

# Subject: Ethnicity Pay Gap in London

Report to: Economy Committee

Report of: Executive Director of Secretariat

Date: 3 April 2019

This report will be considered in public

## 1. Summary

- 1.1 This report provides background information for the Economy Committee meeting on the ethnicity pay gap in London. The Committee will explore with guests the ethnicity pay gap in London, with a focus on career progression within the workplace for black, Asian and minority ethnic (BAME) communities.

## 2. Recommendations

- 2.1 **That the Committee notes the scope for the meeting, as agreed by the Chairman under delegated authority, following consultation with the party Group Lead Members.**
- 2.2 **That the Committee notes the report as background to the discussion with invited guests on the ethnicity pay gap in London and notes the subsequent discussion.**
- 2.3 **That the Committee delegates authority to the Chairman, in consultation with party Group Lead Members, to agree an output from the meeting.**

## 3. Background

- 3.1 Over the past two decades, the number of people from ethnic minority groups in education and employment have increased. However, in spite of this progress, striking differences remain in pay. According to Greater London Authority (GLA) data, the mean pay gap for BAME communities is 23% in London, compared to 10% for the rest of the United Kingdom.
- 3.2 At this meeting, Members will hold a public roundtable with invited guests on London's ethnicity pay gap, with a focus on career progression within the workplace for BAME communities.
- 3.3 The following areas will be discussed at the roundtable:
- The ethnicity pay gap in London;
  - Key barriers faced by BAME communities to access high quality jobs, with a focus on career progression; and

- High value programmes or initiatives that support BAME career progression offered by employers and frontline organisations.

#### **4. Issues for Consideration**

4.1 Expert guests have been invited to attend the roundtable and participate in the discussion, including:

- Sarah Hartwell-Naguib, Clerk, House of Commons International Development Committee & Talent Manager, Civil Service Fast Stream;
- Lisa Powell, Graduate Recruitment & Development Manager, Weil, Gotshal & Manges LLP;
- Andrew Fairbairn, Chief Executive Officer, Sponsors for Educational Opportunity London;
- Sonia Brown MBE, Founder and Director, National Black Women’s Network;
- Josie Dobrin, Chief Executive, Creative Access;
- Asif Aziz, Founder, the Aziz Foundation;
- Simon Woolley, Chair, Race Disparity Audit Advisory Group; and
- Sandra Kerr OBE, Race Equality Director, Business in the Community.

#### **5. Legal Implications**

5.1 The Committee has the power to do what is recommended in the report.

#### **6. Financial Implications**

6.1 There are no direct financial implications to the GLA arising from this report.

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#### **List of appendices to this report:**

None.

<b>Local Government (Access to Information) Act 1985</b>
List of Background Papers: None
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