

# Pay gap report and action plan: March 2024 data

## Key information

Publication type: General

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Developing a workforce that reflects the city it serves is a key priority for the Greater London Authority (GLA). The GLA is fully determined to tackle inequality in any form; publishing the gender, ethnicity and disability pay gaps supports this aim.?

The GLA first published a gender pay gap report in 2016, ahead of any legislative requirement to do so. In March 2018 the GLA was one of the first organisations to publish its ethnicity pay gap report. In 2021, the GLA published its disability pay gap report for the first time.?

At the GLA, we recognise the importance of intersectionality, and that our staff experience the workplace as their 'whole selves'. The GLA publishes our Ethnicity, Gender and Disability Pay Gap Report and Action Plan as a combined document – highlighting the intersectional impact on our staff, and both the cross-cutting and specific actions we can take to reduce the pay gaps and create a more inclusive culture.?

This report reflects the position as of 31 March 2024. Throughout the report, comparison is made with the March 2023 findings regarding ethnicity, gender and disability to demonstrate how the GLA is making progress.?

The report includes an action plan which captures our immediate response to our latest pay gap data. Eliminating our pay gaps is one of our priorities in our new three-year Equality, Diversity, Inclusion, and Culture Strategy. We will soon be developing our accompanying three-year action plan where we will draw upon insights derived from our latest pay gap data along with other sources.

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