



Ethnicity pay gap report 2021

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Introduction

This report was prepared in line with the IOPC's equality, diversity, and inclusion strategy. While ethnicity pay gap reporting isn't currently mandated by the *Equality Act 2010*, the IOPC recognise the importance of monitoring and drawing actions from the results of pay gap analysis.

The terms used in this report and the way the pay gaps were calculated are explained in the Appendix 1: Glossary and explanation of calculations.

Snapshot date: 31 March 2021

The IOPC had a total of 1,012 workers, of which 941 were classified as "full-pay relevant employees" whose ethnicity was known. A relevant employee is someone who was employed and on full pay on the snapshot date of 31 March 2021. At the snapshot date, there were 24 employees whose ethnicity was either not collected or the information was refused.

In this document we use the term BAME for our statistical graphs due to the limitations of space. However, we understand that it is not acceptable to use the term BAME when referring to an individual's identity outside of the statistical arena. It is our view that the term Black, Asian and Minority Ethnic groups (BAME) relate to any ethnicity other than the dominant ethnicity in a domain.

Headline metrics

The figures set out above were calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. A positive % indicates that a particular ethnicity is typically paid less than White employees. A negative % indicates that a particular ethnicity is typically paid more than white employees.

1. The **mean ethnicity gap**:
 - for all Black, Asian and minority ethnic employees is 5.1%
 - for Black employees is 0.9%
 - for Asian employees is 5.8%
 - for mixed employees is 5.8%
 - for other employees is 12.6%
2. The **median ethnicity pay gap**:
 - for all Black, Asian and minority ethnic employees is 3.1%
 - for Black employees is 0.0%
 - for Asian employees is 9.9%
 - for mixed employees is 11.1%
 - for other employees is 7.1%
3. The percentage of employees by ethnicity in each pay quartile band is:

Quartile	Description	White	BAME	Black	Asian	Mixed	Other
A	Includes all employees whose standard hourly rate places them at or below the lower quartile	80.5%	19.5%	4.7%	11.9%	2.1%	0.8%
B	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median	84.3%	15.7%	5.1%	5.1%	0.9%	4.3%
C	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile	88.1%	11.9%	3.8%	6.0%	0.4%	1.7%
D	Includes all employees whose standard hourly rate places them above the upper quartile	83.4%	16.6%	6.0%	8.5%	1.3%	0.9%

Benchmarks

The median ethnicity pay gap results can be benchmarked against data from the Office for National Statistics Annual Pay Gaps analysis which is drawn from the Annual Population Survey 2012-2019.

Black employees median hourly pay matches White employees hourly pay at the IOPC. This is better than the national picture where White employees are paid 1.9% more than Black employees. Mixed employees at the IOPC are paid 11.1% less than White employees, this gap is larger than that of the national pay gap which is -1.3%.

	White	BAME	Black	Asian	Mixed	Other
IOPC median hourly pay 2021	£17.56	£17.02	£17.56	£15.82	£15.61	£16.32
IOPC median % pay gap 2021	-	3.1%	0.0%	9.9%	11.1%	7.1%
UK median % hourly pay 2019	£12.33	£12.09	£11.63	£12.40	£12.49	£11.50
UK median % pay gap 2019	-	1.9%	5.7%	-0.6%	-1.3%	6.7%

UK benchmarking data from:

[Ethnicity pay gap reference tables - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/employment-and-labour/earnings-and-payments/tables/ethnicity-pay-gap-reference-tables)

