonus gap of 4.04 per cent, up from a near-zero bonus gap in 2025 (-0.06 per cent).

Overall, a slightly higher proportion of non-disabled staff (9 per cent) received bonus payments compared to those with a disability (8 per cent).

**Figure 2.6 – Median disability bonus gap, 2021-26**

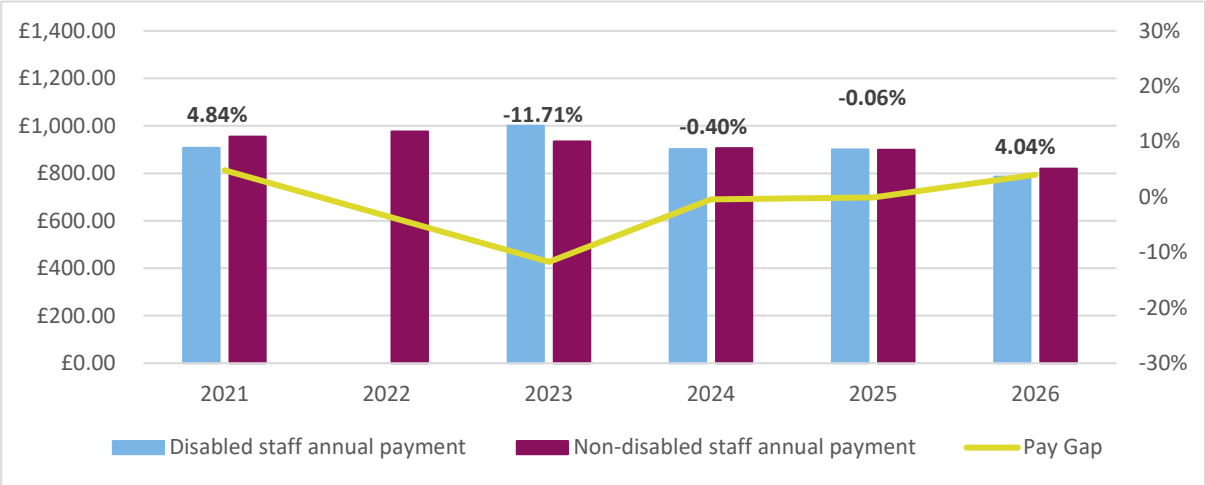



*2022 bonus pay gap data for disabled staff has been redacted, due to there being fewer than five staff in this category. The value presented for the bonus pay gap in 2022 is the mid-point between 2021 and 2023.*

The median value fell at £700 for both disabled and non-disabled staff. In 2025, the median value was £1,000 for both groups.

[8] GLA – London datastore, GLA pay gap data, 2026

**Figure 2.7 – Mean disability bonus gap, 2021-26**




*2022 bonus pay gap data for disabled staff has been redacted, due to there being fewer than five staff in this category. The value presented for the bonus pay gap in 2022 is the mid-point between 2021 and 2023.*

Compared to the 2025 pay gap report, disabled staff have seen a 13 per cent decrease in the value of recognition payments received; and non-disabled staff have seen a reduction of 9 per cent. This is the largest disability bonus pay gap since records began in 2021, apart from a negative bonus gap of -11.71 per cent in 2023.

Disabled and non-disabled staff at grades 9 and below received higher average payments compared to their counterparts at grades 10 and above. Amongst disabled and non-disabled staff at grades 9 and below, there was very little difference in pay: disabled staff received £857, and non-disabled staff received £860 (equivalent to a bonus pay gap of 0.39 per cent). However, a higher proportion of non-disabled staff received payments (10 per cent) compared to disabled staff (8 per cent).

Disabled staff at grades 10 and above received an average bonus of £635, compared to £744 for non-disabled staff – a gap of 14.59 per cent.

