

# GREATER LONDON AUTHORITY

[REDACTED]  
(By email)

Our Ref: MGLA140119-3122

4 February 2019

Dear [REDACTED]

Thank you for your request for information which the Greater London Authority (GLA) received on 13 January 2019. Your request has been dealt with under the Freedom of Information Act 2000.

You requested, re the BAME pay gap report and accompanying action plan:

*I want to know about the inter-section of race and gender. Can you cross-reference the figures / put them together to tell me how women of colour fare compared to both white men and women?*

*I would also like to know if the action planning took account of the inter-section between colour and gender?*

Please find below the information that we hold within the scope of your request:

This data was not produced when preparing the GLA's BAME Pay Gap Report. However, we have been able to produce it in answer your request.

## **BAME women compared to both white men and women**

White Women v BAME women (Mean)	9.38%
White Women v BAME women (Median)	6.89%
White Men v BAME women (Mean)	19.05%
White Men v BAME women (Median)	11.49%

## **Action planning**

Our 2019 ethnicity pay gap action plan has been developed in collaboration with the GLA's BAME staff network, Unison, all GLA staff and other stakeholders and has been endorsed by the GLA's Diversity and Inclusion Management Board led by the Chief Officer and which oversees all internal workforce diversity activity. In developing the action plan issues relating to the intersection of gender, colour, race and ethnicity were discussed and considered as part of the process.

If you have any further questions relating to this matter, please contact me, quoting the reference MGLA140119-3122.

Yours sincerely

**Ruth Phillips**  
**Information Governance Officer**

If you are unhappy with the way the GLA has handled your request, you may complain using the GLA's FOI complaints and internal review procedure, available at:

<https://www.london.gov.uk/about-us/governance-and-spending/sharing-our-information/freedom-information>