

# GLA Pay Gap Report 2024 and Action Plan

February 2025



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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 have been specifically developed to deliver this ambition.

This is the third year we have produced a combined pay gap report, which provides the following analysis:

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

This report is consistent with our overarching objective and commitment to lead on tackling inequalities, and to develop a workforce that is reflective of London. Salaries at the GLA are determined through a job evaluation scheme, so that the GLA pays the same salary to roles of equal weight. Job evaluation evaluates the job and not the post holder. It makes no reference to any personal characteristics of existing or potential job holders.

The median pay gap is the difference between the midpoints in the hourly-earning ranges 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.

Table 1 shows both the pay gap analysis and comparative data. It highlights changes in the last year regarding three protected characteristics (race, gender and disability).

**Table 1: Pay gap summary**

	Median pay gap (2023)	Median pay gap (2024)	Median pay gap (percentage point change)	Mean pay gap (2023)	Mean pay gap (2024)	Mean pay gap (percentage point change)
<b>Ethnicity (Black, Asian and Minority Ethnic)</b>	7.62%	9.74%	2.12pp	13.89%	10.66%	-3.23pp
Asian or Asian British	7.62%	9.52%	1.90pp	11.67%	10.07%	-1.60pp
Black or Black British	12.79%	11.10%	-1.69pp	17.20%	12.25%	-4.95pp
Mixed or Multiple ethnic group	7.10%	9.74%	2.64pp	12.80%	8.49%	-4.31pp
Other ethnic group	7.62%	7.94%	0.32pp	12.32%	10.98%	-1.34pp
<b>Disability</b>	-2.00%	0.21%	2.21pp	-0.61%	-1.49%	-0.88pp
<b>Gender</b>	4.21%	2.43%	-1.78pp	3.30%	2.39%	-0.91pp

This combined pay gap report is accompanied by supplementary data tables available on the London Datastore.<sup>1</sup> These tables include data analysed in this report. They also provide some extra details of particular groups not covered in this report, including 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. The pay gaps by grade are not covered in this report, but are available in the accompanying data tables.

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. Here, the number is replaced by '<5', which means there are fewer than five people in this group. For consistency, we also redact historic data where required in this report.

## Ethnicity

The ethnicity pay gap analysis is based on a disclosure rate of 87 per cent. While relatively high, this is a drop from 2023 when it was 88 per cent.

Since 2023, our mean ethnicity pay gap has narrowed by three percentage points, from 13.89 per cent to 10.66 per cent on 31 March 2024. Our median pay gap has widened by two percentage points over the year, to 9.74 per cent. Progress continues to be made with the ethnicity pay gap. When first reported in 2017, the mean and median pay ethnicity gaps were 21.32 per cent and 15.71 per cent respectively.

The reasons behind this and other key findings are as follows:

- The narrowing of the mean ethnicity pay gap over the past year has been partly driven by an increase in the number of Black, Asian and Minority Ethnic staff on the highest salaries; and partly by fewer staff from this group working at grades 6 and below. Compared to 2023, the number of those at grades 11 and above has risen 11 per cent; the number at grades 6 and below has dropped 19 per cent. However, it is important to note that disclosure rates amongst staff in our lowest grades have decreased: 38 per cent of those at grades 3 and below have not provided information, compared to 9 per cent in 2023. As a result, it is possible that the improvement in our mean ethnicity pay gap is overstated by up to one percentage point.
- The widening of the median ethnicity pay gap is partly due to a shift in the proportions of Black, Asian and Minority Ethnic staff employed at grades 8 to 10. These grades account for over half of all staff. There are more Black, Asian and Minority Ethnic staff at grade 9, with the proportion increasing to 40 per cent from 34 per cent in 2023. The median pay gap has also widened due to an increase in White staff at grade 10, with the proportion rising to 74 per cent from 71 per cent in 2023.
- The median and mean pay gaps for Black and Black British staff have narrowed since 2023. The mean pay gap has narrowed by five percentage points, to 12.25 per cent on 31 March 2024 – however, this improvement is likely to be overstated, due to the change in disclosure rates among those in the lowest grades. The median pay gap has narrowed since 2023 by two percentage points, to 11.1 per cent. When first reported in 2017, the mean and median pay gaps for Black and Black British staff were 25.83 per cent and 25.53 per cent respectively. Black or Black British staff continue to have the highest pay gap of any ethnic group, but the gaps have narrowed over the past year.

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<sup>1</sup> London Datastore, GLA pay gap data

- The median and mean ethnicity pay gaps for part-time staff have narrowed five percentage points, and two-and-a-half percentage points respectively. The median ethnicity pay gap for part-time staff is now 11.23 per cent and the mean is 11.78 per cent. This is due to a reduction of White staff working part-time, particularly at higher grades.
- The GLA does not offer bonus payments. However, it does make recognition payments that are generally at four specific rates, which we analyse as bonus payments for pay gap purposes. A lower proportion of Black, Asian and Minority staff received a bonus payment in 2024 (8 per cent) compared to White staff (11 per cent). There was a small negative median bonus gap (-3.57 per cent) and a mean bonus gap of 12.25 per cent.
- Intersectional analysis demonstrates the median ethnicity pay gap amongst men (9.98 per cent) is similar to the median ethnicity pay gap overall. The mean ethnicity pay gap amongst men (14.05 per cent) remains larger than the ethnicity pay gap overall. However, the mean ethnicity pay gap amongst men has dropped two percentage points since 2023, and eight percentage points since intersectional analysis was first reported in 2020.

## Disability

We first reported our disability pay gap in 2021. In 2024, the figures are based on a disclosure rate of 81 per cent. Again, whilst the disclosure rate is still relatively high, it is a decrease of seven percentage points from 2023. As with ethnic group reporting, the results should be read with this in mind.

Considerable progress has been made with the disability pay gap since 2021, when the mean pay gap was 8.34 per cent and median 8.59 per cent. In 2024, there was a near-zero median pay gap between disabled and non-disabled staff in the GLA. This has closed from a negative median gap of -2 per cent in 2023. We had a relatively small negative mean pay gap of -0.61 per cent in 2023. This gap has widened by 0.88 percentage points since 2023. Therefore, considering the mean average, disabled staff earn slightly more than non-disabled staff at the GLA.

Other key findings are as follows:

- Negative disability pay gaps have opened for staff in the lower quartile; and gaps have widened in the upper pay quartile, compared to 2023. Pay gaps in the lower-middle quartile remain small (under 1 per cent), and the upper-middle quartile remains stable compared to 2023.
- Overall, 12 per cent of disabled staff received bonus payments, compared to 10 per cent of non-disabled staff. There was a near-zero mean disability bonus gap (-0.4 per cent) in 2024, down from -11.71 per cent in 2023. A negative median bonus pay gap of -21.34 per cent has opened up. This is due to the mid-point for disabled staff falling between some staff members receiving a bonus payment of £700, and another staff member receiving a bonus payment of £1,000. Amongst non-disabled staff, the median bonus payment was £700.
- Considering the intersection between disability and ethnicity, the mean disability pay gap amongst Black, Asian and Minority Ethnic staff has closed and is now near zero (-0.13 per cent). This pay gap was 18.46 per cent when first reported in 2021.

## Gender

Our gender pay gap is based on a disclosure rate of 100 per cent. Both our median and mean gender pay gaps have narrowed since 2023. The median gender pay gap has narrowed by two percentage points, to 2.43 per cent on 31 March 2024. Our mean gender pay gap narrowed one percentage point to 2.39 per cent.

The reasons behind this and other key findings are as follows:

- The narrowing of the mean pay gap has been driven by an increase in the proportion of women employed at grade 15 from 2023; and a small increase in the number of women with spot salaries. The median pay gap has fallen due to a higher proportion of women being employed at grades 9 and 10. In 2024 women made up 64 per cent of those employed at both grades, compared to 62 per cent for grade 9, and 63 per cent for grade 10, in 2023.
- Our gender pay gaps are considerably lower than when first reported in 2017, when our median pay gap was 6.14 per cent and our mean pay gap was 9.01 per cent.
- The median and mean gender pay gaps for part-time staff have widened compared to 2023. The median part-time pay gap is up slightly to 1.8 per cent in 2024, compared to 1.48 per cent in 2023. The mean part-time pay gap is 5.89 per cent in 2024, up from 1.28 per cent in 2023. Despite these increases, both sit well below the part-time pay gaps reported in 2022 (14.68 per cent median and 17.09 per cent mean).
- In 2024, a negative median gender bonus pay gap of -25 per cent has opened up. This is due to the median bonus payment for female staff falling between one staff member who received £750 and another who received £1,000. The median for male staff was £700. Over the past year, the mean bonus gap has narrowed into the negative, and now stands at -7.67 per cent compared to 12.54 per cent in 2023.

## Next steps

Eliminating our pay gaps is a key objective of our corporate equality, diversity and inclusion (EDI) strategy, We Belong Here. Our corporate EDI Action Plan, which underpins delivery of this strategy, is reviewed every year in light of our pay gap data. We will continue to build on the work that is making a difference to our pay gaps, specifically ensuring that: our recruitment is inclusive, and our new-starter cohorts at all levels reflect London's population; our Black, Asian and Minority Ethnic and disabled staff are encouraged and supported to seek and secure progression internally; and the culture of the GLA is one that values diversity, and does not tolerate discrimination of any kind. The action plan attached to this report highlights the new actions we are taking in light of this new data, particularly to address our disclosure rates and to continue to pay close attention to the distribution of additional payments. Alongside these, we will continue with the actions we are already undertaking to support our improvement.

# 1 Introduction

## 1.1 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 the GLA pays the same salary to roles of equal weight. Job evaluation evaluates the job and not the post holder. It makes no reference to any personal characteristics of existing or potential job holders.

We first published our ethnicity pay gap in March 2018, and were 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.

We first published a gender pay gap report in 2016, again 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.<sup>2</sup> 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. Here, the number is replaced with '<5', which means there are fewer than five people in this group. For consistency, we also redact historic data where required in this report.

## 1.2 Methodology

The median pay gap is the difference between the midpoints in the hourly-earning ranges 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.

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<sup>2</sup> London Datastore, GLA pay gap data



The pay gap is calculated using the formula below, in accordance with government guidance:<sup>3</sup>

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

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 or Multiple ethnic group staff
		Other Ethnic Group staff
Disability pay gap	A	Non-disabled staff
	B	Disabled staff
Gender pay gap	A	Men
	B	Women

### 1.3 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 are also collected on this date – with the exception, this year, of 21 apprentices on the London Living Wage whose ethnicity and disability data was extracted in August 2024. Despite this exception, the position of employees and their pay data reflects the position at 31 March 2024. This report is therefore based on our pay gaps on 31 March 2024.

### 1.4 Disclosure rates

On 31 March 2024, we had 1,365 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 – 1,181 (disclosure rate – 86.5 per cent)
- disability pay gap – 1,101 (disclosure rate – 80.7 per cent)
- gender pay gap – 1,365 (disclosure rate – 100 per cent).

We are a single-status organisation and do not have different staff groups. We follow the government's statutory guidance on which of our staff we need to include in our pay gap and bonus pay gap reporting. The Mayor and Assembly Members, and agency staff, are excluded from this pay gap analysis. Numbers may therefore differ from our workforce report,<sup>4</sup> as not all staff are counted for pay gap reporting purposes.

Whilst still relatively high, our disclosure rates have fallen significantly compared to our historic position. Following a switch to a new HR system in 2022, our ethnicity declaration rates have fallen from 95.4 per cent in 2022 to 86.5 per cent in 2024. Our disability disclosure rates have fallen from 91.6 per cent to 80.7 per cent across the same period. What is more, both our ethnicity and disability disclosure rates have

<sup>3</sup> Government Equalities Office, [Gender pay gap reporting: guidance for employers](#), 27 February 2023

<sup>4</sup> GLA Workforce Reports, [Salaries, expenses, benefits and workforce information](#)

decreased since 2023, despite recognition in last year's action plan that we needed to pay some focussed attention to increasing rates.

In looking in detail at our disclosure rates, two key issues emerged.

We noted that disclosure rates among our apprentices on the London Living Wage had dropped markedly. Ethnicity declaration rates in this group dropped to 4.8 per cent in March 2024, down from 100 per cent in March 2023. Disability declaration rates had dropped to 9.5 per cent, down from 90.9 per cent, over the same period. Given the diversity of our apprentice cohort each year, and the material role that salaries at our lowest grades play in calculating our pay gaps, we worked with our apprentices in August (before producing this report), to increase our declaration rates amongst this group. As a result, we have increased the ethnicity disclosure rate in this group to 42.9 per cent, and the disability disclosure rate to 47.6 per cent. While this action ensures that our pay gap data is more reflective of our organisation, these lower disclosure rates from our apprentices are likely to mean that the calculated reduction in our ethnicity pay gap could be overstated by up to one percentage point.

Further analysis of our disclosure data shows that the drops in our disclosure rates from historic highs are directly related to significantly lower disclosure rates among staff who have joined in the last two years. Our action plan addresses this directly.

## 1.5 Data collection

We collected staff data on ethnicity, disability and gender via self-declaring on our internal HR system.

Our Black, Asian and Minority Ethnic group includes all staff who have self-identified as: Black; Asian; of a Mixed or Multiple ethnic group; or of Other Ethnic backgrounds. Staff can select their ethnic group from a more detailed list.

As 'disability status' is simply self-declared, we do not ask for further details.

We collect data on our staff members' sex and gender identity. The data used in previous gender pay gap reports have been for males and females (sex). Therefore, for consistency, this means that females are reported as women and males are reported as men. We appreciate that some colleagues may not see their sex and gender as the same, nor 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.

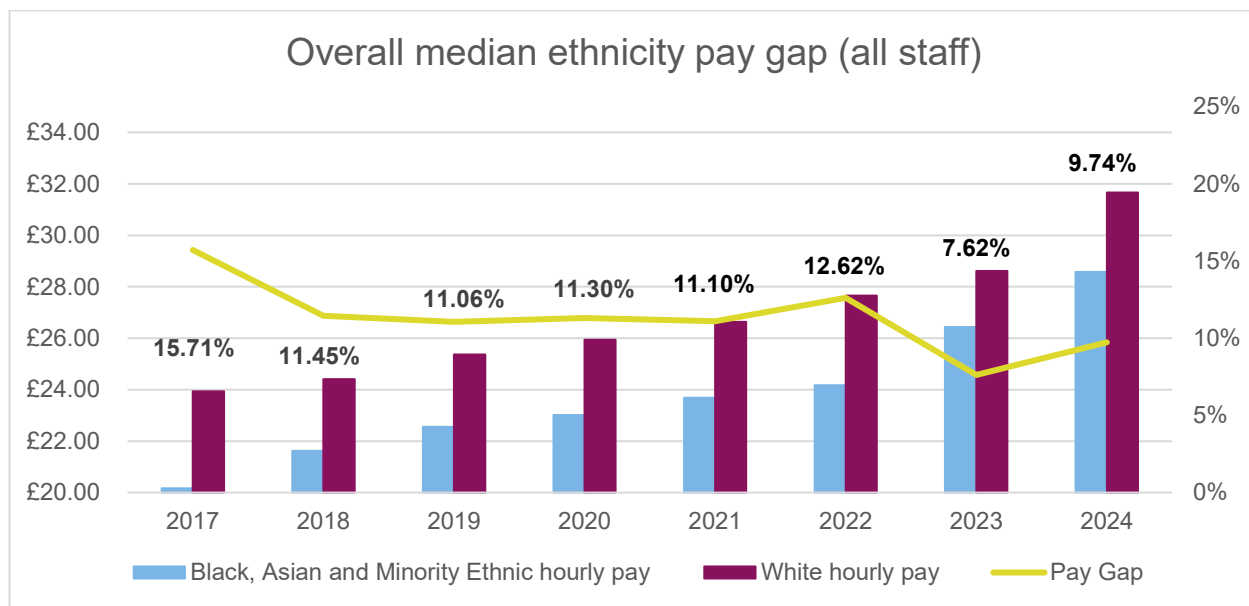
## 2 Ethnicity pay gap

### 2.1 Overall

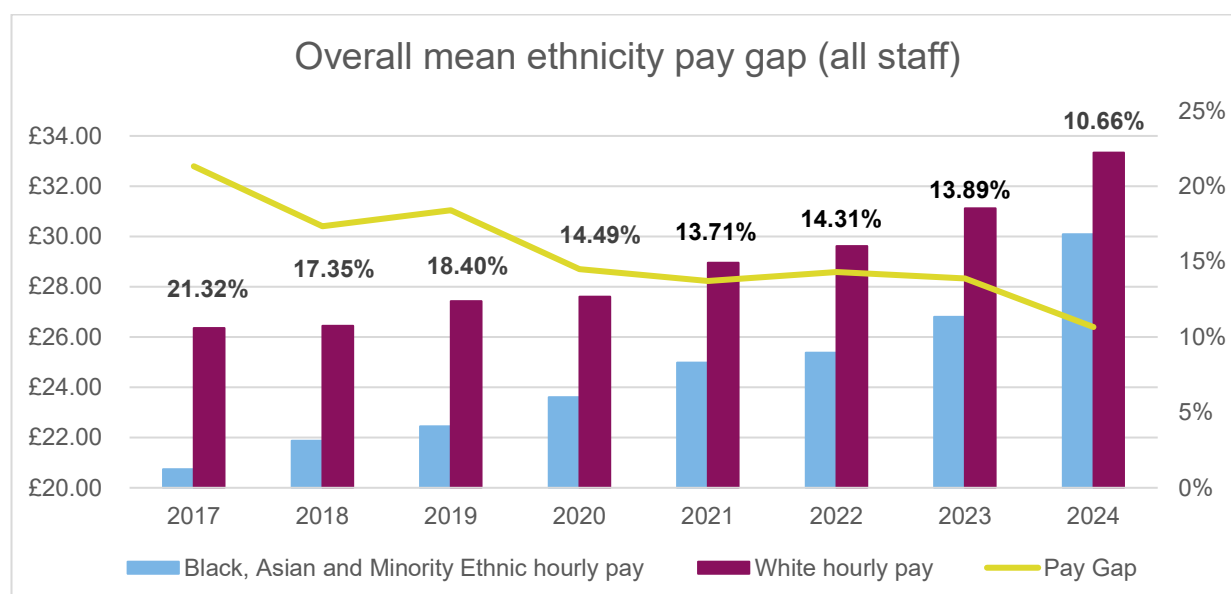
In this report, we compare the overall ethnicity pay gap between Black, Asian and Minority Ethnic staff, and White staff, taken as a whole. There is further analysis by separate groups (Asian or Asian British; Black or Black British; staff with a Mixed or Multiple ethnic group; and staff from Other ethnic groups), where numbers allow. The White group includes White British, White Irish and White Other.<sup>5</sup>

On 31 March 2024, our overall median ethnicity pay gap was 9.74 per cent and our mean ethnicity pay gap was 10.66 per cent (see Figures 2.1 and 2.2).

**Figure 2.1**



<sup>5</sup> In some other ethnicity pay gap reports, employers have chosen the reference category on which to base pay gaps as 'White British'. The GLA published its first ethnicity pay gap report with a reference category of a combined White group; so for consistency, each subsequent year's report has chosen this as its reference category.

**Figure 2.2**

This indicates that the average hourly rate of pay for Black, Asian and Minority Ethnic staff remains less than the average hourly rate of pay for White staff. These gaps have shrunk since 2017. The mean pay gap has significantly narrowed since 2023 to 10.66 per cent – the lowest recorded level since the GLA started reporting its ethnicity pay gap. There was a two-percentage point increase in the median pay gap from 2023 (9.74 per cent compared to 7.62 per cent), although this remains below the median gap reported in 2022.

Over the previous year there has been a net increase in Black, Asian and Minority Ethnic staff in higher grades, and a net decrease in staff in the lower pay grades. Amongst White staff there has been smaller net decrease in lower pay grades compared to Black, Asian and Minority Ethnic staff. There have also been net reductions in White staff at higher pay grades.

