MOPAC | MAYOR OF LONDON
OFFICE FOR POLICING AND CRIME

Ethnicity pay audit: Mayor's Office for Policing and Crime – September 2017 data

About the audit

The Mayor's manifesto contained a commitment to publish a gender pay audit for the Greater London Authority (GLA) and its functional bodies with a requirement that work is undertaken to narrow any gaps. This has now been extended to include ethnicity pay gaps. The Mayor sees this as necessary in order to address any inequalities in relation to the pay received by those in different ethnic groups across the capital. The methodology for analysing pay gaps by ethnic group is new and more complex than analysing gender pay, but nonetheless this analysis will help to ensure that there is focus on ensuring there is equal pay for equal work in relation to both ethnicity and gender.

All staff posts (except Director and Chief Executive roles which are a spot salary on the Directors pay band) are evaluated using the Hay evaluation scheme, to ensure the salary for posts are graded equitably, without regard to the post holder but the requirements of the role. In this way MOPAC is assured that it pays equal pay for work of equal value regardless of ethnicity.

This analysis has been conducted based on salaries as at 30 September 2017. At that point MOPAC employed 109 staff counted in this report. Of this total 22 staff (or 20%) were from an ethnic group with 4 staff (3.7%) not declaring.

With regard to the overall mean pay gap for all staff this figure stands at 11.36%. The overall median pay gap for all staff stands at 3.47%.

The pay gap is shown to be at its widest at the most senior pay grades in MOPAC (Grade 3 upwards) where out of a total of 16 employees in these grades there is 1 employee (6.25%) from a BAME background (against the 20% representation across the MOPAC workforce).

The negative pay gap for both mean and median pay up to and including Grade 4 (89 employees or 82% of staff) show those in the BAME category earning more on average than white staff.

In the pay grade with the largest number of staff – grade 4 (27 staff or 25%) there is an ethnic pay gap of -3.00% on the mean and -9% on the median calculation.

Headline Ethnicity Pay Gap – White/BAME

Table 1: Summary

Ethnicity	No of staff.	Mean	Median	Mean Pay Gap	Median Pay Gap
BAME (Black, Asian, Dual, Other)	22	£ 25.46	£ 23.89	11.63%	3.47%
White	83	£ 28.81	£ 24.75		
Not Known/Provided	4	-	-		

Table 2: Mean Pay Gap White/BAME

Mean Pay Gap White/BAME			
Mean Pay	**White**	**BAME**	**Pay Gap**
Grade 8	£ 14.80	£ 15.40	-4%
Grade 7	£ 18.88	£ 19.59	-4%
Grade 6	£ 21.72	£ 21.62	n/a
Grade 5	£ 24.69	£ 24.74	n/a
Grade 4	£ 30.11	£ 31.12	-3%
Grade 3	£ 35.41	£ -	n/a
Grade 2	£ 39.43	£ 38.21	3%
Grade 1	£ 52.08	£ -	n/a
Spot	£ 63.93	£ -	n/a

Table 3: Median Pay Gap White/BAME

Median Pay Gap White/BAME			
Median Pay	**White**	**BAME**	**Pay Gap**
Grade 8	£ 14.80	£ 15.40	-4%
Grade 7	£ 18.95	£ 20.24	-7%
Grade 6	£ 21.30	£ 21.62	-2%
Grade 5	£ 23.95	£ 23.89	0%
Grade 4	£ 29.18	£ 31.83	-9%
Grade 3	£ 35.41	£ –	n/a
Grade 2	£ 39.30	£ 38.21	3%
Grade 1	£ 52.08	£ –	n/a
Spot	£ 61.26	£ –	n/a

ADDITIONAL INFORMATION

Table 4:

Ethnicity pay gap by job level
The minimum pay for white staff is in Grade 8 with £14.8
The maximum pay for white staff is in Spot with £79.91
The maximum pay for BAME staff is in Grade 2 with £38.21

Excluded subcategories because there are no BAME employees:

- Grade 1
- Grade 3
- Spot

Note; 4% of staff are "not known" or not declared for ethnicity.

Table 5: Count of Staff used in the calculation as at 30 September 2017

Count of Staff		
by Job Level	White	BAME
Grade 8	1	2
Grade 7	11	4
Grade 6	12	3
Grade 5	25	4
Grade 4	19	8
Grade 3	2	0
Grade 2	7	1
Grade 1	1	0
Spot	5	0

Action Plan:

The action plan in relation to the Ethnic Pay Audit recognises under representation of BAME staff in MOPAC most senior grades from Grade 3 upwards. Therefore actions are included to address this over time. MOPAC will continue to engage with the GLA and wider GLA Group on adopting good practice and training identified within the family of organisations such as through the Diversity Standard.

Action	Explanation
1 Analyse recruitment data by grade over the last 12 months to review the BAME response to posts advertised and how the proportion of BAME candidates changes through application/shortlisting/decision stages.	To review the operation of MOPAC's talent pipeline in relation to BAME candidates and seek to identify if there are process improvements that can be made from attraction through to appointment with a particular focus on grades 3 and above which would increase BAME representation.
2 Review (in conjunction with the GLA HR Recruitment team) MOPAC's recruitment channels to promote roles to a wider pool of diverse candidates using specialist external search firms for senior roles.	MOPAC may be able to reach a wider group of suitably talented applicants for many of its roles, including those in senior positions.
3 Participate in GLA wide schemes encouraging greater representation of BAME employees in senior and specialised roles.	For example participate in any plan to extend the Women in Leadership sponsorship initiative to the BAME section of the workforce.
4 The annual ethnicity pay audit will be an agenda item on the MOPAC Partnership meeting following its publication (this matches the action on the gender pay audit).	The Partnership meeting is MOPAC's regular consultation meeting with its recognised Trade Union – the PCS. The discussion will enable staff representatives to comment directly to senior management on the findings and actions.
5 Training for MOPAC managers and all staff will take place on the subject of unconscious bias in the performance of their roles during 2017/18 (this matches the action on the gender pay audit)..	Such training will not be geared to the ethnicity pay audit specifically but will be focused on MOPAC's objectives regarding a diverse and inclusive workforce which has a significant underpinning impact on pay equality. Managers will have greater awareness of how unconscious bias could impact on them when they are making decisions that affect employees pay.