

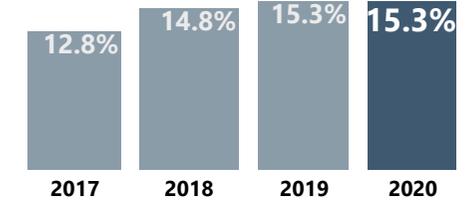
Ethnicity Pay Gap



Warwickshire County Council

As at 31st March 2020, 15.3% of all employees were of Black, Asian and Ethnic Minority (BAME) background. The proportion of all BAME employees has increased by 2.5 percentage points between 2017 and 2020.

Proportion of all BAME employees 2017-2020



Hourly Pay Rates (with salary sacrifice)

At 31st March 2020



£15.95 £15.53

-2.6% Pay Gap

Mean Hourly Rate

There is a -2.6% pay gap between the mean hourly rate for BAME employees and those White British / unknown at March 2020.

In terms of mean hourly bonuses, those of BAME background earn more (£569.84) than White British / unknown employees (£536.77). The gap is -5.8% in favour of those BAME employees.



There is a -3.2% pay between the median hourly rate for BAME employees and those White British / unknown at March 2020.

In terms of median hourly bonuses, those of BAME background earn the same as White British / unknown employees (both £596.04). The gap is therefore 0.0%.

Median Hourly Bonus



At 31st March 2020

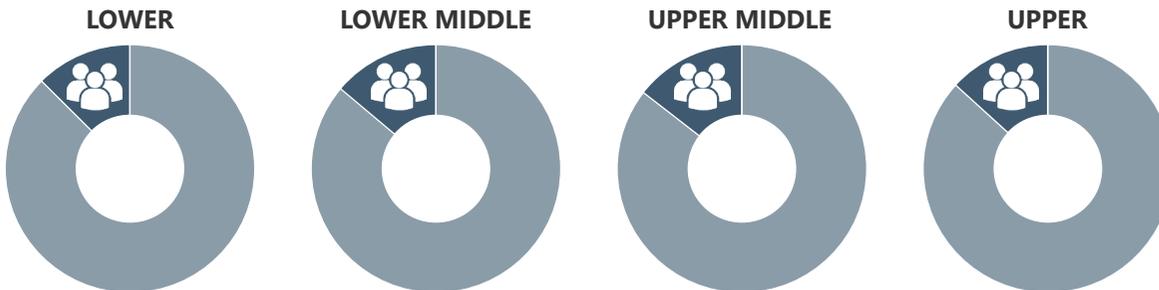


£14.91 £14.45

-3.2% Pay Gap

Median Hourly Rate

Proportion by Pay Band Quartiles

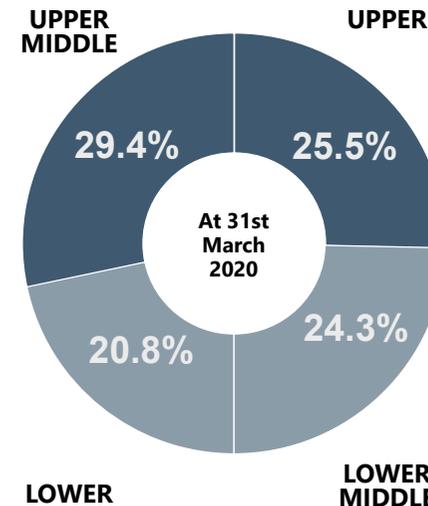


11.2%
The proportion of employees with a recorded ethnicity in the Lower Quartile was 11.2% in 2020

The proportion of employees with a recorded ethnicity in the Lower Middle Quartile was 13.0% in 2020

The proportion of employees with a recorded ethnicity in the Upper Middle Quartile was 15.7% in 2020

The proportion of employees with a recorded ethnicity in the Upper Quartile was 13.6% in 2020



It is clear that there are more employees of a BAME background in the upper pay band quartiles. The highest concentration of BAME employees is in the upper middle quartile (29.4%). Indeed, the concentration of BAME employees is higher in the top two quartiles than the bottom two quartiles.