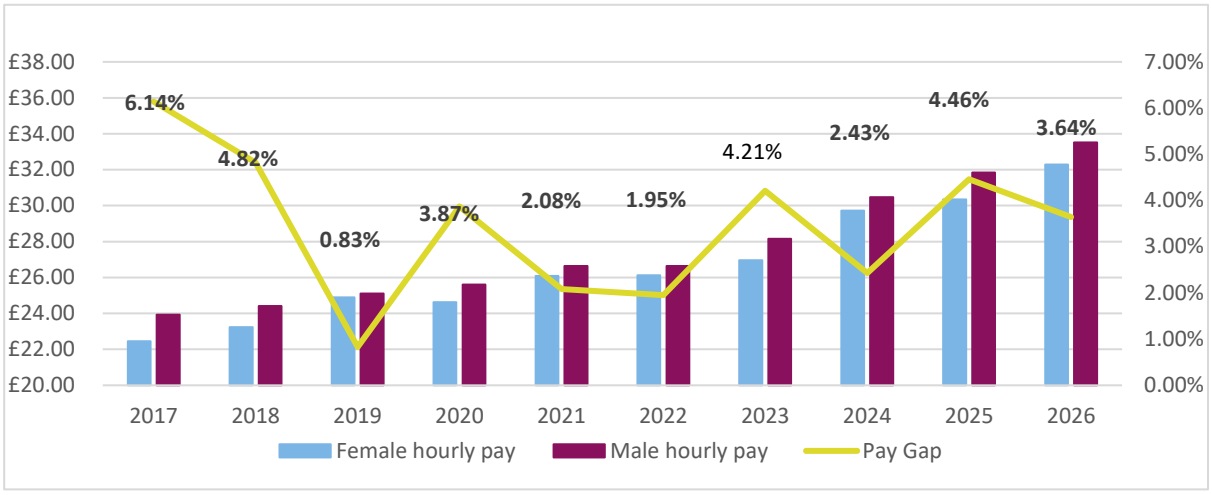
## Gender pay gap

### Overall

This section provides a detailed breakdown of our gender pay gap. On 31 March 2026, 65 per cent of our staff were women – the highest proportion recorded in our pay gap reports. Over the past year, the number of women has increased by 2 per cent from 928 in 2025, to 946 in 2026; whilst the number of men has dropped from 529 in 2025 to 515 this year.

Compared to last year, changes in the gender pay gap have been limited. The median pay gap was 3.64 per cent, compared to 4.46 per cent in 2025 (a slight drop of less than one percentage point). The mean pay gap has remained broadly stable at 4.20 per cent; this is an increase of under half a percentage point compared to 2025, when the pay gap was 3.82 per cent. See figures 3.1 and 3.2, below.

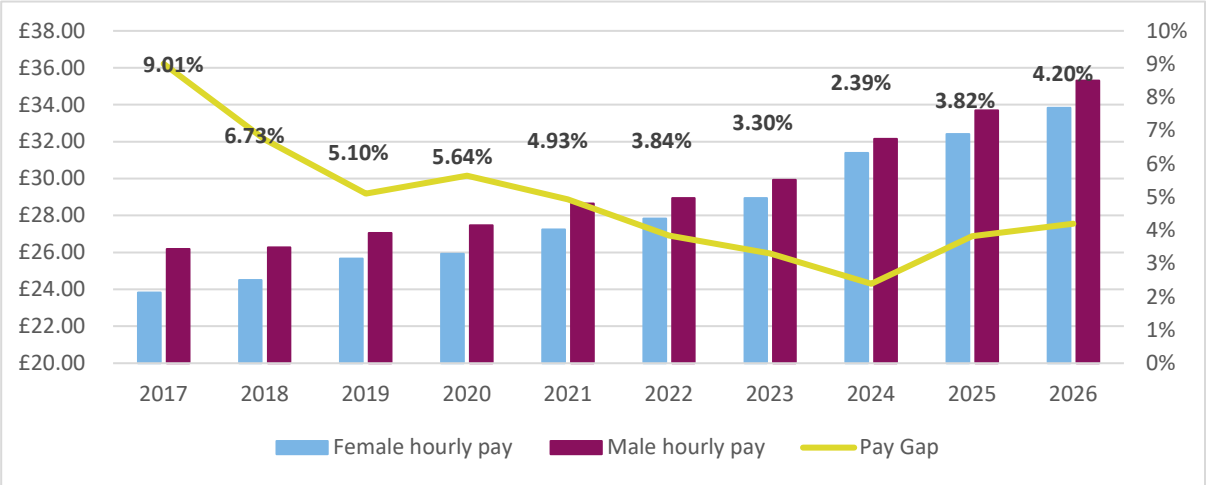
**Figure 3.1 – Median gender pay gap, 2017-26**




The slight reduction in the median pay gap was partly driven by a larger decrease in the number of female staff working at grades 7 and below, compared to men. The proportion of female staff in these grades decreased by 13 per cent (a net reduction of 32), compared to a 7 per cent decrease amongst men (a net reduction of nine). As a result, 23 per cent of both female and male staff are now employed at grades 7 and below; this compares to 27 per cent of female staff, and 24 per cent of male staff, in 2025.