Generally, staff in the lower pay quartile work at grades seven and below. Compared to 2023, there has been a net decrease of 6 (4 per cent decrease) Black, Asian and Minority Ethnic staff at these grades. However, there was a large increase in the number of Black, Asian and Minority Ethnic staff at grade 7 (net increase of 15 staff at this grade). Amongst staff at grades 6 and below there was a net decrease of 21 staff (19 per cent decrease). As a result, 20 per cent of Black, Asian and Minority Ethnic staff work at grades 6 and below, a reduction of six percentage points compared to 2023 (26 per cent).

Amongst White staff there was a smaller decrease in the number of staff working at grades 6 and below, with a net decrease of five staff (6 per cent decrease). As a result, 11 per cent of White staff work at grades 6 and below – similar to the proportion in 2023 (12 per cent). These changes mean the proportion of staff with a known ethnic background at grades 6 and below, who are from Black, Asian and Minority Ethnic backgrounds, compared to White staff, has dropped to 52 per cent in 2024, compared to 56 per cent in 2023.

However, as already noted, there has been a decline in disclosure rates amongst staff in these lower grades. In 2024, 79 per cent of staff at grades 6 and below had provided ethnicity information, down from 90 per cent in 2023.

At the other end of the salary distribution, staff in the upper pay quartile generally work at grades 11 and above. Compared to 2023 there has been a net increase of eight staff (11 per cent increase) at these grades. This growth has been concentrated amongst staff at grades 13 and above, with a net increase of six (or 27

per cent increase) of staff from Black, Asian and Minority Ethnic backgrounds. Amongst White staff there was a net decrease of 9 staff at grades 11 and above (4 per cent decrease); and a net decrease of six staff at grades 13 and above (8 per cent decrease).

These changes have shifted the proportions of staff in the highest pay grades: in 2024, 28 per cent of those working at grades 11 and above, and with a known ethnic background, were from Black, Asian and Minority Ethnic backgrounds. This is compared to 25 per cent in 2023. For those working at grades 13 and above with a known ethnic background, 28 per cent were from Black, Asian and Minority Ethnic backgrounds compared to 22 per cent in 2023.

In summary, there has been a reduction in the number of Black, Asian and Minority Ethnic staff on the lowest salaries and an increase in those on the highest. Amongst White staff, the decrease in the number on the lowest salaries was smaller, and there were fewer staff on the highest salaries, compared to last year. These changes at both ends of the salary distribution have led to a reduction in the mean pay gap.

Over half (52 per cent) of all GLA employees are employed between grades 8 and 10, similar to the proportion in 2023 (51 per cent). These proportions are similar for both Black, Asian and Minority Ethnic staff (51 per cent) and White staff (53 per cent). Overall, the number of staff employed at these grades has increased by 7 per cent since 2023.

In 2024, Black, Asian and Minority Ethnic staff made up 36 per cent of staff with a known ethnic background employed between grades 8 and 10, similar to the proportion in 2023 (35 per cent). However, as the number of staff employed at these grades has increased, the balance of where staff sit has shifted.

Over the previous year, the number of grade 8 staff with a known ethnic background has increased by 5 per cent. This was proportionally split between staff from White backgrounds, and from Black, Asian and Minority Ethnic backgrounds, with both increasing by 5 per cent.

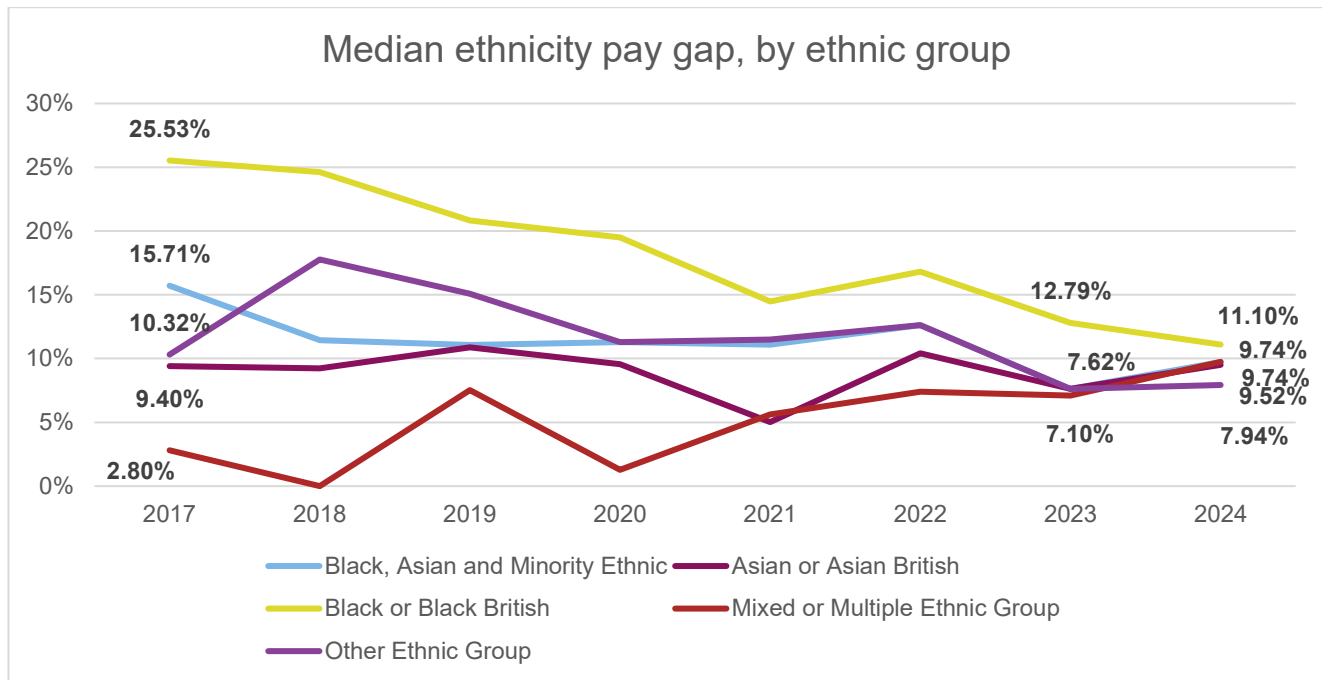
Amongst those employed at grade 9 there was a 4 per cent increase. Black, Asian and Minority Ethnic staff account for all the net increase. The numbers of Black, Asian and Minority Ethnic staff employed at grade 9 has increased by 22 per cent over the year, whilst the number of White staff has decreased by 6 per cent. This has increased the proportion of staff at grade 9 from Black, Asian and Minority Ethnic backgrounds. These staff now account for 40 per cent of those employed at grade 9, compared to 34 per cent in 2023.

During this period, the number of staff employed at grade 10 with a known ethnic background has increased by 11 per cent. White staff account for all the net increase. The number of White staff employed at grade 10 has increased by 16 per cent over the year, whilst the number of Black, Asian and Minority Ethnic staff has remained static (no net change). As a result, the proportion of staff from Black, Asian and Minority Ethnic backgrounds at grade 10 has reduced; and the proportion of White staff has grown. Black, Asian and Minority Ethnic staff make up 26 per cent of those with a known ethnic background at grade 10, compared to 29 per cent in 2023. White staff make up 74 per cent of staff of the grade, compared to 71 per cent in 2023.

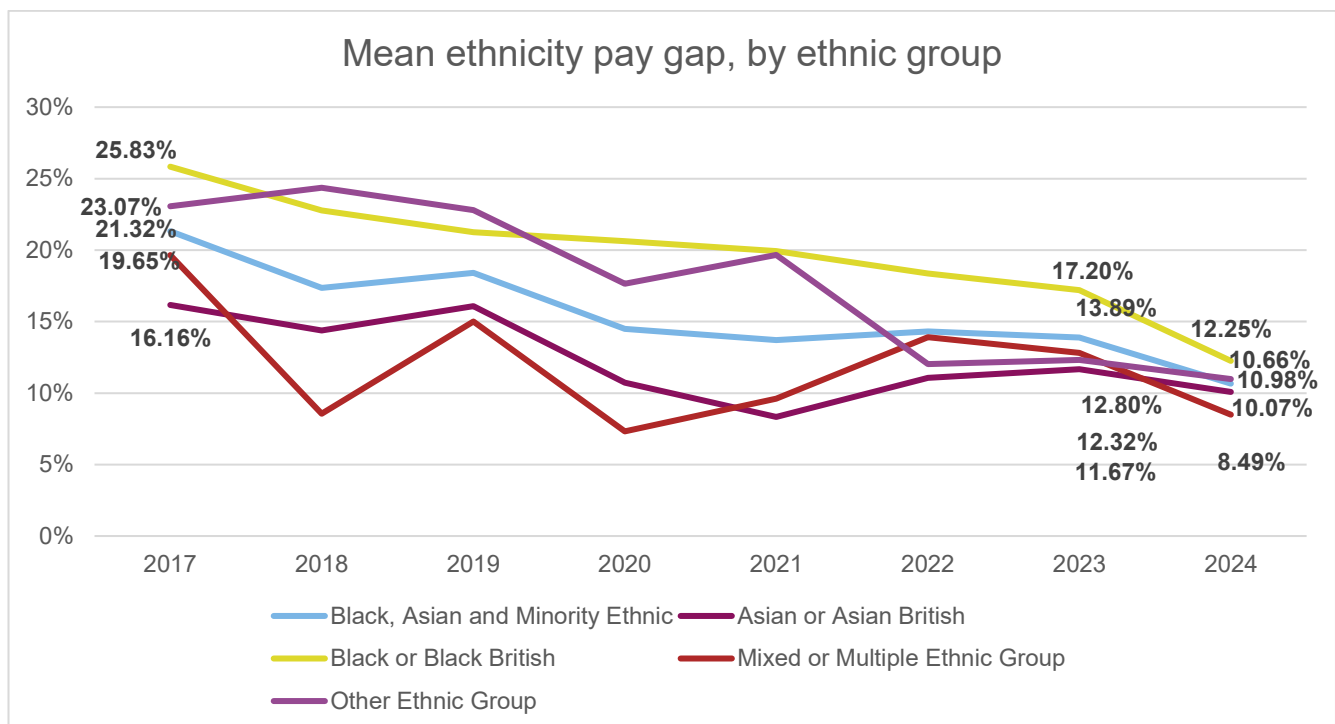
The proportions of Black, Asian and Minority Ethnic staff, and White staff, working in the middle salaries have both remained largely consistent with 2023. However, changes in where staff sit have led to an increase in the median pay gap. In particular, there was an increase in the number and proportion of White staff working at grade 10, compared to staff from Black, Asian and Minority Ethnic backgrounds.

Figures 2.3 and 2.4 show the median and mean pay gaps respectively for the separate ethnic minority groups at the GLA.<sup>6</sup>

**Figure 2.3**



**Figure 2.4**



<sup>6</sup> Prior to 2020, the GLA collected the ethnicity of its staff using a different classification. Instead of 'Mixed or Multiple ethnic group', there was an option for 'Dual Heritage'. This is how the data was reported on prior to 2020, so it should be borne in mind that they are not entirely comparable.

The highest pay gaps are among Black or Black British staff. This group has a median pay gap of 11.1 per cent and a mean of 12.25 per cent. The pay gaps for Black and Black British staff have fallen considerably since 2017. Between 2023 and 2024 there was a drop of five percentage points in the mean pay gap, and a drop of two percentage points in the median.

Reflecting the trend for all Black, Asian and Minority Ethnic staff, mean pay gaps for each ethnic minority group have narrowed compared to 2023. This is particularly the case for Black and Black British staff where there has been the biggest drop of five percentage points. There were drops of four percentage points for staff from Mixed or Multiple ethnic groups; two percentage points for Asian and Asian British staff; and one percentage point for those from Other ethnic backgrounds.

As with the pay gap for Black, Asian and Minority Ethnic staff overall, most groups saw a decrease in staff working at grades 6 and below, and an increase at higher grades compared to White staff. Amongst Black or Black British staff there was a 24 per cent reduction in staff at grades 6 and below; a 12 per cent increase at grades 11 and above; and a 33 per cent increase at grades 13 and above.

Staff from a Mixed or Multiple ethnic group saw greater reduction, proportionally, in the number of staff at grades 6 and below (38 per cent decrease); an 8 per cent increase at those at grades 11 and above; and a 33 per cent increase at grades 13 and above. There was also a larger increase (16 per cent) in the numbers of staff from a Mixed or Multiple ethnic group working between grades 8 and 10. This increased the proportion at these grades to 57 per cent in 2024, compared to 52 per cent in 2023. The increase in the proportion of staff from Mixed or Multiple ethnic backgrounds at the middle grades softens the extent to which the increase in the number of staff from Mixed or Multiple ethnic backgrounds on higher salaries has on the narrowing of the mean pay gap. In comparison, amongst Black or Black British staff, there was a 3 per cent increase in the numbers of those working in the middle grades.

The median pay gap has widened by two percentage points for Black, Asian and Ethnic Minority staff compared to 2023. Median pay gaps have widened three percentage points for Mixed or Multiple ethnic group staff, and two percentage points for Asian or Asian British staff. The median pay gap for staff from Black or Black British backgrounds has narrowed by two percentage points. Amongst staff from Other ethnic backgrounds, the median pay gap has remained stable.

The changes in the median gap for staff from Asian and Mixed or Multiple ethnic group backgrounds follow the trend of the median ethnicity pay gap staff overall. Compared to 2023, there have been increases in staff from Asian, and Mixed or Multiple ethnic groups working at grade 8 (3 per cent increase and 31 per cent increase respectively) and grade 9 (10 per cent increase and 43 per cent increase respectively). At grade 10, the number of Asian or Asian British staff has increased 8 per cent over the year; for staff from a Mixed or Multiple ethnic group, there has been a decrease of 18 per cent. This is compared to a 16 per cent net increase in the number of White staff working at grade 10.

The median pay gap has narrowed amongst Black or Black British staff, as a lower proportion now work at the lowest grades and a higher proportion work at the highest grades. In all, 26 per cent of Black or Black British staff work at grades 6 and below, compared to 34 per cent in 2023; and 20 per cent of Black or Black British staff work at grades 11 and above compared to 17 per cent in 2023. There was a net increase of four Black or Black British staff working at grade 7, with 9 per cent of Black staff working at grade 7 compared to 6 per cent in 2023.

Furthermore, the proportion of Black or Black British staff compared to White staff in the middle grades has not followed the pattern of all Black, Asian and Minority Ethnic staff. Instead, shifts in proportions in the middle grades have reduced the median pay gap between Black and White staff.

There was a 7 per cent decrease in the number of Black staff working at grade 8, compared to a 5 per cent increase for those from White backgrounds. This has reduced the proportion of Black or Black British staff at grade 8 amongst Black or Black British or White staff, to 18 per cent in 2024 down from 20 per cent in 2023.

The numbers of Black staff at grade 9 increased 11 per cent compared to 2023, whilst the number of White staff has decreased by 6 per cent. This has increased the proportion of Black or Black British staff at grade 9 amongst Black or Black British or White staff, to 19 per cent in 2024 up from 17 per cent in 2023. The proportion of Black or Black British staff at grade 10 amongst Black or Black British or White staff has remained stable compared to 2023, at 6 per cent.

The overall national and London pay gaps come from the Annual Population Survey (APS).<sup>7</sup> Because of the declining sample of the APS, and increased uncertainty since 2020, 2020–22 estimates should be used with caution. The Office for National Statistics (ONS) does not report mean ethnicity pay gaps, nor a combined Black, Asian and Minority Ethnic pay gap. In 2022, the UK median ethnicity pay gap between White workers and Asian or Asian British workers was -3.3 per cent. For Black, African, Caribbean or Black British workers the gap was 5.7 per cent; for Mixed or Multiple ethnic group workers, -7.2 per cent; and for Other ethnic group workers, -4.5 per cent.

London's ethnicity pay gaps are far higher than those 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. London wages also tend to be higher than elsewhere.

In 2022, London's median ethnicity pay gap between White workers and Asian or Asian British workers was 12.3 per cent. For Black, African, Caribbean or Black British workers it was 29.9 per cent; for Mixed or Multiple ethnic group workers, 16.8 per cent; and for Other ethnic group workers, 19.9 per cent.

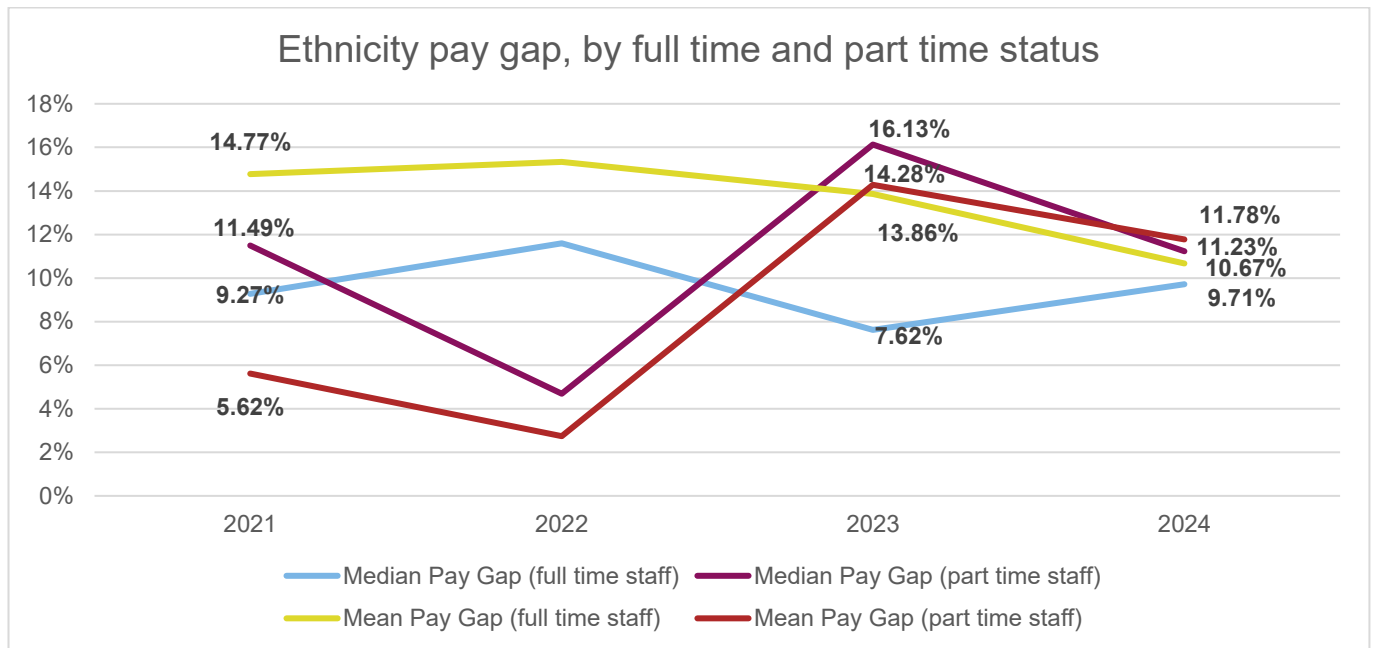
## 2.2 Full-time/part-time status

Figure 2.5 shows that, for full-time workers, the overall median ethnicity pay gap is 9.71 per cent, while the mean ethnicity pay gap was 10.67 per cent. For part-time workers, the median and mean pay gaps are higher (11.23 per cent and 11.78 per cent respectively).

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<sup>7</sup> ONS, [Ethnicity pay gaps, UK: 2012 to 2022](#), 29 November 2023



**Figure 2.5**

Amongst part-time staff the decline in the pay gaps has been driven by a reduction in White staff who work part-time and are employed in higher grades.