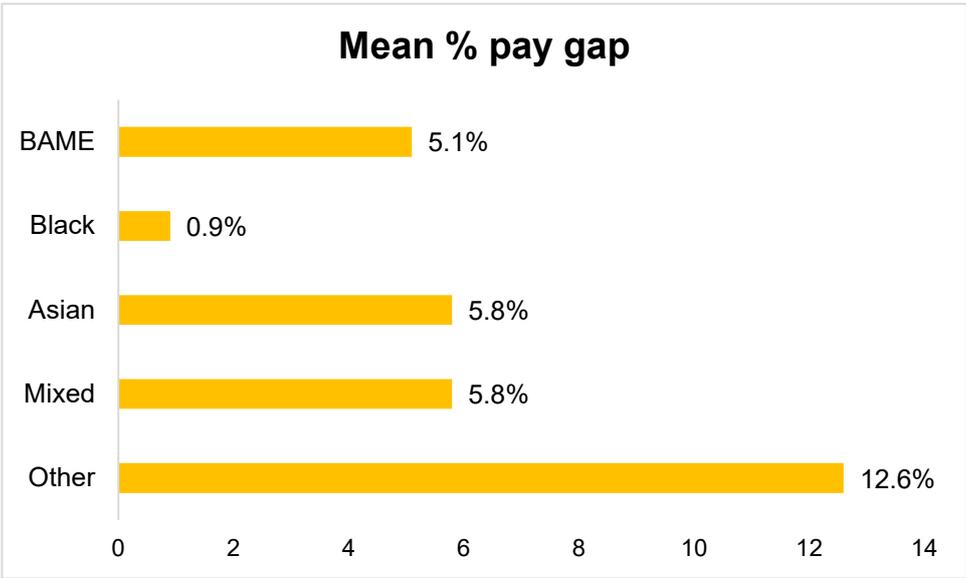
Mean ethnicity pay gap

Black, Asian and minority ethnic employees at the IOPC earn 5.1% less than White employees.

- White employees earn £19.12 per hour
- Black employees earn £18.95 per hour
- Asian employees earn £18.02 per hour
- mixed employees earn £18.02 per hour
- other employees earn £16.71 per hour

Although we cannot compare to national benchmarking data for mean ethnicity pay gaps, we can compare across ethnicity groups to identify where the largest % pay gaps exist.

Employees within the other category have the highest mean pay gap at 12.6% compared to Black employees which have the smallest mean pay gap at 0.9%.

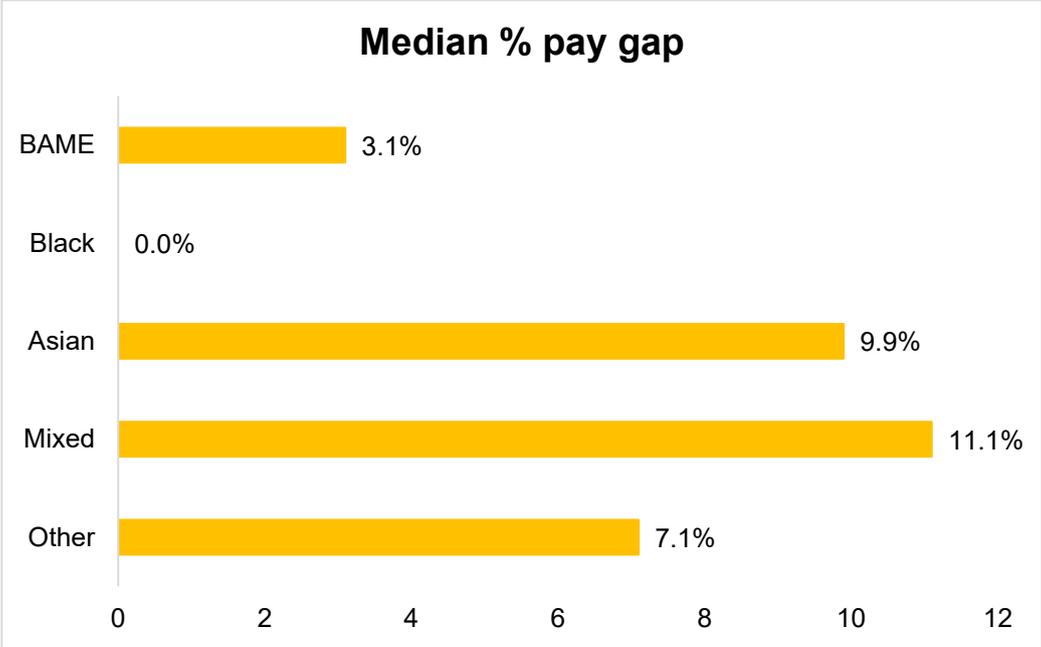


Median ethnicity pay gap

Black, Asian and minority ethnic employees at the IOPC earn 3.1% less than White employees.

- White employees earn £17.56 per hour
- Black employees earn £17.56 per hour
- Asian employees earn £15.82 per hour
- mixed employees earn £15.61 per hour
- other employees earn £16.32 per hour

Asian and mixed employees have the largest median % pay gap when compared against White employees at the IOPC. Black employees have no pay gap when compared against White employees.