At the other end of the pay scale – following an increase in the number of women, and a decrease in the number of men – 8 per cent of both women and men now work at grade 12. This is compared to 7 per cent of women, and 9 per cent of men, in 2025. Over the year there was a 23 per cent increase (net increase of 14) in women at grade 12, and a 10 per cent decrease (net decrease of five) in men.

**Figure 3.2 – Mean gender pay gap, 2017-26**




The proportion of men and women working at grades 7 and below, and at grade 12, has equalised compared to 2025 – contributing to a slight reduction in the median pay gap. However, the mean pay gap has remained largely stable.

Driving this were changes at grades 13 and above. Over the year, the number of women at grades 13 and above fell by 3 per cent (net reduction of two staff); whereas for men, there was a 4 per cent increase (net increase of two staff).

### Workforce composition

On 31 March 2026, 1,461 staff were considered for pay-gap reporting purposes. Whilst workforce numbers have remained similar to 2025, the number of female employees has increased, and the number of male employees has reduced. As such, women now account for 64.8 per cent of staff considered for pay-gap reporting – the highest proportion since 2017 (when pay gap reports began). Table 3.1 shows data from 2021 onwards; for previous years, see the London Datastore.

This year, the GLA has benchmarked against London's economically active population. In previous pay gap reports, the GLA benchmarked against London's working-age population. This change reflects a standardisation of benchmarks between organisations across the GLA Group.

The latest workforce report shows that 46 per cent of London's economically active population is female.[9]

[9] GLA, Salaries, expenses, benefits and workforce information

**Table 3.1 Workforce composition – gender**

| | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---|---|---|---|---|---|---|
| Number of female staff | 678 | 725 | 813 | 859 | 928 | 946 |
| Number of male staff | 450 | 473 | 492 | 506 | 529 | 515 |
| Total staff | 1,128 | 1,198 | 1,305 | 1,365 | 1,457 | 1,461 |
| % female | 60.1% | 60.5% | 62.3% | 62.9% | 63.7% | 64.8% |

**Table 3.2 – Proportion of jobs within pay band that are staffed by female employees**

| | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 | Total staff at salary band 2026 |
|---|---|---|---|---|---|---|---|
| Less than £20,000 | N/A | N/A | N/A | N/A | N/A | N/A | 0 |
| £20,000 to £29,999 | 59% | 55% | 64% | 67% | 60% | 60% | 30 |
| £30,000 to £39,999 | 61% | 61% | 61% | 58% | 52% | 38% | 56 |
| £40,000 to £49,999 | 64% | 63% | 68% | 67% | 70% | 73% | 159 |
| £50,000 to £59,999 | 61% | 64% | 61% | 64% | 71% | 71% | 398 |
| £60,000 to £69,999 | 50% | 54% | 60% | 64% | 63% | 64% | 393 |
| £70,000 to £79,999 | 59% | 54% | 60% | 55% | 55% | 62% | 164 |
| £80,000 to £89,999 | 52% | 55% | 68% | 60% | 59% | 59% | 109 |
| £90,000 to £99,999 | 47% | 50% | 48% | 63% | 61% | 63% | 70 |
| £100,000 and over | 47% | 53% | 53% | 54% | 54% | 55% | 82 |

As stated above, women made up 64.8 per cent of staff. Female staff are over-represented in salary bands from £40,000 to £49,999; and £50,000 to £59,999. Women account for 64 per cent of those earning between £60,000 and £69,999 – relatively in line with the GLA average. These three salary bands account for just under two-thirds (65 per cent) of all those considered for pay-gap reporting.