Compared to 2023 there has been a net increase of eight part-time staff from Black, Asian and Minority Ethnic backgrounds (26 per cent increase); and a net decrease of five White staff working part-time (5 per cent decrease). Amongst Black, Asian and Minority Ethnic staff, all the net increase has come at grades 9 and below; the number of staff at grade 10 and above has remained stable.

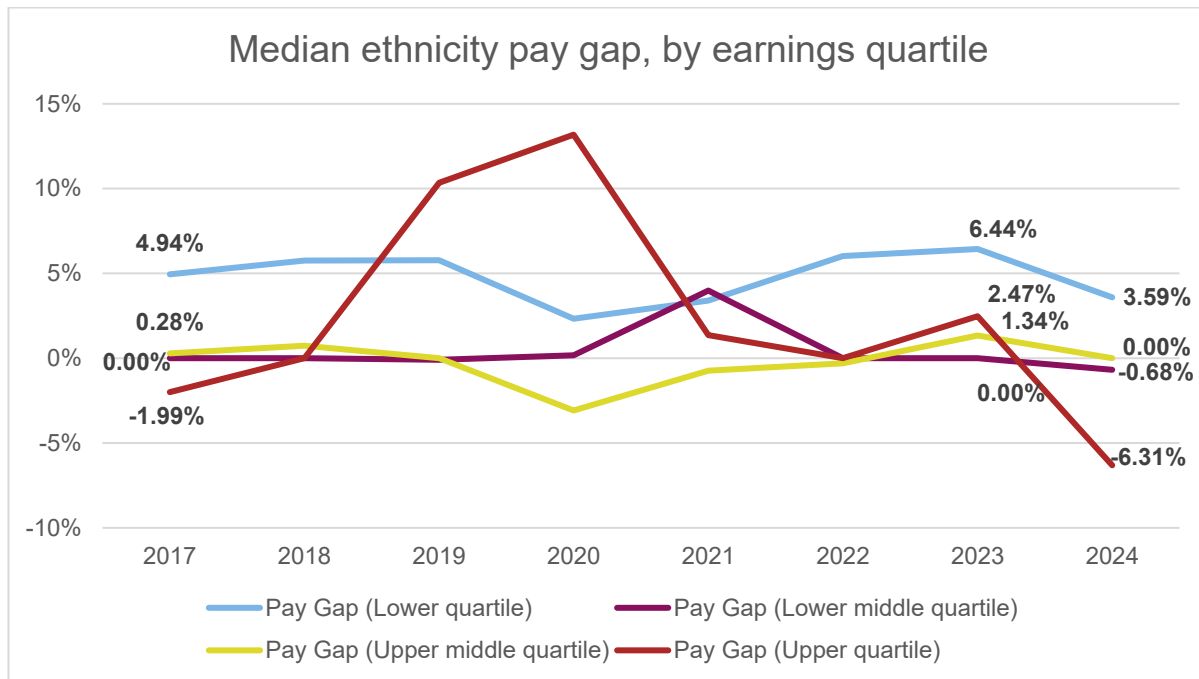
However, the pay gaps have still reduced because, amongst Black, Asian and Minority Ethnic staff, five of the eight net changes were at grades 7 to 9. At the same time, 80 per cent of the net decrease amongst White staff can be attributed to a net decrease of four staff White staff working part-time at grades 12 and above, compared to a net decrease of five White staff working part-time overall.

As the vast majority of staff work full-time (89 per cent of those with a known ethnic group), the reasons for pay gaps amongst full-time staff broadly follow those for the overall pay gap. The median pay gap amongst full-time staff was 9.71 per cent compared to 9.74 per cent for all staff. The mean was 10.67 per cent, compared to 10.66 per cent for all staff.

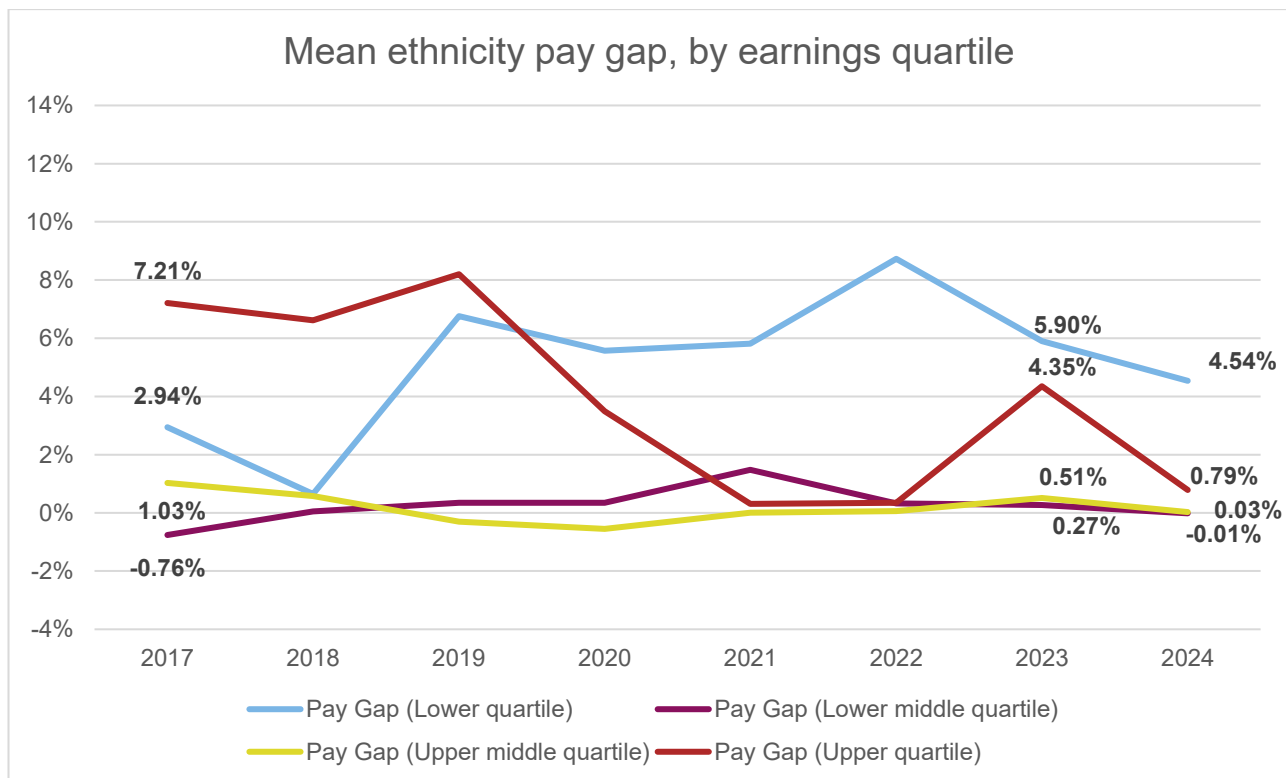
## 2.3 Earnings quartile

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. We can then analyse the pay gaps within these four groups.

The mean pay gaps have fallen across all quartiles. The median pay gaps have fallen in the lower two quartiles. There were negative median pay gaps in the upper two quartiles, as shown in Figures 2.6 and 2.7.

**Figure 2.6**

Per cent Black, Asian and Minority Ethnic (2024): lower quartile: 47 per cent; lower middle quartile: 45 per cent; upper middle quartile: 32 per cent; upper quartile: 25 per cent

**Figure 2.7**

Per cent Black, Asian and Minority Ethnic (2024): lower quartile: 47 per cent; lower middle quartile: 45 per cent; upper middle quartile: 32 per cent; upper quartile: 25 per cent

In 2024, there was a small negative median ethnicity pay gap in the lower middle quartile (-0.68 per cent), and no median ethnicity pay gap in the upper middle quartiles. There were no mean pay gaps in the middle quartiles. There were pay gaps in the lower quartile, although these have shrunk since 2023. There was a small mean pay gap in the upper quartile (0.79 per cent), which has also shrunk since 2023 as well as a negative median pay gap.

Over the past year, the mean and median ethnicity pay gaps for the lower quartile have narrowed. Following a drop of one percentage point in the median pay gap, there is now no mean or median pay gap in the upper middle quartile. As was the case in 2023, there is also no mean pay gap in the lower middle quartile. There was a very small negative pay gap. There was a negative median pay gap amongst the upper quartile (-6.31 per cent) in 2024, compared to a pay gap of 2.47 per cent in 2023.

The small mean pay gaps, in 2023, in the lower middle and upper middle quartiles have narrowed even closer to zero. There has been a drop of one percentage point in the mean pay gap in the lower quartile; and a drop of three and a half percentage points in the upper quartile.

Staff in the lower pay quartile generally sit between apprentices on the London Living Wage (the lowest grade) up to, and including, grade 7. Amongst those with a known ethnic background, 48.5 per cent of staff in these grades were from Black, Asian and Minority Ethnic backgrounds in 2024, similar to the figure in 2023 (49.5 per cent).

The decline in the mean and median pay gaps in the lower quartile has been driven by a reduction in the numbers of Black, Asian and Minority ethnic staff in pay grades at the lower half of the quartile; and an increase of in the upper half of the quartile. Compared to 2023 there has been a net reduction of 15 Black, Asian and Minority ethnic staff, and a net reduction of one White staff, working between the London Living Wage and grade 3. There has been a net increase of nine Black, Asian and Minority Ethnic staff working between grades 4 and grade 7; the numbers for White staff have remained flat.

These changes have shifted the proportion of where Black, Asian and Minority Ethnic staff work in the lowest grades. Amongst Black, Asian and Minority Ethnic staff working between London Living Wage and grade 7, 20 per cent were working at grades 3 and under, and 80 per cent at grades 4 to 7. By contrast, in 2023, 30 per cent were at grades 3 and below, and 70 per cent at grades 4 to 7. Amongst White staff, the proportions have remained similar – with 7 per cent at grades 3 and below, and 93 per cent at grades 4 to 7 in 2024. This compares to 8 per cent and 92 per cent, respectively, in 2023.

In 2024 38 per cent of staff working at grades 3 and below had not provided this information, compared to 9 per cent in 2023. For staff between grades 4 and 7, the proportion of staff who did not provide this information has remained at 12 per cent for both years.

Many staff in the upper quartile work at grades 11 and above. Of staff included in the pay gap report, there has been an 11 per cent increase in the number of Black, Asian and Minority Ethnic staff in these grades, compared to a 4 per cent decrease amongst White staff.

The median grade position of all staff in the upper pay quartile was grade 12. The reduction of the mean pay gap has been driven by an increase of Black, Asian and Minority Ethnic staff working at grades above this, particularly grade 13, compared to White staff.

Compared to 2023, there was a net increase of six Black, Asian and Minority Ethnic staff at grades 13 and above (27 per cent increase); amongst White staff, there was a reduction of six staff (8 per cent decrease). This increase was due to higher numbers at grade 13, with a net increase of seven Black, Asian and Minority

Ethnic staff (equivalent to a 58 per cent increase in the grade). The numbers of White staff at grade 13 have remained stable (net decrease of one staff member, equivalent to a 4 per cent decrease).

The negative median pay gap in the upper quartile is due to the differences in grades. The median value in the upper quartile for Black, Asian and Minority Ethnic staff fell at grade 13. For White staff in the upper quartile, the median value sat at grade 12.

In 2023 the median pay gap in the upper quartile was narrower as the median value for both Black, Asian and Minority Ethnic staff, and White staff, in the upper quartile fell at grade 12.

Furthermore, whilst most staff in the upper quartile work at grades 11 and above, 12 per cent of staff in the upper quartile were employed below grade 11. A higher proportion of White staff in the upper quartile worked below grade 11 (13 per cent) compared to Black, Asian and Minority Ethnic staff (9 per cent).

## 2.4 Pay 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 not reported here, but are available in the accompanying data tables.<sup>8</sup>

## 2.5 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.<sup>9</sup> 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.

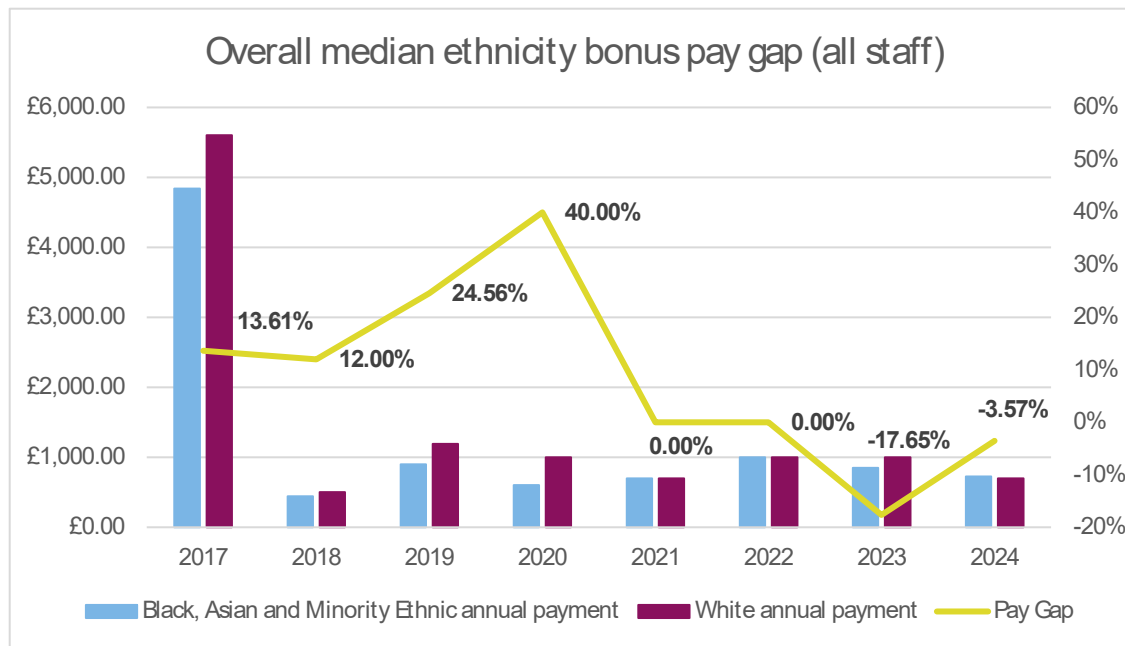
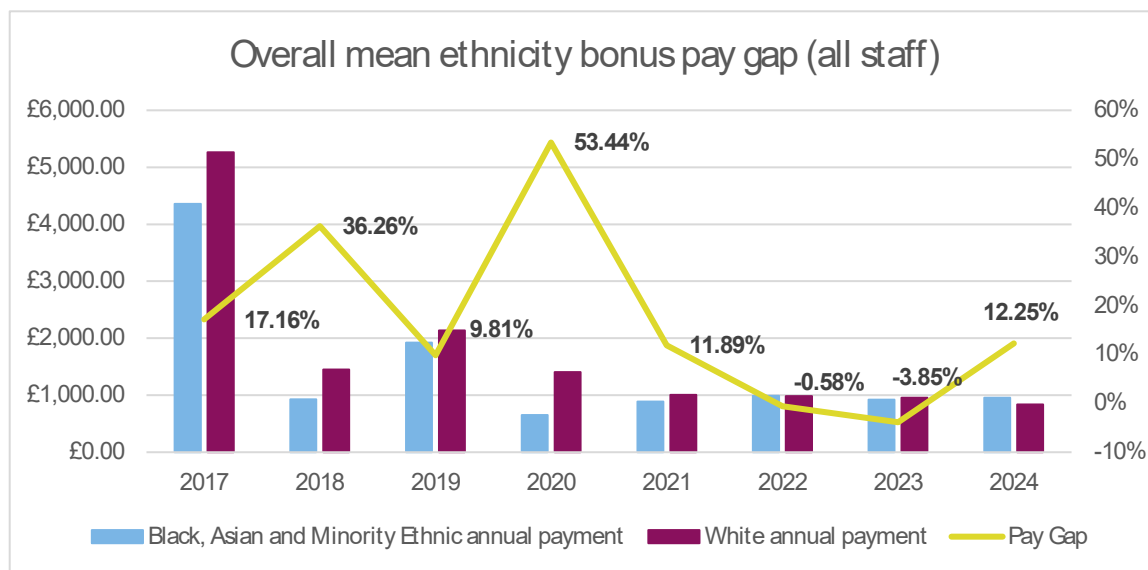
Traditionally, we calculated recognition payments based on a formula using the hourly rate of pay and time taken to do the work. However, in January 2019 the Chief Officer rolled out a new methodology. This calculates a recognition payment by matching the nature of the work being recognised to specific criteria to determine the payment value.<sup>10</sup>

In 2024, there was a small negative median ethnicity bonus pay gap of -3.57 per cent. When considering the mean average, there was a bonus gap of 12.25 per cent. Whilst the mean bonus gaps were small in 2023 and 2022, there have been fluctuation in mean gaps over previous years. In 2021 the mean bonus gap was 11.89 per cent, and in 2020 it was 53.44 per cent (see Figures 2.8 and 2.9).

<sup>8</sup> London Datastore, [GLA pay gap data](#)

<sup>9</sup> Gov.uk, [The Equality Act 2010 \(Gender Pay Gap Information\) Regulations 2017](#)

<sup>10</sup> GLA, [HR Policy for the Award and Governance of Recognition Payments](#), 17 March 2020

**Figure 2.8****Figure 2.9**

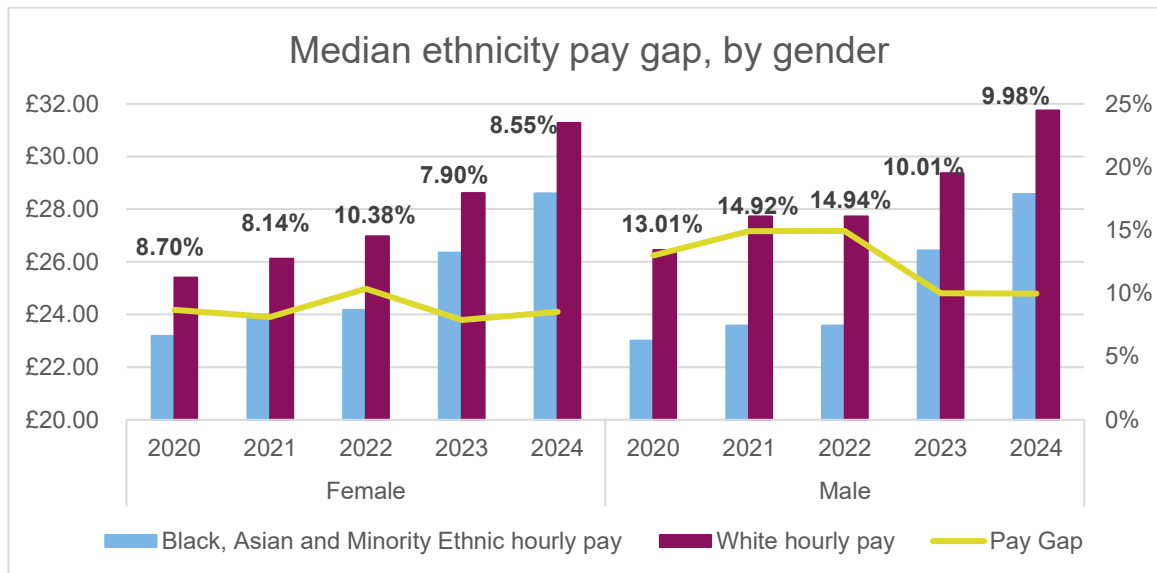
Overall, 8 per cent of Black, Asian and Minority Ethnic staff received a bonus compared to 11 per cent of White staff. Contributing to the mean bonus pay gap, a higher proportion of White staff (26 per cent) received recognition payments of £1,500 or more over the year, compared to Black, Asian and Minority Ethnic staff backgrounds (14 per cent).

