

Ethnicity pay audit: Mayor's Office for Policing and Crime – March 2018 data

Background

The Mayor's manifesto contained a commitment to publish a gender and ethnicity pay audit for the Greater London Authority (GLA) and its functional bodies with a requirement that work is undertaken to narrow any gaps. The Mayor sees this as necessary to address any inequalities in relation to the pay received by those in different ethnicities across the capital. The methodology for analysing pay gaps by ethnicity is still fairly 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 Officer 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

Each grade has 5 spinal pay points with automatic pay progression each year. Any requests for a starting salary higher than the bottom of the scale are approved at an internal pay committee to ensure consistency. Fixed-salaries are salaries that do not fall within a Grade; these are fixed-rates not linked to define spinal column points within the MOPAC's grading structure. MOPAC do not operate one-off recognition payments.

This analysis has been conducted based on salaries as at 31 March 2018. At that point MOPAC employed 113 staff counted in this report; these staff are employed on a permanent and fixed-term basis. Of this total 21 staff (19%) declared themselves as being from an ethnic group with 12 staff (11%) not declaring.

The overall mean pay gap for all staff this figure stands at **14.78%**, and the overall median is **10.28%**. This constitutes an increase when compared with 2017 (11.63% and 3.47% respectively). This is driven by a lower representation of BAME employees at the most senior level.

At the majority of grades below Grade 3, there is a negative or almost zero pay gap between BAME and white staff. In the pay grade with the largest number of staff – Grade 6 - there is an ethnic pay gap of 0.89% (mean) and -3.6% (median).

At the time of writing, a significant amount of work has been undertaken around diversity and inclusion since the end of March 2018, including the development of a diversity and inclusion strategy, unconscious bias training and the set-up of a staff working group on diversity and inclusion. In addition, as at 29 October 2018, 23 new starters have joined MOPAC. This outcome of this will may not be represented in this data.

Methodology

The Equality and Human Rights Commission express the ethnicity pay gap as follows: *“the pay gap is defined as the difference between the average hourly pay of ethnic minorities and White British people. When ethnic minorities are paid less, overall, than White British people they experience a pay gap. When they are paid more they experience a pay advantage. The pay gap is often expressed as a percentage difference between the pay of people from ethnic minorities and the pay of White British people, with the latter representing 100%.”* The GLA has followed the same formula it used for its gender pay gap reporting, which is as follows:

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

where A is the mean/median hourly rate of pay for relevant White staff; and,
where B is the mean/median hourly rate of pay for relevant BAME staff.

Overall Ethnicity Pay Gap Summary

Table 1: Overall ethnicity pay gap all staff, March 2018

Ethnicity	No of staff.	Mean	Median	Mean Pay Gap	Median Pay Gap
BAME (Black, Asian, Dual, Other)	21	£ 26.24	£ 24.70	14.78%	10.28%
White	80	£ 30.79	£ 27.53		
Not Known/Provided	12	-	-		

Grade Summary

Table 2: Mean Hourly Pay by Grade, March 2018

These tables show the White/BAME pay gap at grade level and the representation of staff by ethnicity at each grade.

Mean Pay Gap White/BAME			
Mean Pay	White	BAME	Pay Gap
Grade 3	£35.29	£38.60	-8.58%
Grade 4	£33.97	£33.90	0.21%
Grade 5	£27.65	£28.43	-2.74%
Grade 6	£23.30	£23.51	-0.89%
Grade 7	£19.46	£20.20	-3.66%
Fixed Salary	£30.66	£24.70	24.13%

Grades 1, 2 and Spot salaries have not been included as there is no comparable data.

Table 3: Median Hourly Pay by Grade, March 2018

Median Pay Gap White/BAME			
Median Pay	White	BAME	Pay Gap
Grade 3	£34.38	£38.60	-10.93%
Grade 4	£33.49	£38.60	-13.24%
Grade 5	£27.91	£28.86	-3.29%
Grade 6	£23.55	£24.43	-3.60%
Grade 7	£19.04	£20.58	-7.48%
Fixed Salary	£29.18	£24.70	18.14%

Grades 1, 2 and Spot salaries have not been included as there is no comparable data.

Additional Information

Table 4: Ethnicity pay gap by job level

Ethnicity pay gap by job level
The minimum pay for white staff is in Grade 7 with £19.46
The maximum pay for white staff is in Grade 3 with £35.29
The minimum pay for BAME staff is in Grade 7 with £20.20
The maximum pay for BAME staff is in Grade 3 with £38.60
Note; 11% of staff are "not known" or not declared for ethnicity.

Count of Staff

Table 5: Count of Staff used in the calculation as at 31 March 2018

Count of Staff		
Grade	White	BAME
Grade 3	86%	14%
Grade 4	73%	27%
Grade 5	76%	24%
Grade 6	83%	17%
Grade 7	60%	40%
Fixed Salary	83%	17%

Grades 1, 2 and Spot salaries have not been included as there is no comparable data.

Action Plan:

The ethnicity pay gap report recognises under representation of BAME staff in the most senior grades from Grade 3 upwards. As such the action plan sets 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.

All five actions mirror those in the previous report. Since then, good progress has been made, particularly since the end of March 2018 such as unconscious bias training, developing a diversity and inclusion strategy, and the set-up of a diversity and inclusion staff working group. During this period 23 new members of staff have joined (as at 29 October 2018), hence the data may not represent the level of activity that has been undertaken around inclusion.

Action	Explanation
<p>1. MOPAC will undertake an annual analysis of diversity data on 31 July each year for the previous 12 months. This will include:</p> <ul style="list-style-type: none">a. Starting salaries for BAME and White staff employed and promoted by MOPAC for the previous 12 monthsb. Allowances, honoraria, and pay protectionc. Staff survey results by demographics <p>This analysis will be discussed at the Diversity and Inclusion staff working group which is led by the Director champion for diversity and inclusion, and the MOPAC Women's network.</p>	<p>MOPAC recognises that the ethnicity pay gap is a useful data set to explore diversity and inclusion, but that it does not tell the whole story. As such MOPAC aims to explore the detail of the demographics of the organisation to identify trends and areas for improvement, and ensure we are monitoring policies such as honorariums and starting salaries.</p>
<p>2. 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.</p>	<p>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.</p> <p>This has already begun through the development of a new recruitment guide focussing on diversity and inclusion.</p>

<p>3. Review (in conjunction with the GLA HR Recruitment team) MOPACs recruitment channels to promote roles to a wider pool of diverse candidates.</p>	<p>MOPAC may be able to reach a wider group of suitably talented applicants for many of its roles, including those in senior positions. This has already begun through the development of a new recruitment guide focussing on diversity and inclusion.</p>
<p>4. Participate in GLA wide schemes encouraging greater representation of BAME employees in senior and specialised roles.</p>	<p>To help to improve BAME representation at senior levels through participating in GLA staff networks and cross-GLA Family diversity and inclusion activity. This may include participating in any plan to extend the Our Time initiative to BAME employees only.</p>
<p>5. 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).</p>	<p>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.</p>
<p>6. As at 29 October 2018 58% of staff have completed mandatory face-to-face unconscious bias training. This will continue with annual refreshers as part of our Diversity and Inclusion Strategy.</p>	<p>Our in-house training is focussed on MOPAC's objectives regarding a diverse and inclusive workforce for all staff. Managers develop a greater awareness of how unconscious bias could impact on them when they are making decisions that affect people and pay.</p>