

## Ethnicity pay gap data

The following tables have been calculated using the methodologies used in the Ethnicity pay reporting: guidance for employers.

Ethnicity: Highest to lowest headcount

	Median Pay (£)	Median Pay Gap (%)	Average Pay (£)	Average Pay Gap (%)
White - British/English/NI/Scottish/Welsh	16.40	-	18.87	-
Black or Black British African	13.02	21%	13.58	28%
Black or Black British Caribbean	13.63	17%	15.25	19%
Other White Background	14.92	9%	16.11	15%
Mixed Black Caribbean and White	13.89	15%	16.51	12%
Asian or Asian British Pakistani	16.93	-3%	17.67	6%
Asian or Asian British Indian	18.31	-12%	17.50	7%
White Irish	14.04	14%	18.38	3%
Other Ethnic Group	13.17	20%	14.57	23%
Asian or Asian British Chinese	15.29	7%	19.57	-4%
Mixed Black African and White	16.97	-3%	19.77	-5%
Mixed Other Background	14.01	15%	15.73	17%
Mixed Asian and White	21.45	-31%	18.29	3%
Asian or Asian British Other Background	[x]	[x]	[x]	[x]
Black or Black British Other Background	[x]	[x]	[x]	[x]
Other Ethnic Group - Arab	[x]	[x]	[x]	[x]
White Gypsy or Irish Traveller	[x]	[x]	[x]	[x]
Asian or Asian British Bangladeshi	[x]	[x]	[x]	[x]

[x] Too little data