## 2.6 Intersectional analysis: ethnicity pay gap by gender

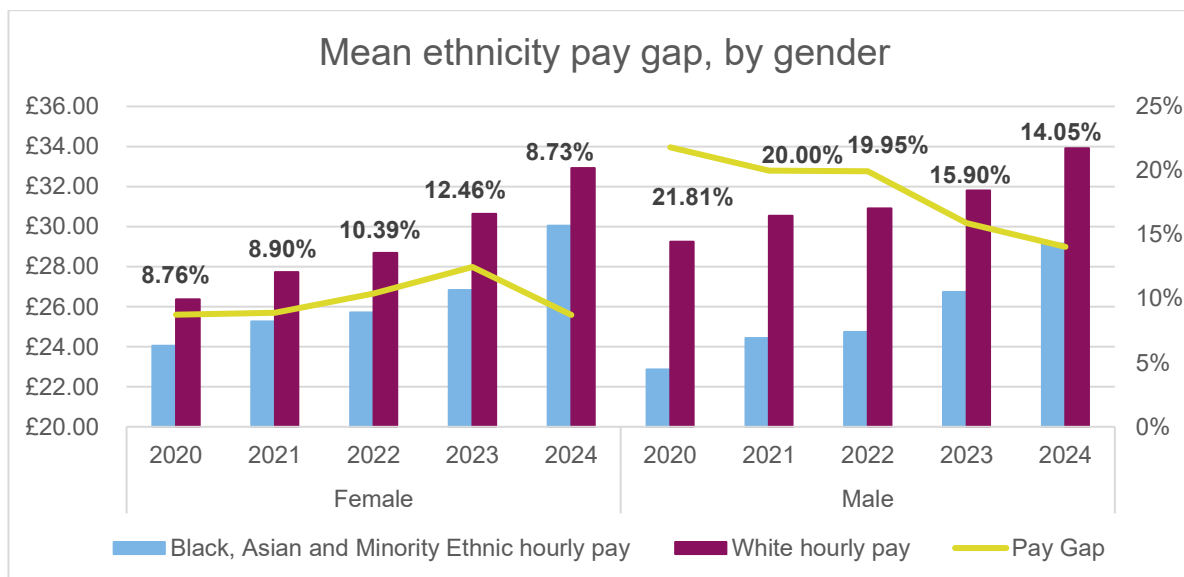
We use an intersectional approach in this report. It shows how people's identities can overlap, which can sometimes create compounding experiences of disadvantage. This section looks at pay gaps by gender and ethnicity. In the disability pay gap section of the report we consider pay gaps by: ethnicity and disability; and gender and disability.

On 31 March 2024, the overall median ethnicity pay gap was 8.55 per cent for women, and 9.98 per cent for men. The mean ethnicity pay gap was 8.73 per cent for women and 14.05 per cent for men (see Figures 2.10 and 2.11 respectively).

**Figure 2.10**



**Figure 2.11**



The overall median ethnicity pay gap is 9.74 per cent, and the mean ethnicity pay gap is 10.66 per cent. This breakdown by gender indicates that Black, Asian and Minority Ethnic men experience a stronger effect than Black, Asian and Minority Ethnic women.

Compared to 2023, the median pay gap has remained stable for male staff; and risen slightly for female staff (0.65 percentage points). There have been drops in the mean ethnicity pay gap for both male and female staff. Amongst male staff the mean ethnicity pay gap has dropped two percentage points, and four percentage points for female staff.

The decline in the mean ethnicity pay gap for female staff largely maps the underlying reasons for the decline in the mean pay gap overall. There has been a decrease in the number of Black, Asian and Minority ethnic women and men in the lower pay grades, and an increase at the higher pay grades.

Amongst female staff, there has been a reduction of numbers of Black, Asian and Minority Ethnic women working in the lower pay bands; and an increase in the upper pay bands. Compared to 2023, there has been a 17 per cent decrease in the number of Black, Asian and Minority Ethnic women employed at grades 6 and below. Amongst White women, there has been a smaller decrease in this number (9 per cent).

There was a net increase of eight Black, Asian and Minority Ethnic women working at grades 11 and above (equivalent to a 16 per cent increase). This was driven particularly by those at grades 13 and above, with a net increase of six staff (equivalent to a 50 per cent increase). In contrast, there have been decreases in White women working at these grades, with a 3 per cent decrease at grades 11 and above; and an 11 per cent decrease at grades 13 and above.

Compared to White women, women from Black, Asian and Minority Ethnic backgrounds now make up 53 per cent of women employed at grades 6 and below, down from 56 per cent in 2023. At the higher grades, Black, Asian and Minority Ethnic women now make up 34 per cent of those at grades 11 and above; and 31 per cent of those at grades 13 and above. This is compared to 30 per cent and 21 per cent respectively in 2023.

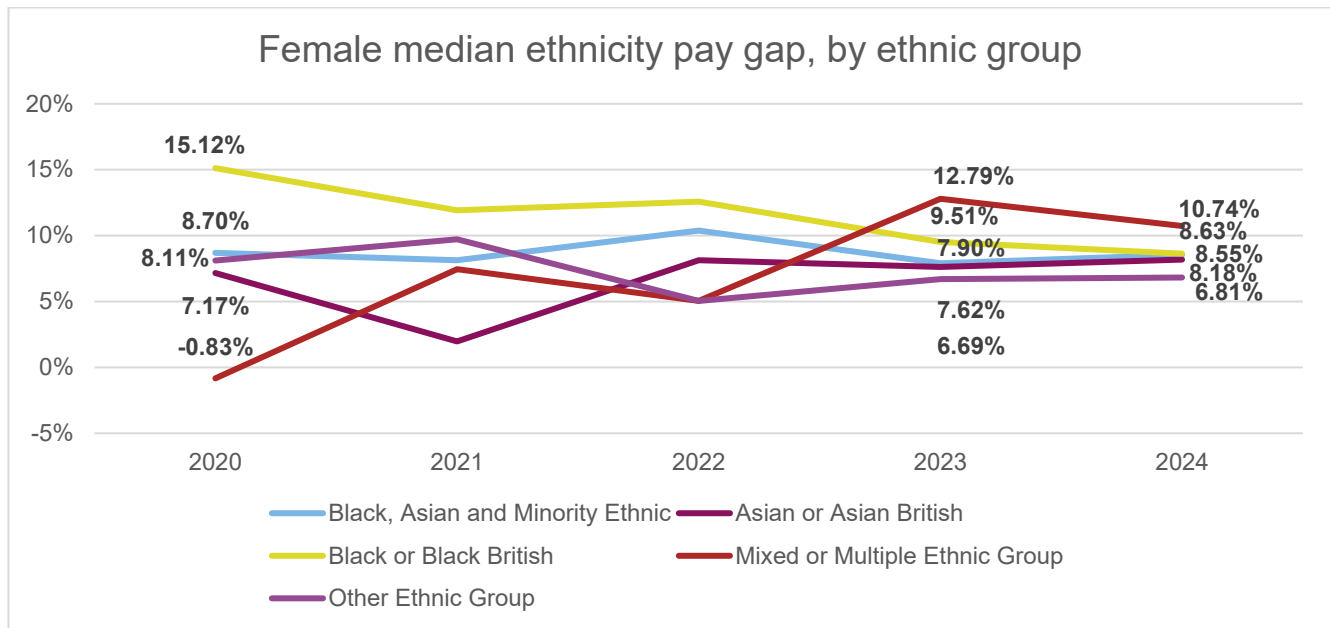
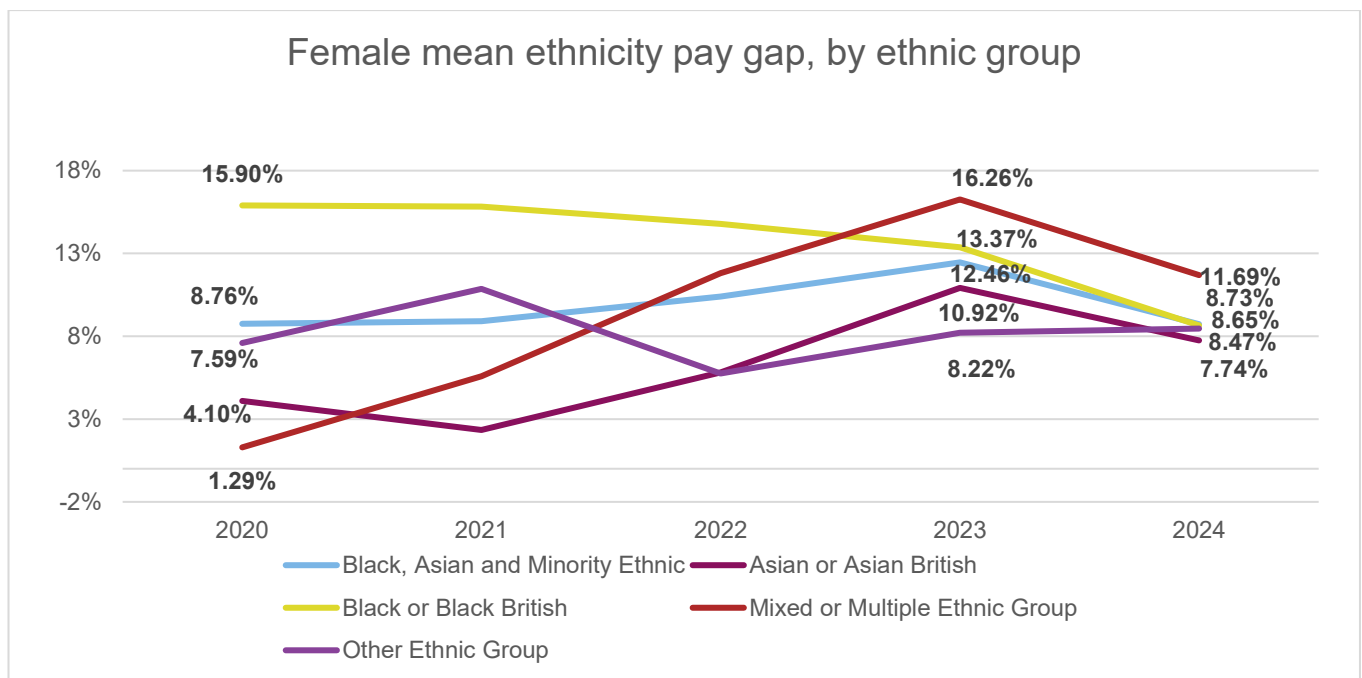
The decline in the mean ethnicity pay gap for men is driven by the decrease in Black, Asian and Minority ethnic men in the lower pay grades. Unlike for women, there was limited change in the numbers in the Black, Asian and Minority ethnic men in higher pay grades; and there was a smaller reduction in the number of White men. Over the year there was a 22 per cent decrease in the number of Black, Asian and Minority Ethnic men working at grades 6 and below, compared to 2023; whilst the number of White men has remained stable.

The numbers of Black, Asian and Minority Ethnic men at grades 11 and above, and at grades 13 and above, is the same as 2023. Compared to White women, there was a smaller decrease in the number of White men at these grades. Over the year, the number of White men at grades 11 and above decreased by 6 per cent. The number at grades 13 and above has decreased by 3 per cent.

The slight increase in the median pay gap for Black, Asian and Minority Ethnic women largely maps the reason for the ethnicity pay gap overall. Compared to the previous year, the number of Black, Asian and Minority Ethnic women employed at grade 8 has remained stable; and there was a slight increase in the number of White women (4 per cent). At grade 9, the number of Black, Asian and Minority Ethnic women has increased by 30 per cent; and the number of White women has decreased by 7 per cent. Despite the increases at grade 9, the median pay gap has increased due to a growth in White women at grade 10. Compared to the previous year there was a small increase (net increase of one staff member) in the number of Black, Asian and Minority Ethnic women at grade 10; and a net increase of 13 White women (equivalent to a 19 per cent increase).

In 2024, 79 per cent of all staff at grades 6 and below had provided ethnicity information, down from 90 per cent in 2023. Amongst female staff, the ethnicity declaration rate for staff at grades 6 and below was also 79 per cent in 2024, and 91 per cent in 2023. Amongst male staff, the declaration rate was also 79 per cent, compared to 88 per cent in 2023.

Figures 2.12 and 2.13 show the median and mean ethnicity pay gaps respectively for women in each separate ethnic minority group. Due to the low numbers of staff with some of these intersecting characteristics, these results should be viewed with caution.

**Figure 2.12****Figure 2.13**

The largest pay gaps are among women from a Mixed or Multiple ethnic group (10.74 per cent median; 11.69 per cent mean). Women from Asian and Asian British, Black and Black British, and Other ethnic backgrounds had similar mean pay gaps. Women from other ethnic backgrounds had the lowest median ethnicity pay gap (6.81 per cent). The median pay gap for Asian and Asian British women was 8.18 per cent, and 8.63 per cent for Black and Black British women.

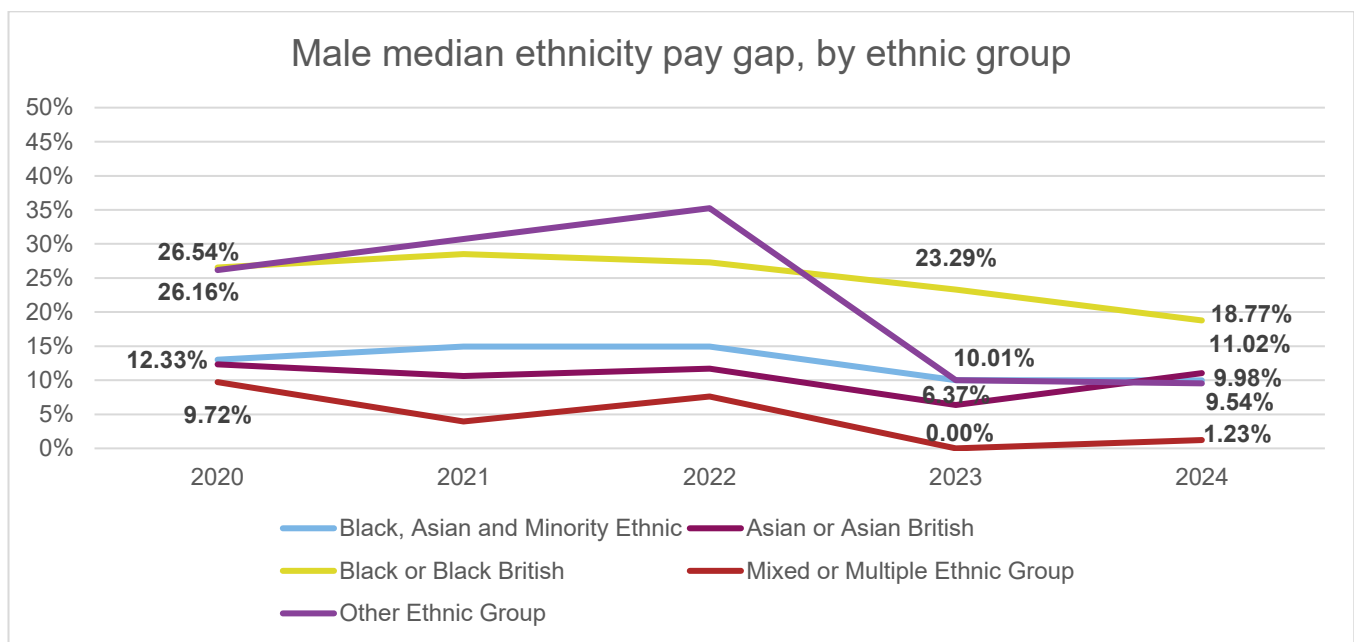
The pay gaps for women from a Mixed or Multiple ethnic group have narrowed over the past year. The median pay gap has narrowed by two percentage points to 10.74 per cent, and the mean by five percentage points to 11.69 per cent.



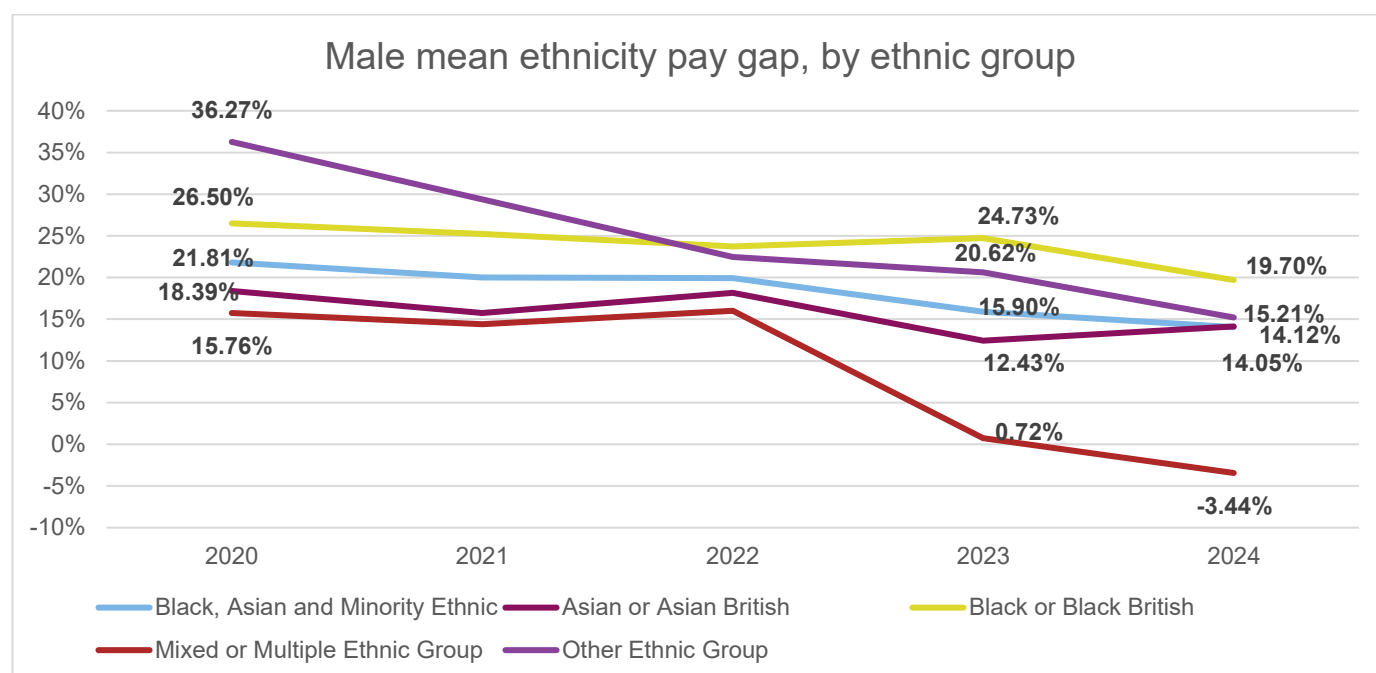
The mean pay gap narrowed for women for all ethnic groups, with the exception of women from Other ethnic groups where it has remained stable. The median pay gap has remained relatively stable (all groups are within one percentage point difference compared to 2023), with the exception of women from Other ethnic groups which saw a two percentage point decrease in the median ethnicity pay gap.

Like the overall pay gap, the narrowing of the mean ethnicity pay gap between women from Mixed or Multiple ethnic groups and White women has been driven by changes at the lower and upper ends of the pay scales. Over the year, there was a 36 per cent decrease in the number of women from a Mixed or Multiple ethnic group at grades 6 and below; this compares to a 9 per cent decrease in the number of White women. At the upper end of the pay scale, the number of women from a Mixed or Multiple ethnic group working at grades 11 and above has increased by 33 per cent, whilst the number of White women reduced slightly (3 per cent decrease).

**Figure 2.14**



2021 Pay gap data for men from Other ethnic backgrounds has been redacted due to there being fewer than 5 men in this category. The value displayed is the mid-point between 2020 and 2022.

**Figure 2.15**

2021 Pay gap data for men from Other ethnic backgrounds has been redacted due to there being fewer than 5 men in this category. The value displayed is the mid-point between 2020 and 2022.