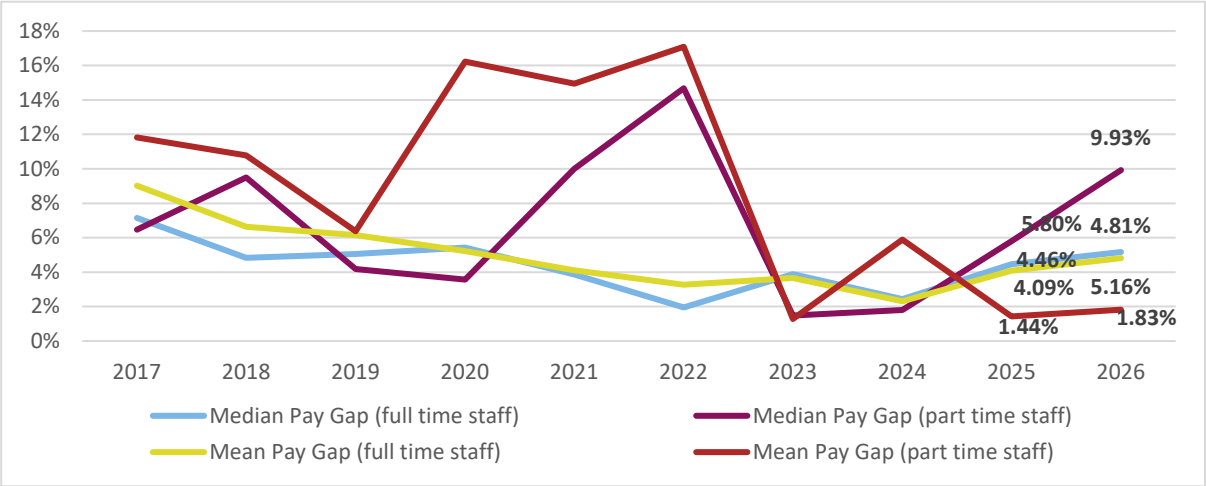
Representation was lowest amongst those earning between £30,000 and £39,999. Across all other pay bands, over half of staff were women. See table 3.2, above.

**Full-time/part-time status**

Figure 3.3 shows that, for full-time workers, the overall median gender pay gap was 5.16 per cent, while the mean gender pay gap was 4.81 per cent.

For part-time workers, there was a large increase in median gender pay gap, which rose to 9.93 per cent; this compares to 5.80 per cent in 2025. The mean pay gap was 1.83 per cent – remaining broadly stable compared to 2025.

**Figure 3.3 – Gender pay gap by full-time and part-time status, 2017-26**




In all, 12 per cent of women work part-time, compared to 3 per cent of men.

As such a small proportion of men work part-time, the pay gap figures for this group can be prone to fluctuation. Regarding changes in distribution across the pay scale, reporting is limited due to the redaction policy (which is to safeguard against disclosure). However, in general there has been a decrease in the proportion of men working part-time at lower grades; and an increase in the proportion at higher grades.

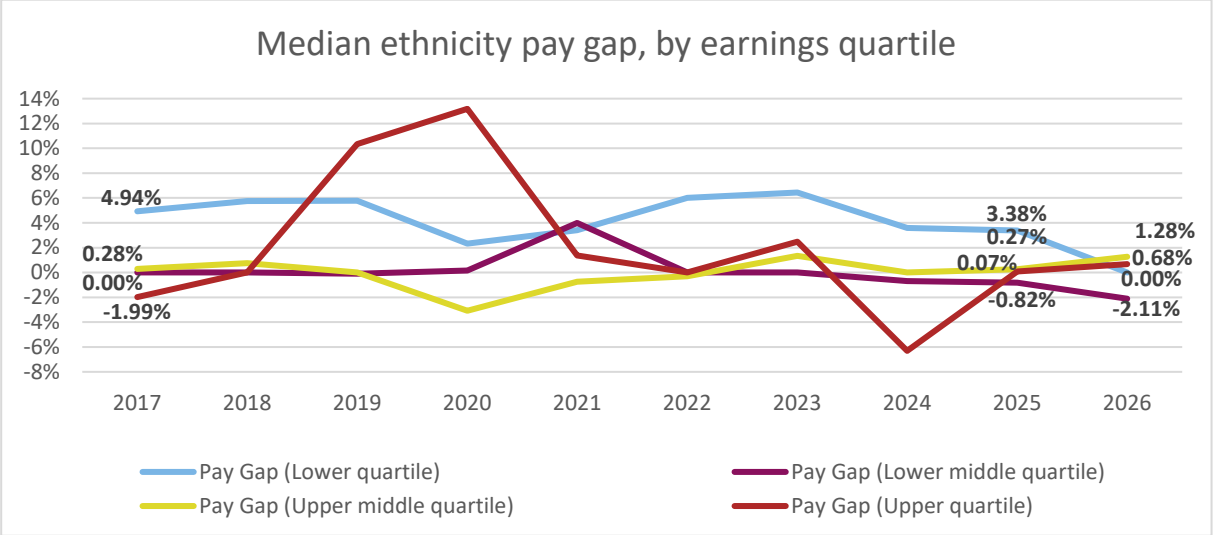
**Earnings quartile**

The median pay gaps across the upper three quartiles have narrowed compared to 2025. In the upper three quartiles, all median pay gaps were under 1 per cent. The mean pay gaps in the middle two quartiles were under 0.5 percentage points. The mean gender pay gap in the upper quartile has widened to 2.81 per cent, compared to 1.04 per cent in 2025.