Ethnicity pay quartiles

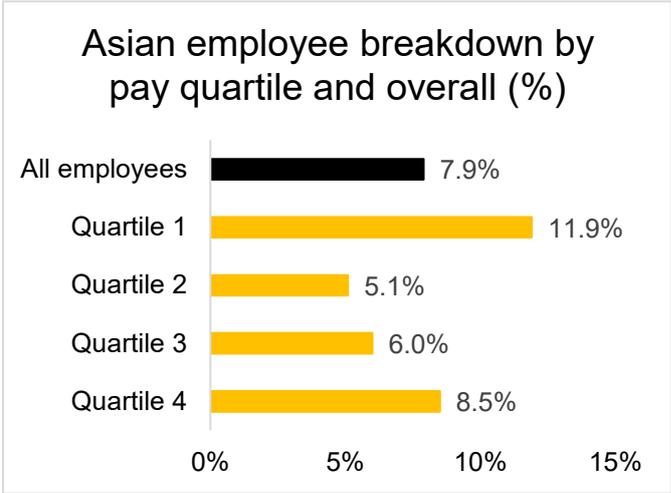
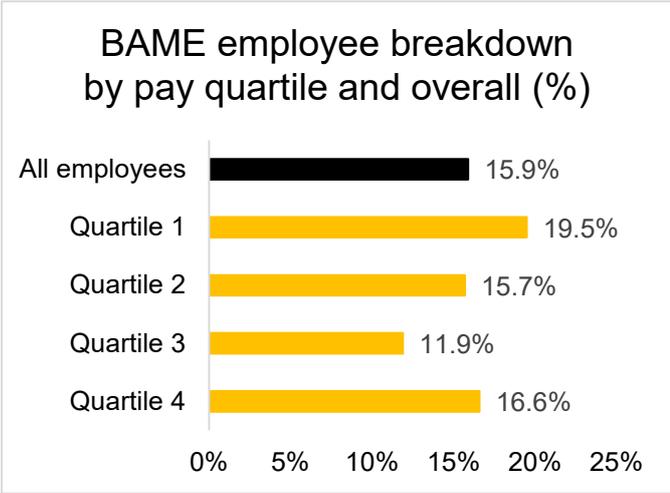
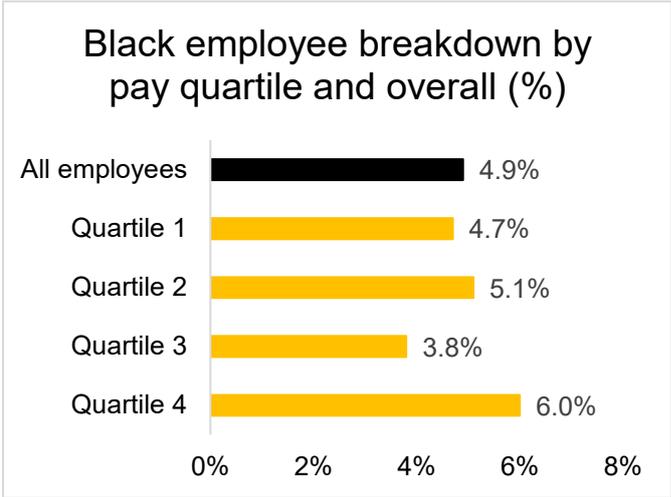
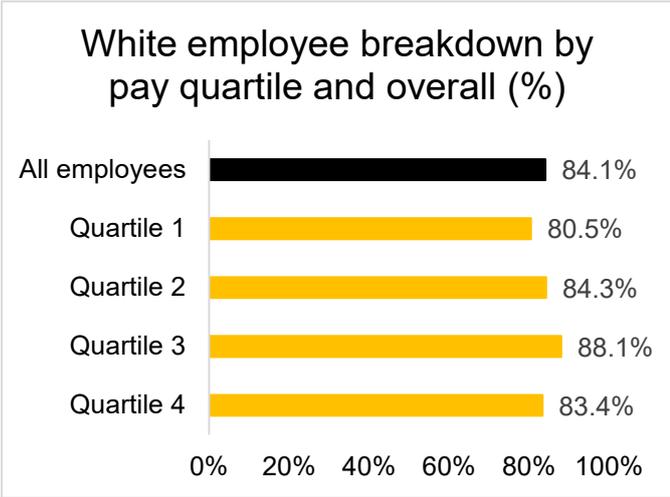
This table shows the IOPC pay quartiles with the percentage of employees in each band and the number of employees in each band in brackets.