The largest pay gaps are among Black or Black British men (18.77 per cent median; 19.7 per cent mean). The smallest pay gaps are for men from Mixed or Multiple ethnic groups, where there was a small median pay gap (1.23 per cent) and a negative mean pay gap of -3.44 per cent. The mean pay gaps for Black or Black British men, and men from Other ethnic backgrounds, have decreased by five percentage points over the past year. Men from these two groups have had the largest mean ethnicity pay gap since first reported in 2020. For Black or Black British men, the median ethnicity pay gap has also narrowed over the past year (a drop of four-and-a-half percentage points).

The mean and median ethnicity pay gaps have narrowed for Black or Black British men. This is due to a net decrease of numbers in the grades 6 and below, and a slight increase in those at grades 11 and above.

Overall, over the previous year there has been a small net decrease of two Black or Black British men at the GLA (equivalent to 4 per cent decrease). This decrease was concentrated in the lowest pay grades. There was a net decrease of three Black or Black British men at grades 6 and below (equivalent to 14 per cent decrease). Between grades 7 and grades 10, there was no net increase in the numbers of Black and Black British men; and at grades 11 and above, a net increase of one.

Amongst White men there were no overall changes in the number of staff at grades 6 and below. There was a net increase of nine between grades 7 and 10 (equivalent to a 5 per cent increase); and a net reduction of six at grades 11 and above (equivalent to a 6 per cent decrease).

The reduction in the number of Black or Black British men on the lowest salaries has also reduced the median pay gap. This is because it has led to a rebalancing of the proportion of Black or Black British men at grades 9 and below, and grades 10 and above, compared to White men.

In 2024, 81 per cent of Black or Black British men were employed at grades 9 and below, and 19 per cent at grades 10 and above. This compares to 87 per cent and 13 per cent respectively in 2023. Amongst White

men the proportions employed at grades 9 and below, and grades 10 and above, have remained largely stable. In 2024, 52 per cent of White men were employed at grades 9 and below, and 48 per cent at grades 10 and above. This compares to 51 per cent and 49 per cent respectively for 2023.

We have already noted the decline in disclosure rates amongst the lowest grades. This is particularly the case when considering the pay gaps between Black or Black British men, and White men, which have largely been driven by changes at staff at grades 6 and below.

## 2.7 Workforce composition

The proportion of Black, Asian and Minority Ethnic staff at the GLA has grown since 2017 (see Table 2.1).

**Table 2.1: Workforce composition – Ethnicity**

	2017	2018	2019	2020	2021	2022	2023	2024
Black, Asian and Minority Ethnic	199	214	276	344	326	386	417	439
White	563	641	706	744	742	757	735	742
Total (declared)	762	855	982	1,088	1,068	1,143	1,152	1,181
% Black, Asian and Minority Ethnic (declared)	26.1%	25.0%	28.1%	31.6%	30.5%	33.8%	36.2%	37.2%
Unknown	35	40	48	58	61	55	153	184
Total (all staff)	797	895	1,030	1,146	1,129	1,198	1,305	1,365
Disclosure rate	95.6%	95.5%	95.3%	94.9%	94.6%	95.4%	88.3%	86.5%
% Black, Asian and Minority Ethnic (all staff)	25.0%	23.9%	26.8%	30.0%	28.9%	32.2%	32.0%	32.2%

On 31 March 2024, of the 1,365 staff considered for pay gap reporting purposes, 439 were from Black, Asian and Minority Ethnic backgrounds; 742 were from White ethnic backgrounds; and 184 had not declared their ethnicity. There were 189 Asian staff; 148 Black staff; 63 staff with a Mixed or Multiple ethnic group; and 39 from Other ethnic groups. Whilst still relatively high, our disclosure rates have dropped slightly over the past year, and are down from 2022 when the GLA switched to a new internal reporting system. Our accompanying Action Plan sets out steps to address this.

We produce detailed workforce reports every six months.<sup>11</sup> However, for the purposes of ethnicity pay gap reporting, we examine the distribution of salaries of Black, Asian and Minority Ethnic staff, compared to the number of all staff employed, in £10k increments up to £100k. Those earning £100k or more are collected into one group.

Table 2.2 highlights clearly that our higher-salary jobs are more likely to be held by White employees than by Black, Asian and Minority Ethnic employees. Our workforce report, covering the period from 1 April 2023 to 31 March 2024, shows that 42 per cent of London's working-age population is Black, Asian or Minority Ethnic.<sup>12</sup>

<sup>11</sup> GLA, [Salaries, expenses, benefits and workforce information](#)

<sup>12</sup> GLA, [Salaries, expenses, benefits and workforce information](#)

**Table 2.2: Proportion of jobs within pay bands that are staffed by Black, Asian and Minority Ethnic employees**

Pay band	2017	2018	2019	2020	2021	2022	2023	2024	Total staff at salary band 2024
Less than £20,000	62%	37%	N/A	N/A	N/A	N/A	N/A	N/A	0
£20,000 to £29,999	43%	44%	58%	61%	52%	71%	73%	36%	33
£30,000 to £39,999	32%	32%	39%	41%	43%	47%	45%	43%	120
£40,000 to £49,999	25%	21%	22%	30%	31%	35%	34%	36%	233
£50,000 to £59,999	12%	19%	23%	24%	26%	25%	30%	36%	412
£60,000 to £69,999	16%	18%	<5	25%	14%	14%	23%	25%	318
£70,000 to £79,999	17%	14%	20%	18%	21%	29%	30%	32%	75
£80,000 to £89,999	<5	<5	<5	<5	16%	23%	30%	28%	68
£90,000 to £99,999	N/A	0%	0%	0%	0%	<5	<5	28%	43
£100,000 and over	<5	<5	<5	17%	15%	19%	14%	16%	63

The proportion of staff from Black, Asian and Minority Ethnic backgrounds, compared to all staff, across the GLA was 32 per cent. Compared to the proportion overall, Black, Asian and Minority Ethnic staff are over-represented in all pay bands between £20,000 and £59,999 – particularly between £30,000 and £39,999.

In contrast, the proportion of Black, Asian or Minority Ethnic staff paid over £100,000 is 16 per cent. This is up slightly compared to 2023, when 14 per cent of staff in this category were from Black, Asian and Minority Ethnic backgrounds.

In salary band between £80,000 and £99,999, 28 per cent of staff were from Black, Asian and Minority Ethnic backgrounds. Whilst this marks a slight drop from 2023, there has been considerable increase in the proportion of Black, Asian and Minority Ethnic staff earning between £80,000 and £89,999 since 2021, when the figure was 16 per cent.

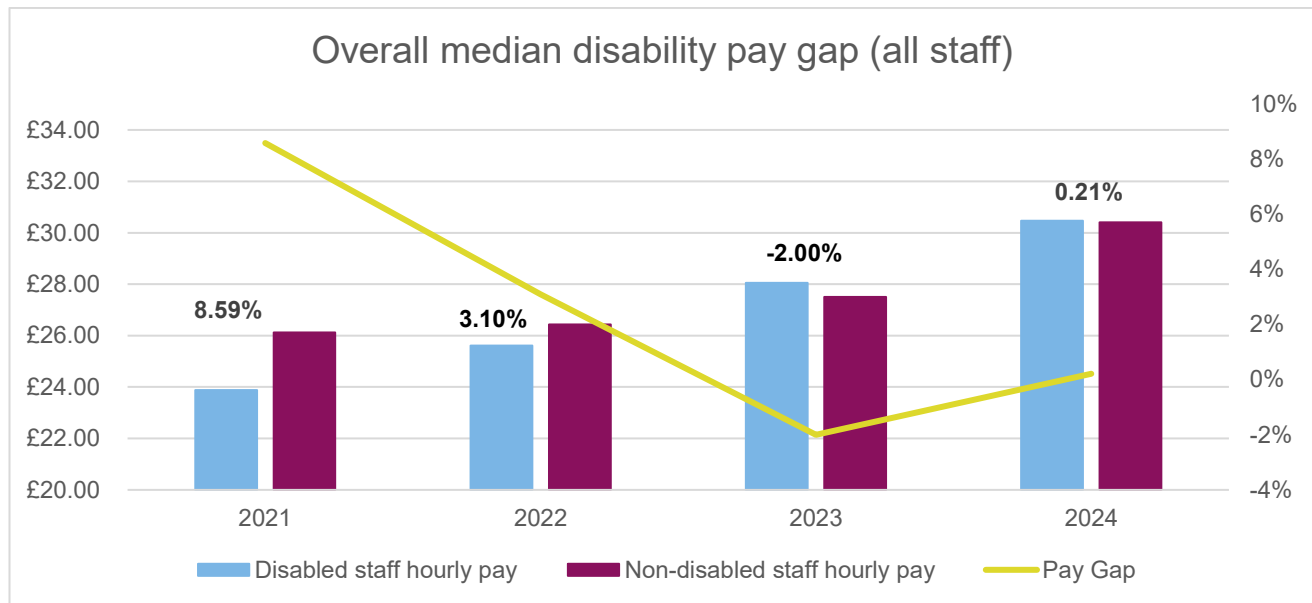
The final column in the table shows the total number of staff across the GLA working in each salary band for 2024.

### 3 Disability pay gap

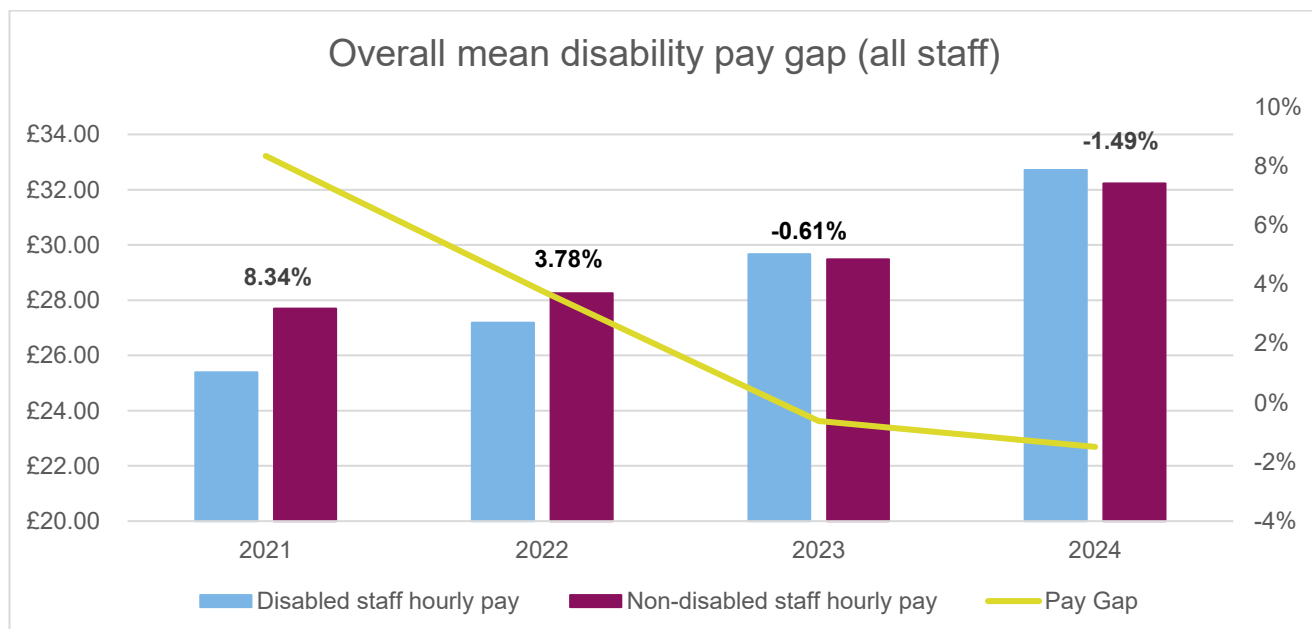
#### 3.1 Overall

On 31 March 2024, we had a near-zero median disability pay gap (0.21 per cent); and a small negative mean disability pay gap of -1.49 per cent (see Figures 3.1 and 3.2).

**Figure 3.1**



**Figure 3.2**



The negative mean pay gap (-1.49 per cent) indicates that disabled GLA staff receive a higher median hourly rate than non-disabled staff. The median pay gap is near zero (0.21 per cent), indicating there is no difference in the median hourly rate between disabled staff and non-disabled staff.

The slight increase in the mean disability pay gap is due to an increase in the numbers of disabled staff in the upper pay quartile, and a shift in where staff sit in the upper quartile. The majority of staff in the upper quartile work at grades 11 and above. Among staff included in the pay gap report, there has been a net increase of two disabled staff (an 8 per cent increase) in these grades, compared to a net decrease of 13 non-disabled staff (a 5 per cent decrease). This increase in disabled staff at grades 11 and above is driven by a net increase of three disabled staff working at grades 13 and above. Amongst disabled staff working at grades 11 and above, 43 per cent worked at grades 13 and above compared to 35 per cent in 2023. Amongst non-disabled staff working at grades 11 and above, the split between grades 11 and 12, and grades 13 and above, remain similar to last year. Overall, 36 per cent worked at grades 13 and above in 2024, compared to 35 per cent in 2023.

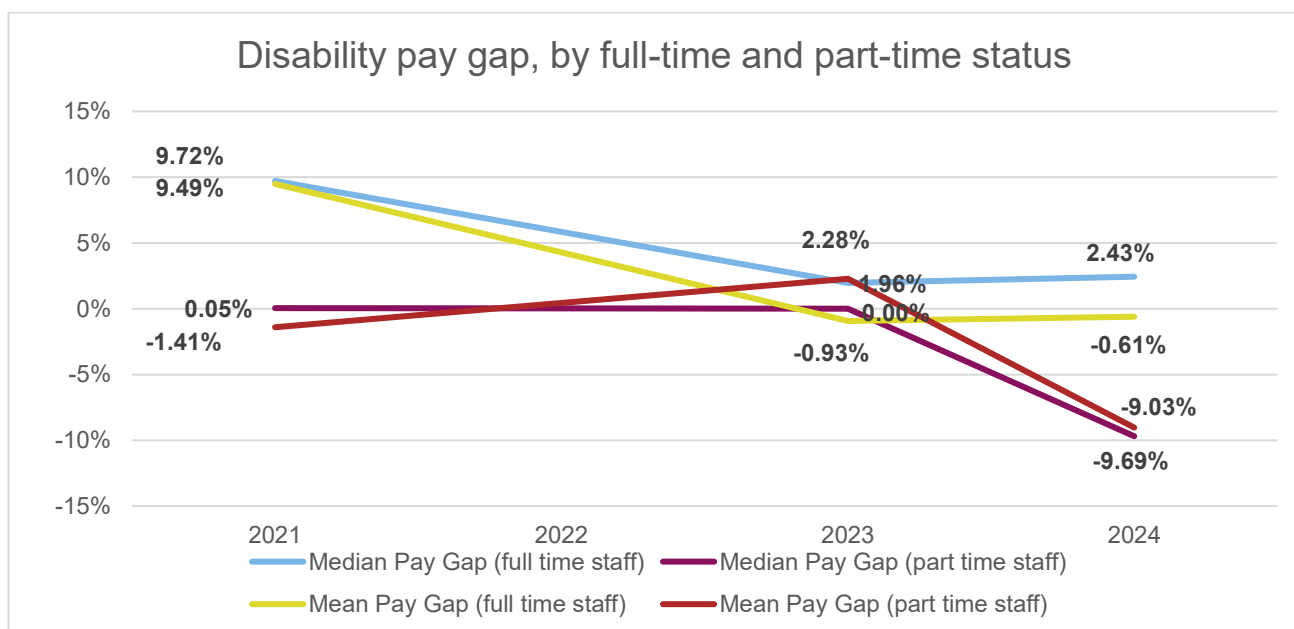
There has also been a reduction in the proportion of disabled staff at lower grades, compared to non-disabled staff. Amongst all disabled staff included in the report, 15 per cent work at grades 6 and below. This is down six percentage points from the proportion at these grades in 2023 (21 per cent). Amongst non-disabled staff, 15 per cent also work at grades 6 and below in 2024; however this remains similar to the proportion working at these grades in 2023 (16 per cent).

In summary, there has been an increase in proportion of disabled staff on the highest salaries; and a reduction in the proportion on lower salaries. These changes at both ends of the salary distribution have led to a slight increase in the negative mean disability pay gap.

### 3.2 Full-time/part-time status

For full-time workers, the median disability pay gap is 2.43 per cent, and the mean pay gap is -0.61 per cent. For part-time workers, the median pay gap is -9.69 per cent, and the mean pay gap is -9.03 per cent (see Figure 3.3).

**Figure 3.3**



2022 Pay gap data for part-time staff with a disability has been redacted due to there being fewer than five staff in this category.

The median disability pay gap for full-time staff has remained broadly stable compared to 2023. Both pay gaps are lower than in 2021, when the disability pay gap was first reported.

Amongst part-time workers, the mean and median pay gaps were negative. There are few part-time staff with a disability; so whilst numbers have been stable since 2021, they can be prone to fluctuation.

Part-time staff are slightly skewed towards grades 9 and below, compared to grades 10 and above. Amongst non-disabled part-time staff, 61 per cent are in lower grades and 39 per cent were in higher grades. This is compared to 2023, when 56 per cent of non-disabled part-time staff worked lower grades, and 44 per cent at higher grades.

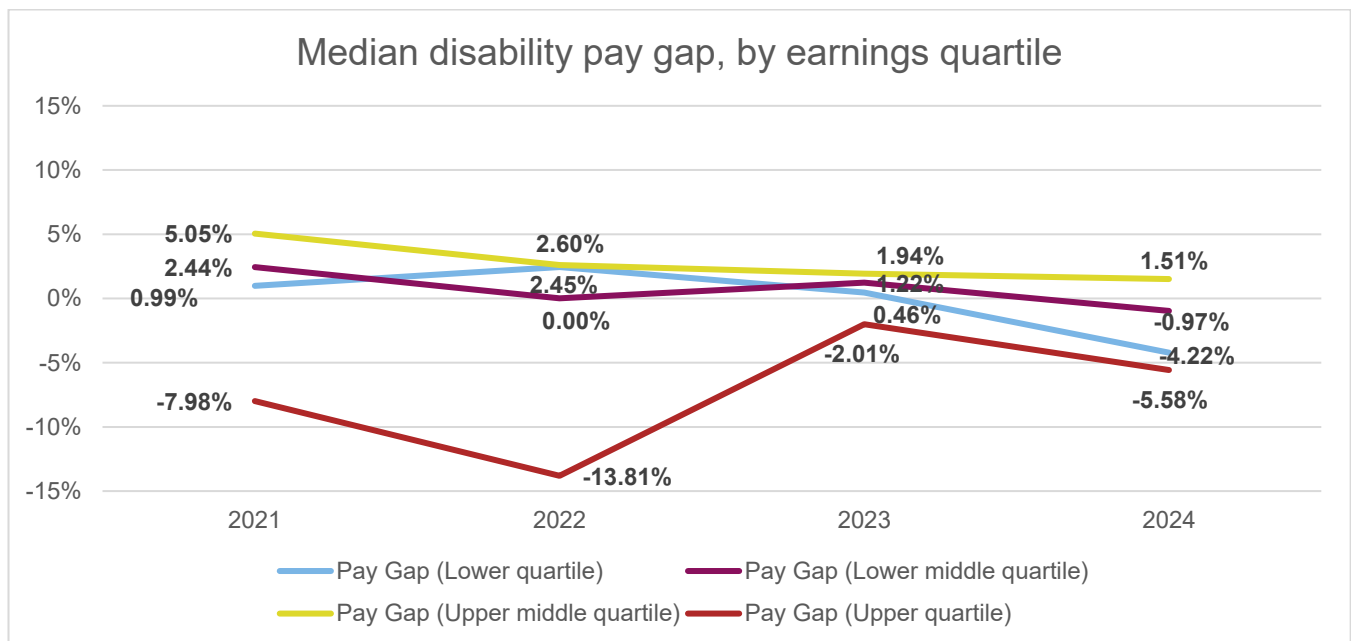
In 2023, the latest year for which data has been published, the national (UK) median disability pay gap for all workers was 12.7%. The median disability pay gap for workers in London in 2023 was 7.4%<sup>13</sup>. Our median disability pay gap in 2024 is smaller than the most recently published national and London average.