The negative median and mean gender pay gaps in the lower quartile have both widened modestly. The median pay gap in 2026 is -5.76 per cent, compared to -4.54 per cent last year. The mean pay gap in 2026 is -6.94 per cent, compared to -5.59 per cent last year.

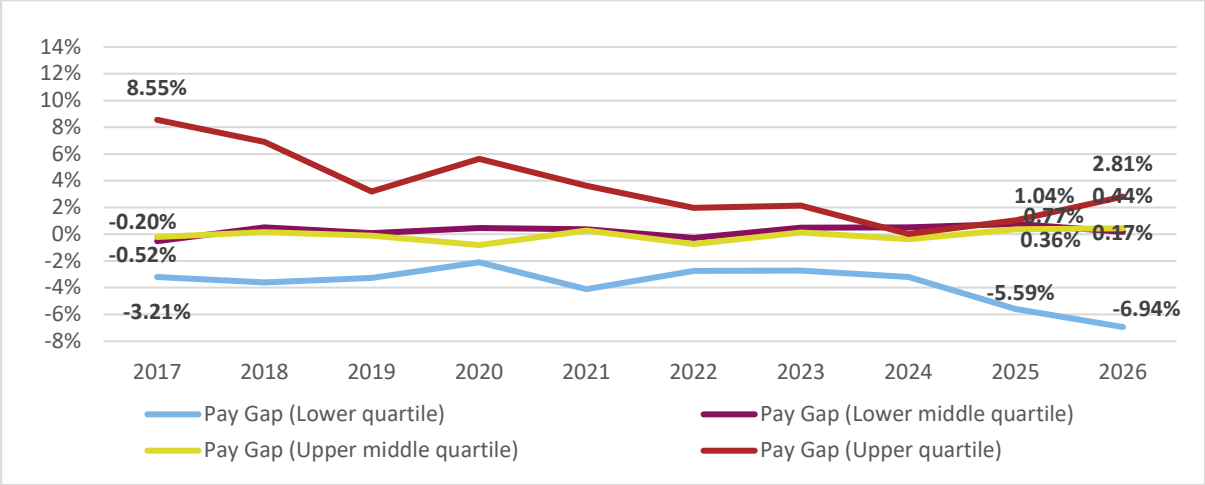
Across all quartiles, the proportion of female staff has increased by around one percentage point – in line with the increase in the overall proportion of female staff across the organisation. As such, female staff remain over-represented in the lower two quartiles; and under-represented in the upper two quartiles. See figures 3.4 and 3.5, below.

**Figure 3.4 – Median gender pay gap, by earnings quartile, 2021-26**




*Per cent female (2026): lower quartile: 67 per cent; lower-middle quartile: 70 per cent; upper-middle quartile: 63 per cent; upper quartile: 59 per cent*

**Figure 3.5 – Mean gender pay gap, by earnings quartile, 2021-26**




*Per cent female (2026): lower quartile: 67 per cent; lower-middle quartile: 70 per cent; upper-middle quartile: 63 per cent; upper quartile: 59 per cent*

## Lower quartile

The lower quartile broadly reflects staff at grades 7 and below. However, the widening of the negative mean and median pay gaps in this lower quartile were largely driven by changes at grade 8.

Around one in five staff at grade 8 work in the lower quartile. This is generally due to being on the lower spinal points – through either internal promotion to the grade, or joining the GLA. Over the year, there has been a 10 per cent increase in female staff at grade 8 (a net increase of 18), compared to a 5 per cent decrease amongst male staff (net reduction of four). Women account for 75 per cent of those at grade 8 with under a year's service. Overall, 83 per cent of those working at grade 8 in the lower quartile were women, up from 77 per cent in 2025.

There was also a reduction in the number of staff at grades 7 and below. Over the year there has been a 13 per cent decrease (net decrease of 32) in the number of women working at these grades and a 7 per cent decrease (net reduction of nine) in the number of men. The decrease was particularly pronounced at grades 3 and below, with a reduction of 33 per cent (net decrease of 13) in women, and a 19 per cent reduction (net decrease of eight) in men.