Quartiles are created by ordering all employees in order from lowest hourly pay to highest hourly pay. Employees are then grouped into four quarters or quartiles. Quartile A contains approximately one quarter of employees with the lowest hourly pay, Quartile B contains the next highest quarter of employees in terms of hourly pay, and so on. To enable to quartiles to be as even as possible, hourly pay figures may overlap into two different quartiles. For more definitions see Appendix 1.

Quartile	Description	White	BAME	Black	Asian	Mixed	Other
1	Employees whose standard hourly rate places them at or below the lower quartile £15.61 per hour or less	80.5% (190)	19.5% (46)	4.7% (11)	11.9% (28)	2.1% (5)	0.8% (2)
2	Employees whose standard hourly rate places them above the lower quartile but at or below the median £15.61 - £17.56 per hour	84.3% (198)	15.7% (37)	5.1% (12)	5.1% (12)	0.9% (2)	4.3% (10)
3	Employees whose standard hourly rate places them above the median but at or below the upper quartile £17.56 - £20.23 per hour	88.1% (207)	11.9% (28)	3.8% (9)	6.0% (14)	0.4% (1)	1.7% (4)
4	Employees whose standard hourly rate places them above the upper quartile £20.24 per hour or more	83.4% (196)	16.6% (39)	6.0% (14)	8.5% (20)	1.3% (3)	0.9% (2)
All employees		84.1% (791)	15.9% (150)	4.9% (46)	7.9% (74)	1.2% (11)	1.9% (18)

Almost 16% of employees at the IOPC are from a Black, Asian or minority ethnic background. As the table and chart show, the quartile where BAME and Asian employees have the strongest representation is in the lowest pay quartile (1). Black employees are most represented in the highest quartile (4).

There is less variation between quartiles for White employees who make up over 84% of all employees at the IOPC. When compared to the overall proportion of White employees at the IOPC, the lowest quartile (1) is least represented.



Mean ethnicity bonus gap

The IOPC does not pay bonuses so there is no mean ethnicity gap.

Median ethnicity bonus gap

The IOPC does not pay bonuses so there is no mean ethnicity gap.

Proportion of employees by ethnicity who received a bonus

The IOPC does not pay bonuses and so have no findings to publish on the proportion of employees by ethnicity receiving a bonus.

Appendix 1: Glossary and explanation of calculations

Key points from the glossary and explanation of calculations are adapted from the [Government Equalities Office guidance](#). More examples and definitions can be found in the guidance.

What is the mean average?

A mean (average) involves adding up all the hourly rates of pay and dividing the result by how many numbers were in the list. It must be noted that very high or low hourly rates of pay can distort the average.

What is the median?

The median involves listing all employees with their hourly rates of pay in numerical order and finding the middle number of the list. If there are two middle numbers, the middle value between those two numbers is taken as the median. For example, if the two middle numbers were £10.00 and £11.00, the median would be £10.50.

What is a quartile?

This is where you sort all full pay relevant employees in a list according to hourly rate of pay, in order from lowest to highest, then divide this list into four equal parts (quarters or quartiles). Quartile A contains approximately one quarter of employees with the lowest hourly pay, Quartile B contains the next highest quarter of employees in terms of hourly pay, and so on.

Counting rules state that if there are a number of employees on exactly the same hourly rate of pay who cross a quartile boundary, the distributions are split as evenly as possible across those quartiles.

How is the mean ethnicity pay gap % calculated?

- Take the mean average hourly pay for White employees and subtract the mean average hourly pay for Black, Asian and/or minority ethnic employees
- Divide the result of the above by the mean average hourly pay for White employees
- Multiply the result by 100

This gives you the mean average gender pay gap in hourly pay as a percentage of White employee pay.

How is the median ethnicity pay gap % calculated?

- Take the median hourly pay for White employees and subtract the median hourly pay for Black, Asian and/or minority ethnic employees
- Divide the result of the above by the median hourly pay for White employees
- Multiply the result by 100

This gives you the median gender pay gap in hourly pay as a percentage of pay for White employees.

What do the positive and negative percentage figures mean?

- Positive percentage: employees whose ethnicity is Black, Asian and/or minority ethnic typically have lower pay than employees who are White.
- Negative percentage: employees whose ethnicity is white typically have lower pay than employees who are Black, Asian and/or minority ethnic.
- Zero percentage: no gap between the pay of employees whose ethnicity is Black, Asian and/or minority ethnic and employees who are White.

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