### 3.3 Earnings quartile

There was a small median pay gap for the upper-middle quartile (1.51 per cent), and a small negative median pay gap for the lower-middle quartile (-0.97 per cent). The median pay gap is negative for both the lower (-4.22 per cent) and upper (-5.58 per cent) quartiles.

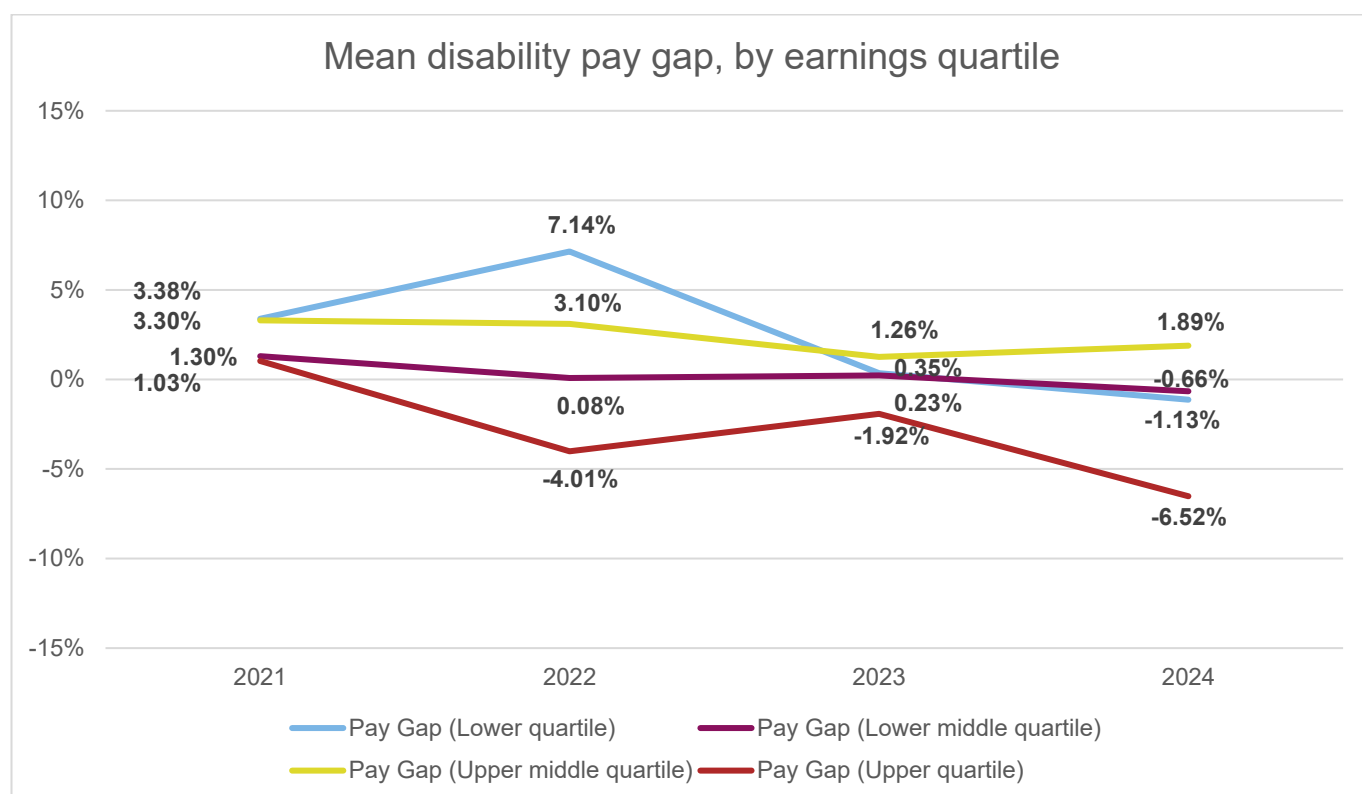
There were small negative mean pay gaps in the lower quartile (-1.13 per cent) and the lower-middle quartile (-0.66 per cent). There was a small median pay gap for the upper-middle quartile (1.89 per cent), which has remained similar since 2023. The negative mean pay gap in the upper quartile has widened to -6.52 per cent. Figures 3.4 and 3.5 illustrate these data points.

**Figure 3.4**



*Per cent disabled (2024): lower quartile: 11 per cent; lower middle quartile: 11 per cent; upper middle quartile: 10 per cent; upper quartile: 11 per cent*

<sup>13</sup> ONS, [Disability pay gaps in the UK](#), 17 October 2024

**Figure 3.5**

*Per cent disabled (2024): lower quartile: 11 per cent; lower middle quartile: 11 per cent; upper middle quartile: 10 per cent; upper quartile: 11 per cent*

The median and mean pay gaps have widened in both the lower and upper quartiles. In 2023, the median disability pay gaps in the lower quartile were near zero. However, in 2024, a negative median pay gap in the lower quartile of -4.22 per cent had opened up. A small negative mean pay gap has also opened up (-1.13 per cent). The small negative disability gaps in the upper quartile have also widened. The median pay gap was -5.58 per cent in 2024, down from -2.01 per cent in 2023. Similarly, the mean pay gap was -6.52 per cent in 2024, compared to -1.92 per cent in 2023.

Staff in the lower pay quartile range from apprentices on the London Living Wage (the lowest grade) up to, and including, grade 7. Amongst those with a known disability status, 9.7 per cent of staff in these grades had a disability in 2024, which is largely similar to the figure in 2023 (9.6 per cent).

In the lower quartile, the median pay value fell for both disabled and non-disabled staff working at grade six. However, the negative pay gaps are caused by the minority of staff in the lower quartile employed at grades 8 and above. For disabled staff, 18 per cent of those in the lower pay quartile worked at grades 8 and above, compared to 9 per cent of non-disabled staff.

Due to a high number of staff at grades 8 and above, the median position of staff in the lower quartile has increased, with the difference coming down to spinal points.

The majority of staff in the upper quartile work at grades 11 and above. Among staff included in the pay gap report, there has been a net increase of two disabled staff (an 8 per cent increase) in these grades, compared to a net decrease of 13 non-disabled staff (a 5 per cent decrease). This increase in disabled staff at grades 11 and above is driven by a net increase of three disabled staff working at grades 13 and above.



The median grade position for all staff with a known disability status in the upper pay quartile was grade 12. The reduction in the mean and median pay gaps are driven by an increase in the proportion of disabled staff working at grades 13 and above. Amongst disabled staff working at grades 11 and above, 43 per cent worked at grades 13 and above compared to 35 per cent in 2023. For non-disabled staff employed at grades 11 and above, the proportions have remained relatively stable compared to 2023, with 36 per cent of this group working at grades 13 and above compared to 35 per cent in 2023.

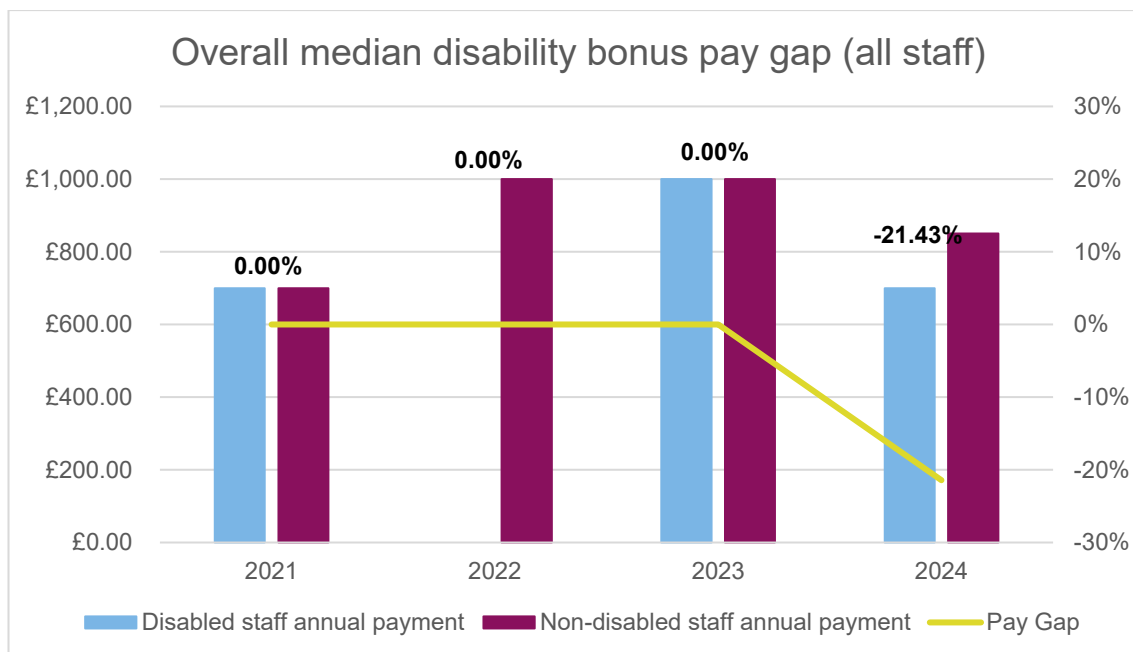
### 3.4 Pay grade

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 not reported here, but are available in the accompanying data tables.<sup>14</sup>

### 3.5 Bonus payments

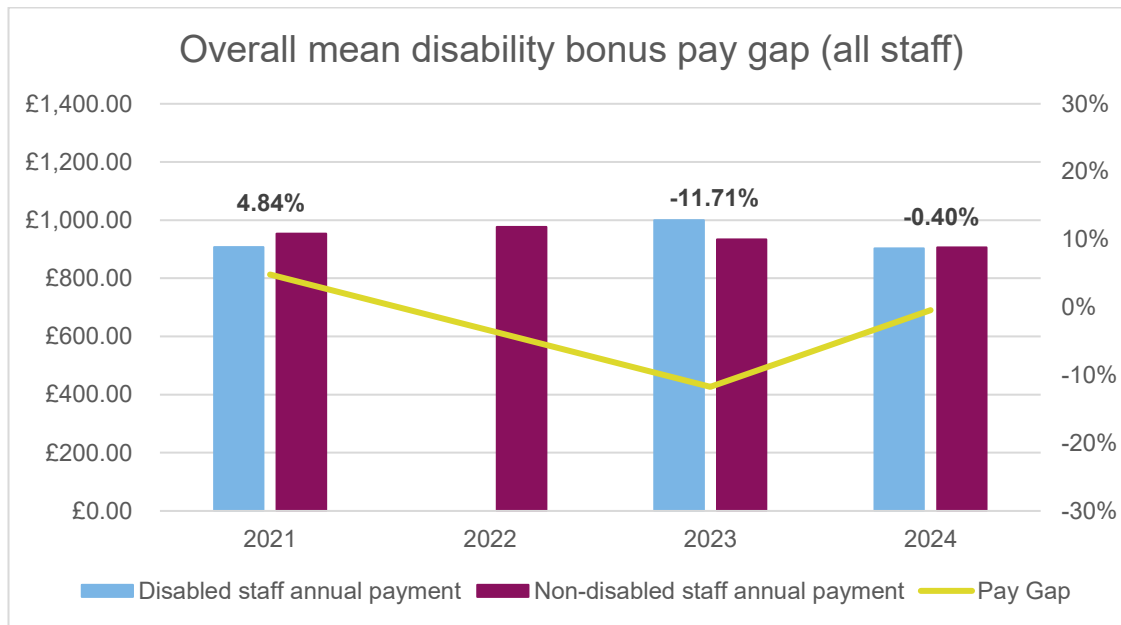
While the GLA does not offer bonus payments, it does make recognition payments as an additional payment awarded for productivity/performance. We therefore consider that data in this context. In 2024, there was a negative median disability bonus pay gap of 21.43 per cent and a near-zero mean disability bonus pay gap (-0.4 per cent). This means that in 2024, disabled staff received a higher median annual payment than non-disabled staff (see Figures 3.6 and 3.7).

**Figure 3.6**



2022 Bonus pay gap data for disabled staff has been redacted due to there being fewer than five staff in this category.

<sup>14</sup> London Datastore, [GLA pay gap data](#)

**Figure 3.7**

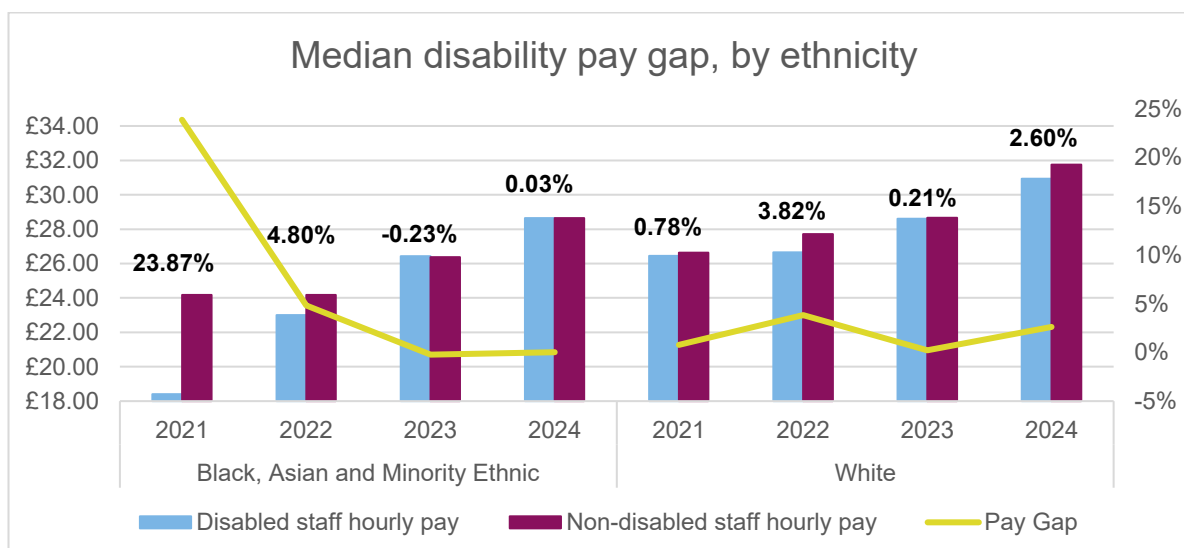
2022 Bonus pay gap data for disabled staff has been redacted due to there being fewer than five staff in this category.

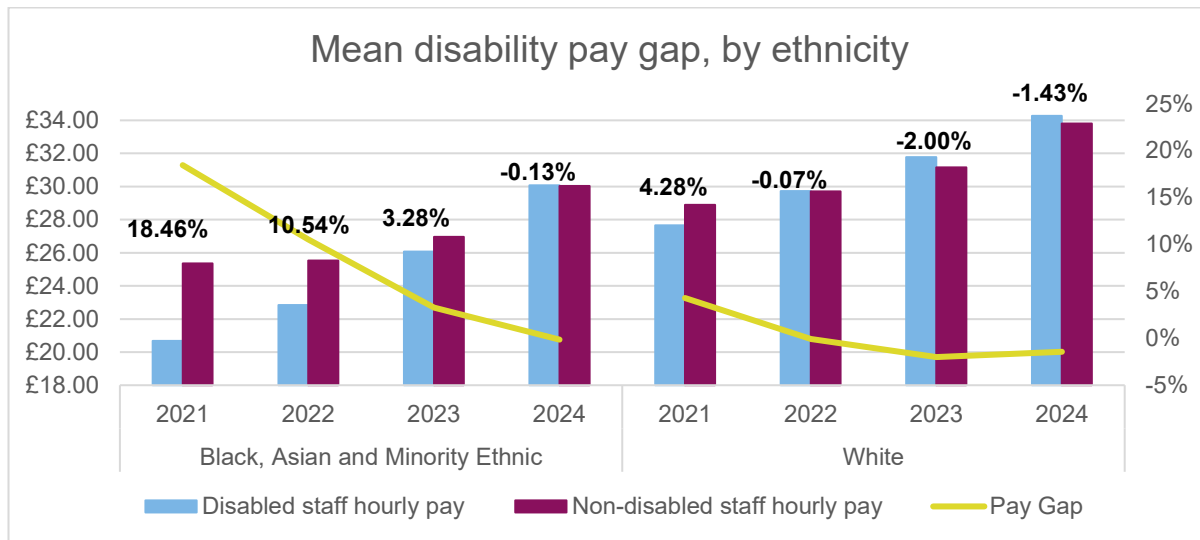
For disabled staff this year, the median value was £850, as the mid-point fell between one staff member receiving a standard bonus value of £700 and another receiving a standard bonus value of £1,000. For non-disabled staff, the median value was £700.

12 per cent of disabled staff and 10 per cent of non-disabled staff received a bonus payment in 2024. In absolute terms, 14 disabled staff and 105 non-disabled staff received bonus payments.

### 3.6 Intersectional analysis: disability pay gap by ethnicity

On 31 March 2024, the median disability pay gap for Black, Asian and Minority Ethnic staff was near zero (0.03 per cent); for White staff, it was 2.6 per cent. The mean disability pay gap for Black, Asian and Minority Ethnic staff was also near zero (-0.13 per cent); for White staff, it was -1.43 per cent (see Figures 3.8 and 3.9).

**Figure 3.8**

**Figure 3.9**

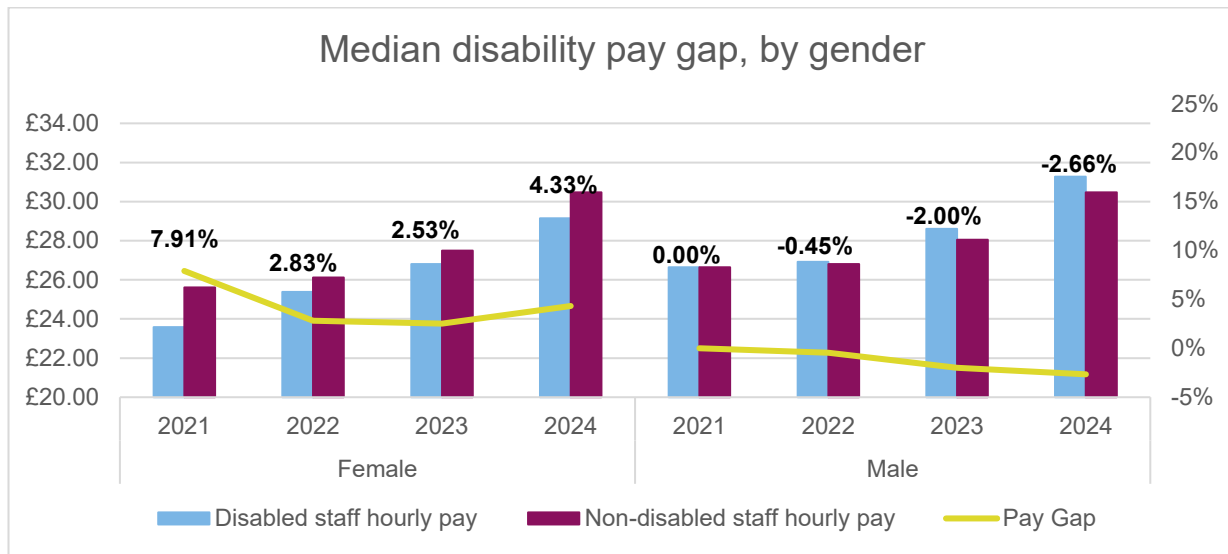
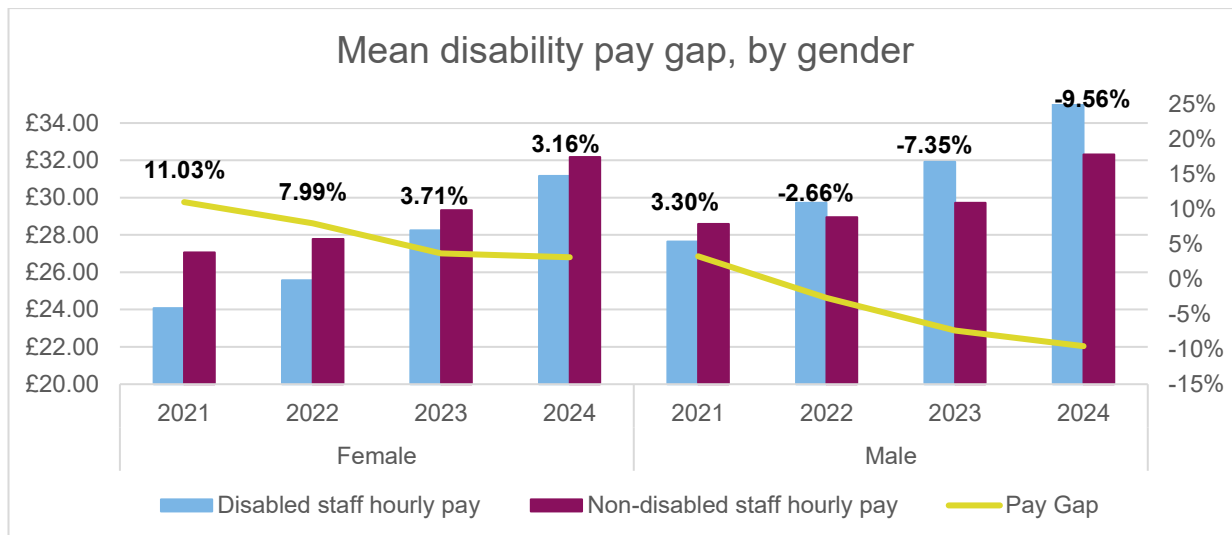
The overall median disability pay gap is 0.21 per cent, and the overall mean disability pay gap is -1.49 per cent. This means, on average, disabled staff earn more than non-disabled staff.