Following these declines in the number of staff at grades 7 and below, the proportion of all lower-quartile staff employed at grade 8 increased to approximately 14 per cent (up from 11 per cent in 2025). This growth in grade 8 staff within the lower quartile, and (as a consequence) the increased representation of women at the upper end of the lower quartile, have together contributed to the widening of both the negative mean and median pay gaps.

## Upper quartile

Staff in the upper quartile generally work at grades 11 and above, although some staff at grade 11 also sit in the upper-middle quartile. Over the year there has been a large increase in men at grade 11 (15 per cent); and a reduction at grade 12 (10 per cent). There was also a small increase at grades 13 and above (4 per cent increase, or a net increase of two).

Amongst women, there was a small decrease in the number of staff at grade 11, and grades 13 and above (each of these saw a 3 per cent decrease – equivalent, in both cases, to a net reduction of two). However, there has been a 23 per cent increase (net increase of 14) in the number of women at grade 12. These changes have slightly reduced the proportion of women at the higher end of the upper quartile (grades 13 and above): 30 per cent of women worked at grades 13 and above, compared to 34 per cent last year.

Amongst men, changes at grade 11 straddle the upper-middle and upper quartiles. Therefore, the increases at grade 13, and reductions at grade 12, have increased the proportion of men in the upper quartile that sit at grades 13 and above. This year, 36 per cent of men in the upper quartile sat at grades 13 and above, compared to 34 per cent in 2025.

There has also been a net increase of five men (25 per cent) at grade 15 and above (see "Pay gap by grade", below); and a net reduction of two women (7 per cent decrease). As such, men at grade 15 and above account for 17 per cent of men in the upper quartile, compared to 13 per cent in 2025. Amongst women, the proportion has dropped to 12 per cent down from 13 per cent in 2025.

### Pay gap by grade

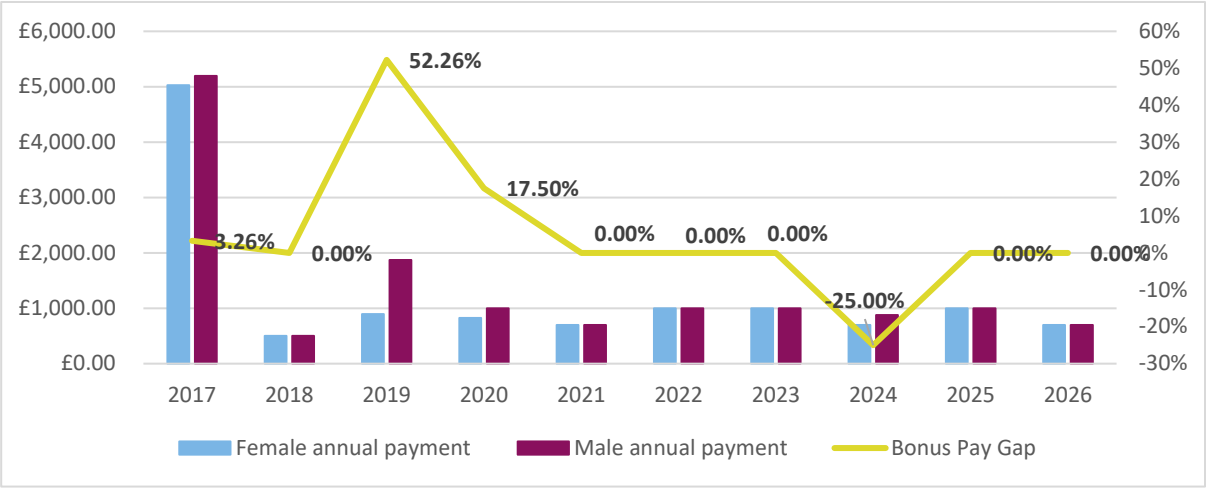
The GLA has a 15-grade salary scale for most staff in the organisation. The exceptions are staff paid the London Living Wage; and those on spot salaries (fixed rates not linked to defined spinal column points within our grading structure). Spot salaries are reserved for Executive Directors and Mayoral appointments. The gender pay gaps by grade are available in the accompanying data tables on the London Datastore.[10]

### Bonus payments

In 2026, there was no median gender bonus gap. There was a mean gender bonus gap of 4.89 per cent, up from 1.07 per cent in 2025. See figures 3.6 and 3.7, below.

Overall, a higher proportion of women (10 per cent) received bonus payments compared to men (6 per cent).

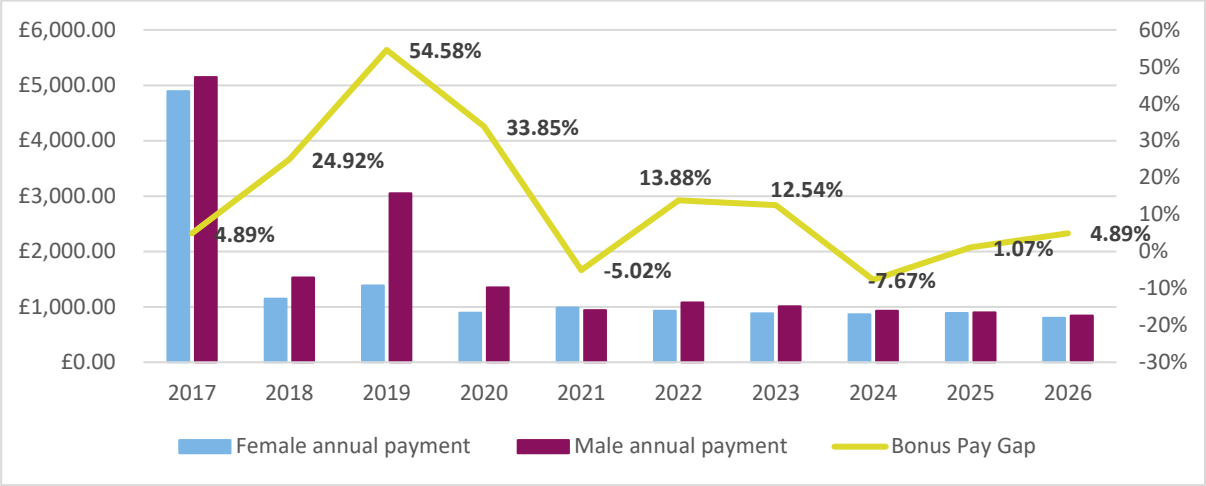
**Figure 3.6 – Median gender bonus gap, 2017-26**




[10] GLA – London Datastore, GLA pay gap data, 2026

As with the disability and ethnicity median bonus gaps, the median fell at £700 for both male and female staff.

**Figure 3.7 – Mean gender bonus gap, 2017-26**




Whilst a higher proportion of women than men received payments, the average value was lower for women.

The proportion of women and men receiving the highest payment values of recognition payments were similar. However, amongst staff receiving the highest payments, 59 per cent of women received payments of £1,000; and 41 per cent received £1,500. Whereas, amongst men, 46 per cent received £1,000 and 54 per cent received £1,500.

# Appendix 2

## A2.1 Background and supplementary data

Developing a workforce that reflects the demography of London is a key priority for the GLA. We are determined to tackle inequality in any form, and reporting our pay gaps supports this aim.

Salaries at the GLA are determined through a job-evaluation scheme, so that it pays the same salary to roles of equal weight. Job evaluation looks at the job – not the post holder. It makes no reference to any personal characteristics of existing or potential job holders.

We published our ethnicity pay gap for the first time in March 2018, as one of the first organisations to do so. Since then, we have published annual ethnicity pay gap reports.

We first reported our disability pay gap in 2021, ahead of any statutory responsibility to do so. Since then, we have published annual disability pay gap reports.

We first published a gender pay gap report in 2016, ahead of any legislative requirement to do so. We have published annual gender pay gap reports since then, together with a programme of activity to help address this gap.

This combined pay gap report is accompanied by supplementary data tables available on the London Datastore.[11] These tables include data analysed in this report; and provide some extra details of particular groups not covered in this report. This includes median and mean hourly rates for staff by grade, and their corresponding pay gaps.

The GLA has a 15-grade salary scale for most staff in the organisation. The exceptions are staff paid the London Living Wage, and those on spot salaries (fixed rates not linked to defined spinal column points within our grading structure). Spot salaries are reserved for Executive Directors and Mayoral appointees.

To safeguard against disclosure, where there are fewer than five people in a given salary range or group for analysis, we have redacted the entry for this – replacing the number with ‘<5’. For consistency, we also redact historic data, where required, in this report.

[11] GLA – London Datastore, GLA pay gap data

## A2.2 Methodology

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of the two staff groups of interest. It takes all salaries in the sample; lines them up in order from lowest to highest; and picks the middle salary. The mean pay gap is the difference between the average hourly earnings of the two staff groups of interest.