This breakdown by ethnicity shows that, amongst Black, Asian and Minority Ethnic staff, the mean and median pay gaps were close to zero. The mean disability pay gap amongst Black, Asian and Minority Ethnic staff has fallen considerably since first reported in 2021.

Amongst White staff, the mean disability pay gap is negative, meaning disabled staff earn more than non-disabled staff. This has narrowed slightly compared to the previous year. Whilst a small median disability pay gap has opened up (2.6 per cent), we have a low number of disabled staff. As such, conclusions drawn from looking at intersecting characteristics will be based on even lower numbers of disabled staff. Caution should therefore be used when looking at these results.

### 3.7 Intersectional analysis: disability pay gap by gender

On 31 March 2024, the median disability pay gap was 4.33 per cent for women and -2.66 per cent for men. The mean disability pay gap was 3.16 per cent for women and -9.56 per cent for men (see Figures 3.10 and 3.11).

**Figure 3.10****Figure 3.11**

The overall median disability pay gap is near zero, and the overall mean disability pay gap is -1.49 per cent. Over the year, amongst male staff, the negative pay gaps widened, with the average earnings for disabled staff increasing more than non-disabled staff. In particular the mean disability pay gap has widened amongst male staff to -9.56 per cent (up two percentage points).

Amongst female staff, disabled women on average earn less than non-disabled women. However, the mean disability pay gap amongst women has narrowed each year since mean disability pay gap by gender was first reported in 2021 – although only by about half a percentage point since 2023. The median has increased to 4.33 per cent (up two percentage points), although remains below the figure reported in 2021.

Over the past year there has been a net increase of four disabled men working at the GLA. All of this net increase has come at grades generally associated with the upper three pay quartiles. (The lower pay quartile is generally made up of staff at grades 7 and below.) Three of the net increase are at grades 8 to 10, generally associated with the middle pay grades. There has been a net increase of one in the upper pay bands. This has reduced the number of disabled men on the lowest salaries, and shifted the median position of disabled staff upwards.

The median disability pay gap has risen slightly amongst women. Compared to 2023, there was a net increase of 14 disabled women at grades 8 to 10. Four of the net increase was at grade 8; six at grade 9; and four at grade 10. The median value sat at grade 9 for both disabled and non-disabled women. Under the GLA's pay and grading principles, new employees or internal movers are normally appointed at the bottom of the grade. Therefore, in this instance, the increase in disabled women in the middle grades has brought down the median pay for disabled women, compared to non-disabled women. This has widened the median pay gap.

As above, these results should be viewed with caution due to the low number of disabled staff at the GLA.

### 3.8 Workforce composition

On 31 March 2024, of all staff with a known disability status and included in the pay gap analysis, 10.7 per cent were disabled (see Table 3.1).

**Table 3.1: Workforce composition – disability status**

	2021	2022	2023	2024
Disabled	68	88	101	118
Not disabled	995	1,009	1,046	983
Total (declared)	1,023	1,097	1,147	1,101
% Disabled (declared)	6.6%	8.0%	8.8%	10.7%
Unknown	106	101	158	264
Total (all staff)	1,129	1,198	1,305	1,365
Disclosure rate	90.6%	91.6%	87.9%	80.7%
% Disabled (all staff)	6.0%	7.3%	7.7%	8.6%

The disclosure rate for disability status in 2024 was 80.7 per cent. Whilst still relatively high, our disclosure rates have dropped significantly over the past year and are down from 2022 when the GLA switched to a new internal reporting system. Our accompanying Action Plan sets out the steps we are taking to address this.

For disability pay gap reporting purposes, we examine the distribution of salaries of disabled staff, compared to the number of staff employed, in £10k increments up to £100k. Those earning more than £100k are in one group.

Table 3.2 shows that disabled staff are under-represented in most of the pay bands we can report on across the organisation. Our workforce report covering 1 April 2023 to 31 March 2024 shows that 18 per cent of London's working-age population is disabled.<sup>15</sup>

<sup>15</sup> GLA, [Salaries, expenses, benefits and workforce information](#)

**Table 3.2: Proportion of jobs within pay bands that are staffed by disabled employees**

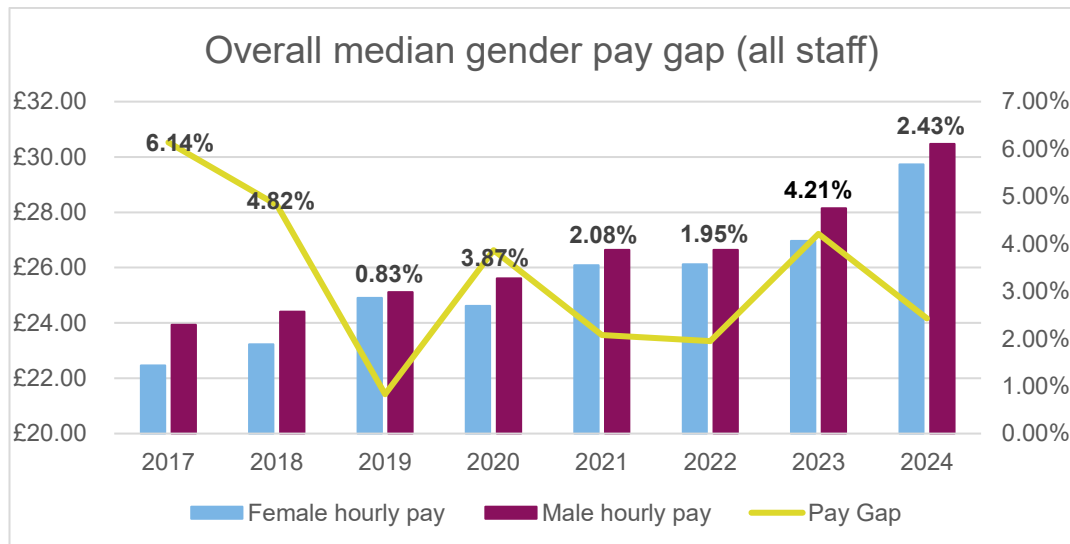
Pay band	2021	2022	2023	2024	Total staff at salary band 2024
Less than £20,000	N/A	N/A	N/A	N/A	0
£20,000 to £29,999	<5	14%	<5	<5	33
£30,000 to £39,999	11%	11%	9%	8%	120
£40,000 to £49,999	4%	7%	7%	8%	233
£50,000 to £59,999	5%	6%	8%	9%	412
£60,000 to £69,999	7%	<5	5%	8%	318
£70,000 to £79,999	<5	5%	11%	8%	75
£80,000 to £89,999	<5	<5	<5	10%	68
£90,000 to £99,999	<5	29%	<5	<5	43
£100,000 and over	0%	<5	<5	13%	63

## 4 Gender pay gap

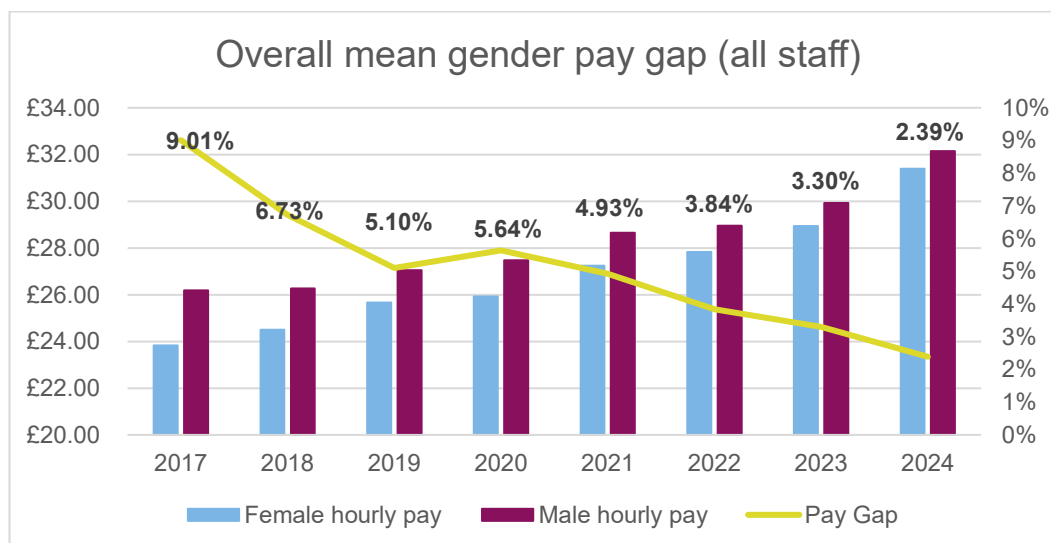
### 4.1 Overall

On 31 March 2024, we had a median gender pay gap of 2.43 per cent; and a mean gender pay gap of 2.39 per cent (see Figures 4.1 and 4.2).

**Figure 4.1**



**Figure 4.2**



Both pay gaps have narrowed compared to 2017, when the pay gap was first reported. In particular, the mean pay gap has narrowed from 9.01 per cent in 2017 down to 2.39 per cent in 2024.

This shows that the average hourly rate of pay for women remains slightly less than that for men. The median pay gap had widened to 4.21 per cent in 2022; but is now closer to what it was in the years before that. The mean pay gap has continued to narrow steadily since 2020. It fell 0.91 percentage points compared to last year.

The mean gender pay gap has narrowed in the last year, due to an increase in the proportion of women at grades 15 and above, compared to 2023. In 2024 women made up 57 per cent of staff at these grades,

compared to 52 per cent in 2023. Even though these differences are small, the extra women at these higher salaries have increased the mean average hourly rate, thereby narrowing the overall pay gap.

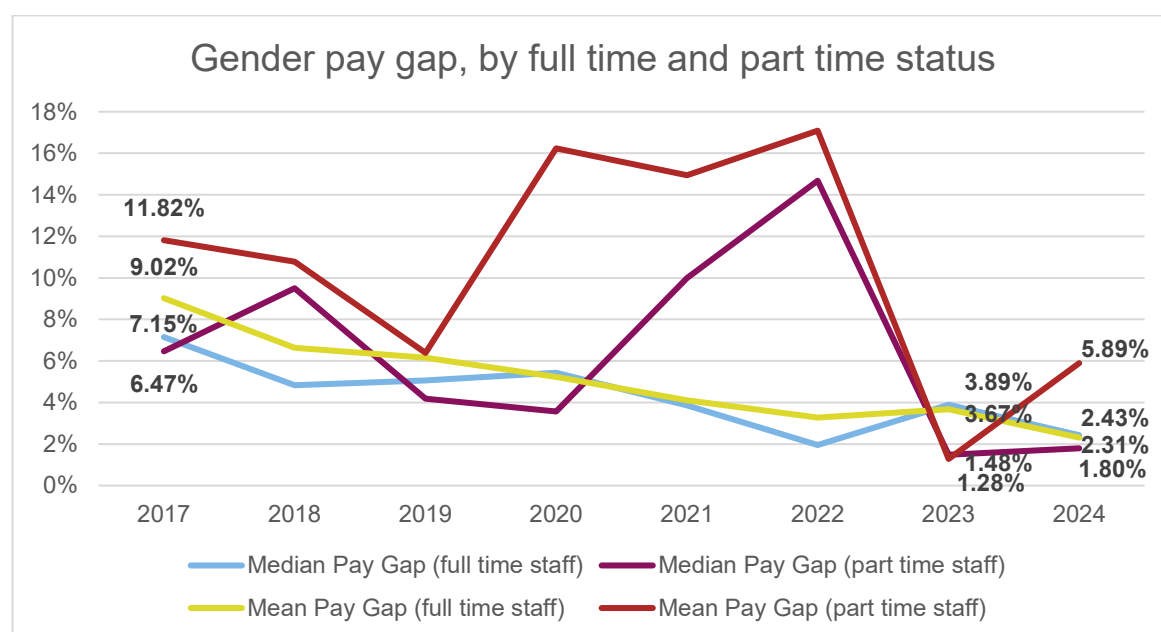
For the median pay gap, there have been shifts within the middle pay bands. Compared to 2023, women make up a slightly higher proportion of staff at grades 9 and 10, who tend to sit on or just above the median. There is a lower proportion of staff at grade 8, who tend to sit below the median. Women accounted for 64 per cent of staff at grades 9 and 10 (compared to 62 per cent and 63 per cent respectively in 2023); and 66 per cent of staff at grade 8 (down from 68 per cent last year). These shifts around the middle grades may partly explain why this gap widened between 2022 and 2023, and then narrowed again in 2024.

Our gender pay gaps compare favourably to both the UK and London pictures. The national median gender pay gap for all workers in 2024 was 13.1 per cent; the mean gender pay gap was 13.8 per cent.<sup>16</sup> The median gender pay gap for all workers in London in 2024 was 14.9 per cent; the mean gender pay gap was 20.7 per cent.

## 4.2 Full-time/part-time status

For full-time workers, the median pay gap is 2.43 per cent; the mean pay gap is 2.31 per cent. For part-time workers, the median pay gap is now 1.8 per cent; the mean pay gap is 5.89 per cent (see Figure 4.3).

**Figure 4.3**



The median pay gap for full-time staff has narrowed since 2017; it narrowed slightly over the last year to 2.43 per cent. The mean pay gap for full-time staff narrowed to 2.31 per cent last year (from 3.67 per cent in 2023). This follows the trend with the overall gender pay gap.

Following a sharp 2023 narrowing, the part-time pay gap widened this year. The median part-time pay gap is up to 1.8 per cent, compared to 1.48 per cent in 2023; and the mean is up to 5.89 per cent, compared to 1.28 per cent in 2023. Both pay gaps are still well below their respective figures in 2022.

<sup>16</sup> ONS, [Gender pay gap in the UK: 2024](#), 29 October 2024



Amongst part-time staff, gender pay gap figures can be prone to fluctuation due to the relatively small numbers of men working part-time. In 2024, 145 staff included in pay gap reporting worked part-time, of which 124 were women and 21 were men.

In 2023, the pay gap narrowed due to more men working part-time, particularly in lower pay grades. This year, the proportion of men who work part-time in lower grades has decreased. Amongst men who worked part-time, six (29 per cent) worked at grades 8 and below, compared to nine (45 per cent) in 2023. The figure for women saw a smaller decrease: 46 per cent of women working part-time were at grades 8 and below, down from 49 per cent in 2023.

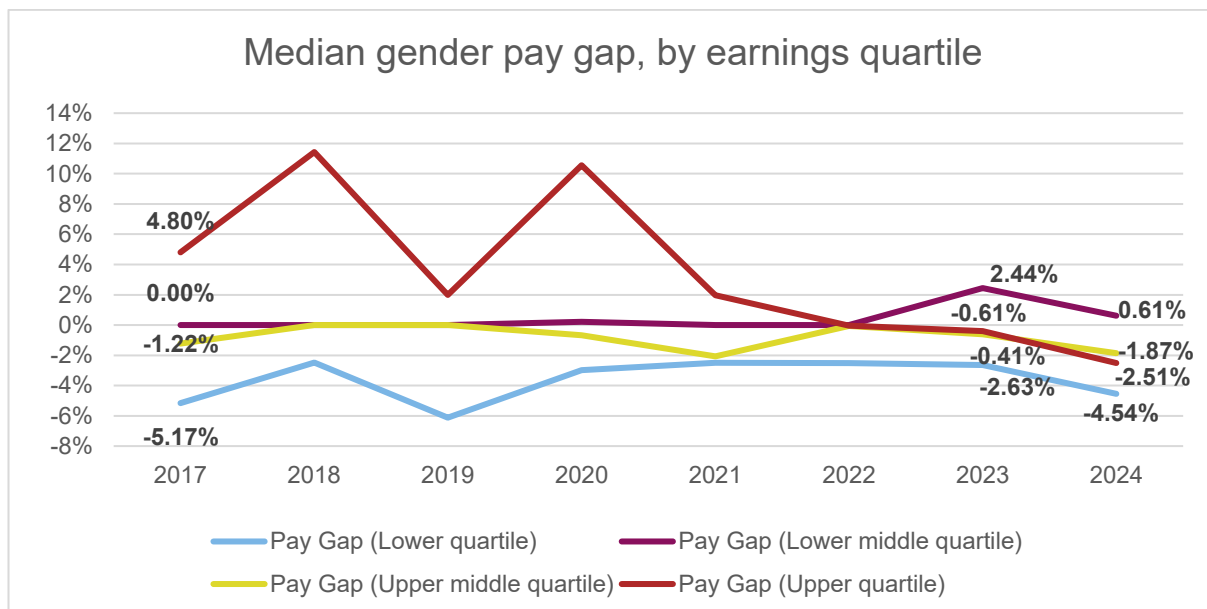
This decrease in the proportion of men working at grades 8 and below, compared to the smaller decrease seen amongst women, has caused the gender pay gap for part-time staff to widen slightly from last year.