The pay gap is calculated using the formula below, in accordance with government guidance.

$$\frac{A - B}{A} \times 100$$

where:

| | Variable in pay gap formula | Mean/median hourly rate of pay of which group of staff? |
|---|---|---|
| Ethnicity pay gap | A | White staff |
| | B | Black, Asian and Minority Ethnic staff |
| | | Asian or Asian British staff |
| | | Black or Black British staff |
| | | Mixed ethnicities staff |
| | | Other Ethnic Group staff |
| Disability pay gap | A | Non-disabled staff |
| | B | Disabled staff |
| Gender pay gap | A | Men |
| | B | Women |

## A2.3 Date of reporting

As a public-sector body, the snapshot date for gender pay gap data collection is 31 March each year. For consistency, the ethnicity and disability pay gap data is also collected on this date. This report is therefore based on our pay gaps on 31 March 2026.

## A2.4 Declaration rates

On 31 March 2026, we had 1,461 employees considered for pay-gap reporting purposes. The number of staff members included in the pay-gap reporting exercise were as follows:

- ethnicity pay gap – 1,341 (declaration rate 91.8 per cent, response rate 94.41 per cent)
- disability pay gap – 1,309 (declaration rate 89.6 per cent, response rate 92.33 per cent)
- gender pay gap – 1,461 (declaration rate 100 per cent, response rate 100 per cent).

We are a single-status organisation, and do not have different staff groups (as all staff are officers). We follow the government's statutory guidance on which staff we need to include when reporting on our pay gap, and on our bonus pay gap. The Mayor, Assembly Members, and agency staff are excluded from this pay-gap analysis. Numbers may therefore differ slightly from our workforce report,[12] as not all of our staff are counted for pay-gap reporting purposes.

## A2.5 Data collection

We collected staff data on ethnicity, disability through self-declaration on our internal HR system. Ethnicity is self-identified, and staff select their ethnic group from a detailed list that aligns to the 2021 Census.

The Black, Asian and Minority Ethnic group includes all staff who have self-identified as an ethnic group within the following categories:

- Black
- Asian
- mixed or multiple ethnic groups
- other ethnic groups.

White staff include all staff who selected an ethnic background within the White category, including:

[12] GLA Salaries, expenses, benefits and workforce information

- English, Welsh, Scottish, Northern Irish or British
- Irish
- Gypsy or Irish Traveller
- Roma
- Any other White background.

In line with our social model approach, disability is self-identified. We neither ask for, nor collect, any data on impairment type.

We collect data on our staff members' sex and gender identity. The data used in gender pay-gap reports have always been for males and females (i.e., pertaining to sex) and continues to be so. We appreciate that some colleagues may not see their sex and gender as the same; nor may they identify within this gender binary. We welcome and value colleagues of all gender identities. We recognise non-binary identities by using gender-neutral language throughout our HR policies and communications, and by working closely with the LGBTQ+ Staff Network.

## A2.6 National and London data

Analysis in the State of London Report,[13] by the GLA's City Intelligence Unit, indicates that across the UK the ethnicity pay gap[14] between White workers, and Black, Asian and Minority Ethnic workers was 8.2 per cent in 2025. In London the ethnicity pay gap was 18.1 per cent, more than double that of the pay gap nationally. This is at least partly because London has a much larger proportion of Black, Asian and Minority Ethnic employees among its workforce than the rest of the country. In 2025, the UK disability pay gap was 9.9 per cent, and 14.5 per cent in London. There is a relatively high degree of volatility in the data, due to smaller sample sizes. In the three years between 2021 and 2023, London's disability pay gap was smaller than that for the UK. However, in the two most recent years, the disability pay gap in London has risen above the disability pay gap for the UK. The analysis for ethnicity and disability pay gaps uses data from the Annual Population Survey.

In 2025, the median gender pay gap was 12.8 per cent across the UK, and 11.8 per cent in London. In 2024 the median gender pay gap was 13.9 per cent in the UK, and 14.9 per cent in London. Gender pay gap data uses the Annual Survey of Hours and Earnings.[15]

[13] GLA, State of London 2026, 8 June 2026
[14] Pay gap figures are median pay gaps.
[15] Office for National Statistics, Annual Survey of Hours and Earnings: Gender pay gap in the UK, 23 October 2025

## Other formats and languages

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