### 4.3 Earnings quartile

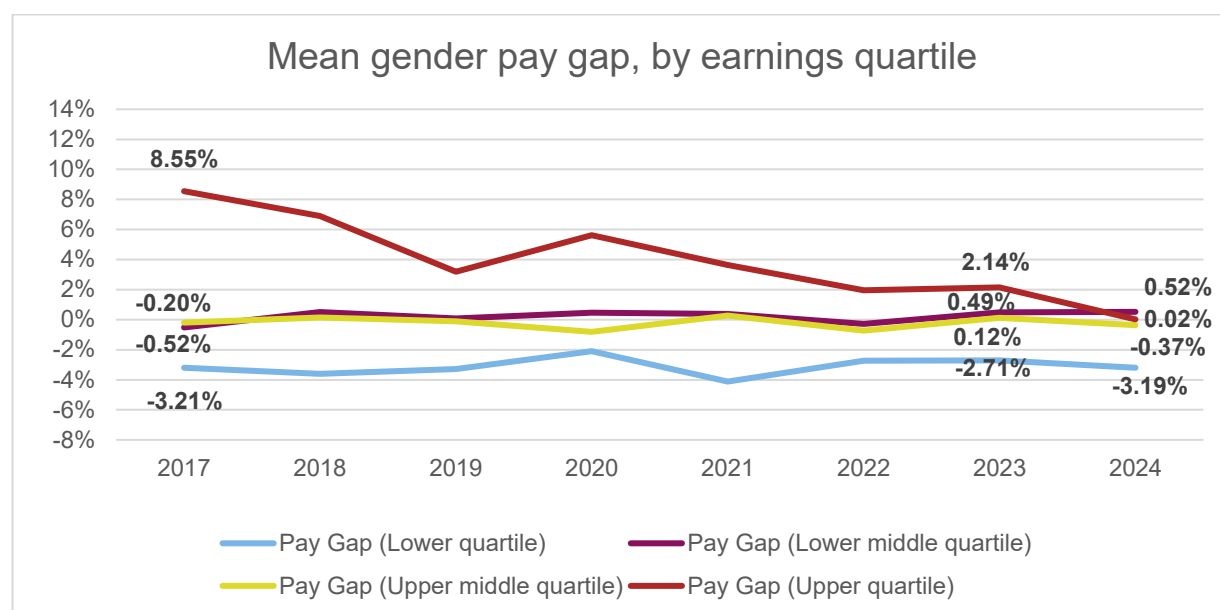
Across earnings quartiles, there were small negative median gender pay gaps for the lower quartile (-4.54 per cent), the upper-middle quartile (-1.87 per cent) and the upper quartile (-2.51 per cent). There was a small median gender pay gap of 0.61 per cent for the lower-middle quartile. This shows smaller or more negative gaps, compared to 2023.

There was a negative mean pay gap in the lower quartile (-3.19 per cent), and a small mean pay gap in the lower-middle quartile (0.52 per cent). Pay gaps in the upper-middle quartile, and the upper quartile, were near zero (-0.37 per cent and 0.02 per cent respectively). The mean pay gap in the upper quartile has effectively closed, down from 2.14 per cent in 2023. The mean pay gap across the other quartiles remain similar to last year. This is shown in Figures 4.4 and 4.5.

**Figure 4.4**



*Per cent women (2024): lower quartile: 63 per cent; lower middle quartile: 66 per cent; upper middle quartile: 65 per cent; upper quartile: 58 per cent*

**Figure 4.5**

*Per cent women (2024): lower quartile: 63 per cent; lower middle quartile: 66 per cent; upper middle quartile: 65 per cent; upper quartile: 58 per cent*

The mean gender pay gap in the upper quartile has effectively closed, at 0.02 per cent. This is down from 2.14 per cent in 2023. The gap has narrowed considerably since 2017.

Many staff in the upper quartile work at grades 11 and above. As noted with the overall pay gap, women make up a greater proportion of those at grade 15 and above than in 2023. The proportion of staff between grades 11 and 14 who are women has remained stable.

In 2024, women made up 57 per cent of staff at grades 15 and above, compared to 52 per cent in 2023. In both 2023 and 2024, 59 per cent staff at grades 11 to 14 were women. This increase in the proportion of women on higher grades of the upper quartile, and stability in the proportion of women at the lower grades of the upper quartile, have led to reduction of the mean pay gap in the upper quartile.

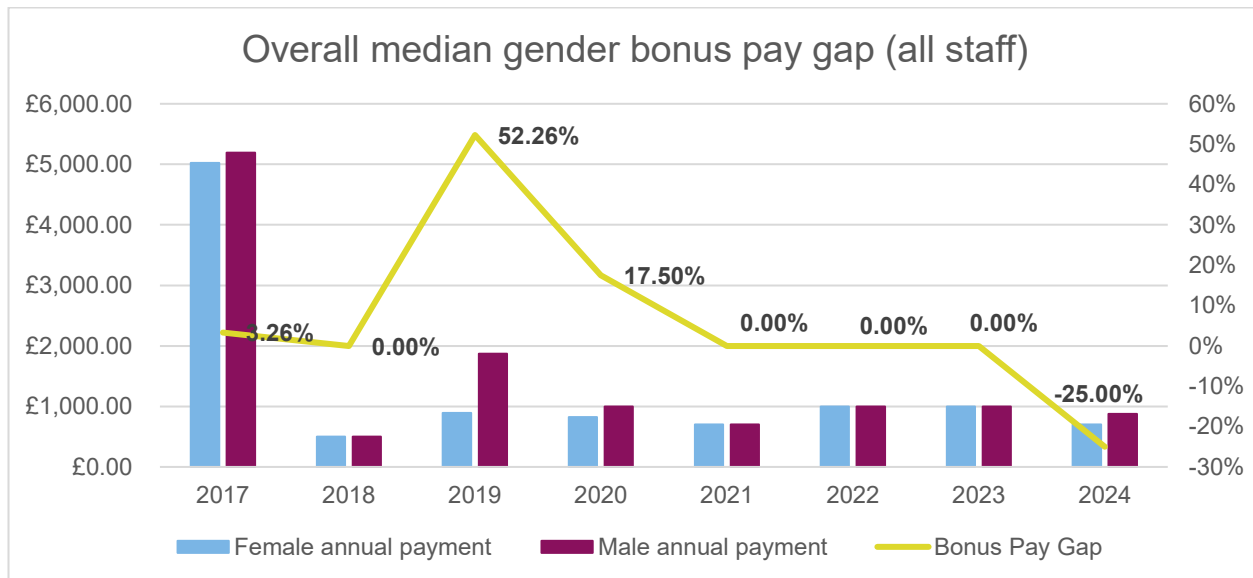
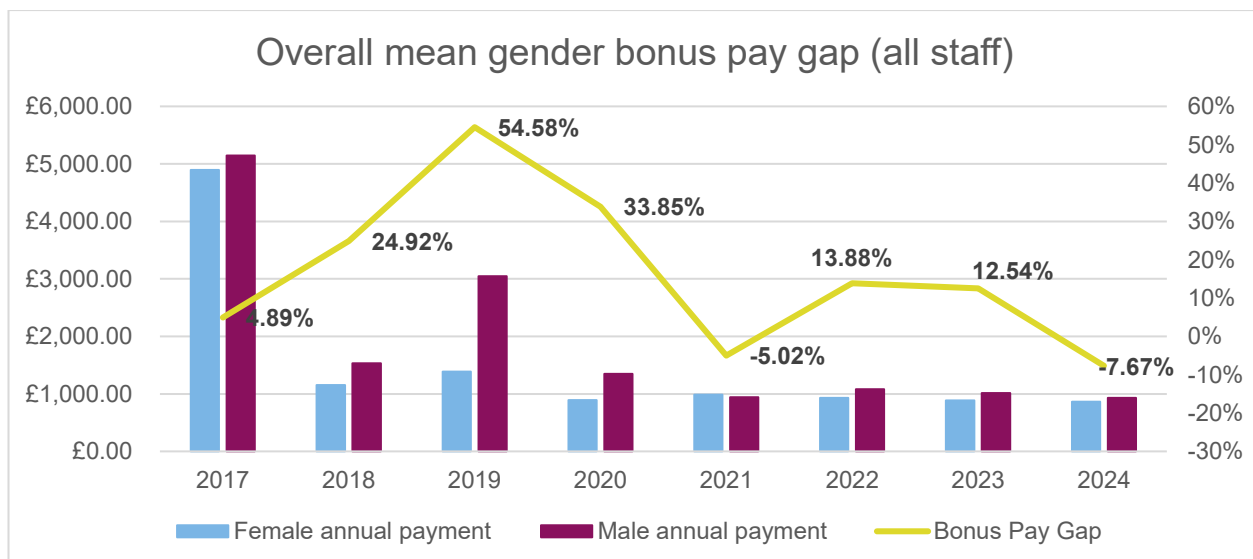
## 4.4 Pay grade

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 not reported here, but are available in the accompanying data tables.<sup>17</sup>

## 4.5 Bonus payments

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. In 2024, a negative median gender bonus pay gap has opened up. The mean gender bonus pay gap is now also negative: -7.67 per cent. This gap has narrowed since 2023, when the mean bonus gap was 12.54 per cent. See Figures 4.6 and 4.7.

<sup>17</sup> London Datastore, [GLA pay gap data](#)

**Figure 4.6****Figure 4.7**

The large increase in the median pay gap is due to the median bonus payment for female staff falling between one staff member who received £750, and another who received £1,000. The median for male staff was £700. Contributing to the negative mean pay gap, 50 per cent of women who received a bonus payment in 2024 received £1,000 or more. Overall, 40 per cent of male staff received a bonus payment in 2024 received of £1,000 or more.

A higher proportion of women working at the GLA received a bonus payment in 2024 compared to men (11 per cent and 8 per cent respectively).

## 4.6 Workforce composition

The proportion of female staff has grown since 2017 (see Table 4.1).

**Table 4.1: Workforce composition – gender**

	2017	2018	2019	2020	2021	2022	2023	2024
Female	428	495	595	678	678	725	813	859
Male	369	400	435	464	450	473	492	506
Total	797	895	1,030	1,142	1,128	1,198	1305	1365
% female	53.7%	55.3%	57.8%	59.4%	60.1%	60.5%	62.3%	62.9%

For the purposes of gender pay gap reporting, we examine the distribution of salaries of female and male staff in £10k increments, up to £100k. Those earning more than £100k are in one group.

Table 4.2 shows that each salary band is more likely to be staffed by women than men. Over the last year the proportion of women in salary bands between £60,000 and £69,999 has increased by four percentage points. The number of women in the £90,000 to £99,999 salary band has increased by 15 percentage points.

**Table 4.2: Proportion of jobs within pay bands that are staffed by female employees**

Pay band	2017	2018	2019	2020	2021	2022	2023	2024	Total staff at salary band 2024
Less than £20,000	62%	58%	N/A	N/A	N/A	N/A	N/A	N/A	0
£20,000 to £29,999	49%	52%	46%	60%	59%	55%	64%	67%	33
£30,000 to £39,999	60%	61%	63%	63%	61%	61%	61%	58%	120
£40,000 to £49,999	57%	55%	60%	60%	64%	63%	68%	67%	233
£50,000 to £59,999	54%	58%	58%	59%	61%	64%	61%	64%	412
£60,000 to £69,999	48%	47%	54%	66%	50%	54%	60%	64%	318
£70,000 to £79,999	46%	49%	48%	56%	59%	54%	60%	55%	75
£80,000 to £89,999	41%	48%	56%	55%	52%	55%	68%	60%	68
£90,000 to £99,999	<5	<5	<5	38%	47%	50%	48%	63%	43
£100,000 and over	33%	43%	41%	46%	47%	53%	53%	54%	63

The proportion of female staff is on, or above, the proportion of the GLA as a whole (63 per cent) in four salary bands: £20,000 to £29,999; £40,000 to £49,999; £50,000 to £59,999; and £60,000 to £69,999.

In contrast, women account for 55 per cent of those earning £70,000 to £79,999; and 54 per cent earning £100,000.

## 5 Conclusion

### Ethnicity

Our ethnicity pay gap remains the largest of all the pay gaps we examined, with a median pay gap of 9.74 per cent and a mean pay gap of 10.66 per cent for all Black, Asian and Minority Ethnic staff.

Our findings indicate that the average hourly rate of pay for Black, Asian and Minority Ethnic staff is still less than that of White staff. This is due to our higher-salary jobs being more likely to be held by White staff than Black, Asian and Minority Ethnic staff. The mean pay gap has shrunk since 2017, and also over the last year. This is due to an increase in the numbers of Black, Asian and Minority Ethnic staff working at grades 11 and above; and a decrease in the numbers working at grades 6 and below.

The median pay gap has shrunk since 2017, but increased slightly over the past year. This is due to shifts in the proportion of Black, Asian and Minority Ethnic staff, and White staff, working at grades 8 to 10. In particular, there has been an increase in White staff working at grade 10.

The highest mean and median ethnicity pay gaps are still among Black or Black British staff. Both the mean and median ethnicity pay gaps for Black or Black British staff have narrowed considerably over the past year. The mean ethnicity pay gap for Black or Black British staff is 12.25 per cent, down from 17.2 per cent in 2023; the median pay gap is 11.1 per cent, down from 12.79 per cent in 2023.

### Disability

On 31 March 2024 there was a near-zero median disability pay gap (0.21 per cent) and a mean disability pay gap of -1.49 per cent. The mean disability pay gap is slightly wider than 2023, when we reported a mean pay gap of -0.61 per cent.

This is the second year in a row that the mean disability has been negative. This indicates that the mean average hourly rate of pay for disabled staff is higher than that for non-disabled staff. The slight increase in the mean pay gap has been driven by an increase in disabled staff at higher pay grades, particularly grades 13 and above.

Negative disability pay gaps have opened up for staff in the lower quartile, and widened in the upper quartile, compared to 2023. Pay gaps in the lower-middle quartile are small (under 1 per cent), whilst the upper-middle quartile remains relatively stable compared to 2023. Generally, staff in the lower quartile work at grades 7 and below; but the negative pay gap in the lower quartile is driven by a higher proportion of disabled staff in the lower quartile working at grades 8 and above.

The negative disability pay gaps in the upper quartile are driven by an increase in the numbers of disabled staff working at grades 13 and above.

Considering the intersection between disability and ethnicity, the mean disability pay gap amongst Black, Asian and Minority Ethnic staff has closed and is now near zero (-0.13 per cent). This compares to 3.28 per cent in 2023, and 18.46 per cent when first reported in 2021. As in 2023, the median disability pay gap amongst Black, Asian and Minority Ethnic staff has remained close to zero.

### Gender

We have small mean and median gender pay gaps at the GLA (2.39 per cent and 2.43 per cent respectively). There has been a decrease in both the median pay gap (down from 4.21 per cent) and the mean pay gap (down from 3.3 per cent), compared to 2023. Both pay gaps have shrunk since 2017.

The continued narrowing of the mean pay gap is largely down to more women being employed at high grades. The median pay gap has decreased compared to last year, as a result of a shift in the proportion of male and female staff working at grades 8 to 10. These grades account for over half of GLA staff. There has been growth in the numbers of female staff at grades 9 and 10, compared to 2023; and a slightly lower proportion of female staff at grade 8.

The mean pay gap for part-time staff narrowed sharply between 2022 and 2023; and has increased slightly over the past year, from 1.28 per cent to 5.89 per cent. However, it remains lower than 2022, when it was above 17 per cent. The median pay gap for part-time staff has remained low, at 1.83 per cent

There has been a small increase, compared to 2023, in the median pay gaps amongst those working part-time. This is due to a small decrease in the proportion of men in lower grades working part-time amongst the part-time male staff. But it remains lower than the equivalent figure for 2022.

## 6 Action Plan

Pay gap	Insight from 2024 pay gap	Goal	Action (s)	Measurement of success	Timeframe/update
<b>Ethnicity and disability</b>	<p>Disclosure rates for ethnicity and disability have both fallen further since 2023.</p> <p>Our data makes it clear that disclosure rates are much lower among staff who started in the last two years, than among longer-serving staff.</p>	<p>Increase disclosure rates for ethnicity and disability among new joiners, and staff with less than two years' service, to similar rates for longer-serving staff.</p>	<p>Use our three-day corporate induction for all new starters (including the induction for apprentices) to explain and encourage disclosure more explicitly. This includes a specific session on the first day.</p> <p>Target specific staff groups to explain and encourage disclosure more explicitly, particularly all staff who:</p> <ul style="list-style-type: none"> <li>• have less than two years' service</li> <li>• are at our lowest grades (3 and below, including those on the London Living Wage)</li> <li>• are on spot salaries.</li> </ul> <p>Roll out a comms campaign reinforcing the purpose of diversity monitoring; and how incomplete data prevents us from understanding whether our interventions on diversity are making the difference we want them to.</p>	<p>Disclosure rates among new joiners increase to more than 90 per cent by March 2025.</p>	<p><b>On track:</b> We introduced this discussion point into the induction programme from August 2024. It is now included in the induction programme as a matter of course.</p>
			<p>Target specific staff groups to explain and encourage disclosure more explicitly, particularly all staff who:</p> <ul style="list-style-type: none"> <li>• have less than two years' service</li> <li>• are at our lowest grades (3 and below, including those on the London Living Wage)</li> </ul>	<p>Disclosure rates among these target groups increase to more than 90 per cent by March 2025.</p>	<p><b>On track:</b> Targeted activity started in November 2024. Monthly progress reports will be presented to the People Board.</p>

Pay gap	Insight from 2024 pay gap	Goal	Action (s)	Measurement of success	Timeframe/update
			<ul style="list-style-type: none"> <li>are on spot salaries.</li> </ul>		
			Roll out a comms campaign reinforcing the purpose of diversity monitoring; and how incomplete data prevents us from understanding whether our interventions on diversity are making the difference we want them to.	All Directorates have disclosure rates of more than 90 per cent by March 2025.	<b>Ongoing:</b> A communication plan was developed and rolled out in November 2024, as part of an organisation-wide campaign with a focus on the target areas.
<b>Ethnicity</b>	Our ethnicity pay gap is narrowing; but we have more work to do to appoint more Black, Asian and Minority Ethnic staff to our senior grades.	More senior colleagues at grades 12 and above.	Continue to develop and work with our Minority Ethnic Leaders Forum, to ensure that our current leaders thrive, and that confidence in stepping up to leadership is built in staff at lower grades.	More ethnic minority colleagues at grades 12 and above.	<b>On track:</b> Minority Ethnic Leaders Forum meeting to take place in January 2025.
	Launch our Accelerated Development Programme for grades 10 and above, to complement the programme already in place for grades 1-9.				<b>On track:</b> To be launched in July 2025
	Encourage colleagues to volunteer for non-executive director (NED) roles within the public and not-for-profit sectors. This gives colleagues exposure to senior positions, to enhance their experience.				<b>In progress:</b> Discussions with recruitment agencies are under way. We plan to invite them to a future Minority Ethnic Leaders Forum session to discuss the role of NEDs and the career benefits.



Pay gap	Insight from 2024 pay gap	Goal	Action (s)	Measurement of success	Timeframe/update
<b>Ethnicity</b>	We still have an ethnicity pay gap in our recognition payments.	Eliminate the pay gap in recognition payments.	Departmental/directorate moderation sessions are now in place to ensure fairness and transparency.	Nil pay gap for recognition payments.	<b>Starting now:</b> The first report following new moderation sessions was presented to the People Board in October 2024.
<b>Disability</b>	We need to continue to raise awareness and provide staff with the skills and confidence to better understand disability.	Maintain the take-up of existing disability training; and increase the current training available to colleagues.	Relaunch the disability training for managers, and disability e-learning for staff.	More candidates with a disability appointed to roles across the GLA.	<b>Starting now:</b> We are engaging with a new provider to deliver a new set of disability awareness courses. These are scheduled to roll out from March 2025.
			Increase focus on neurodiversity training for colleagues.		<b>On track:</b> The Business Disability Forum delivered a training session on neurodiversity in October 2024. Plans are under way for follow-up sessions in 2025.
<b>Ethnicity</b>	We need to continue to ensure that managers are undertaking inclusive approaches to recruitment.	Achieve and maintain 90 per cent completion rate of Inclusive Recruitment	Continue to focus on candidate attraction campaigns in some of our most underrepresented grades.	Recruitment campaigns attracting more candidates from Black, Asian and	<b>In progress:</b> we continue to use a range of positive action initiatives (including coaching, encouragement

Pay gap	Insight from 2024 pay gap	Goal	Action (s)	Measurement of success	Timeframe/update
		training for managers.		Minority Ethnic background.	statements, and leadership development programmes) to target improvement in our most underrepresented grades.
			Enhance the visibility of internal vacancies to promote internal progression via the new GLA Talent portal.		<b>Ongoing:</b> All GLA vacancies are now advertised via the GLA Talent Portal.

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