

Croydon Council Ethnicity Pay Gap Report

Based on data collected from 2021 – 2022

Issued: June 2023

Summary of Report.....	2
Introduction	4
1. What is the ethnicity pay gap?	4
2. Understanding the pay gap information	4
2.1 Pay gap percentages	4
2.2 Ordinary hourly rate	4
2.3 Mean and median calculations.....	4
2.4 Pay quartiles	5
2.5 ‘One-off payments’ pay gap percentages	5
3. Ethnic group definitions for pay gap analysis.....	5
4. Limitations to ethnicity and disability pay gap data reporting	5
5. Data reporting and disclosure rate	6
RESULTS	7
6. Croydon Council ethnicity pay gap data 2020 - 2022	7
6.1 Ordinary hourly pay gap for ethnicity: Global Majority ethnic groups against White ethnic groups	7
6.2 Ordinary hourly pay gap for ethnicity: each Global Majority ethnic group against white groups	8
6.3 Pay quartile analysis for all Global Majority ethnic groups against White ethnic groups	9
6.4 Pay quartile analysis for each Global Majority ethnic group	10
6.5 ‘One-off’ payments pay gap for ethnicity	11
7. Global Majority ethnicity pay gaps and workforce profile	12
8. Croydon Council ethnicity pay gaps compared to London Councils	13
9. Croydon Council ethnicity pay gaps compared with overall UK pay gap	15
10. Action planning to reduce ethnicity pay gaps	15
Appendix 1: Reporting Data Sets - as reported for March 2022.....	19
Appendix 2: Ethnic Groups	22
Appendix 3: Allowances included in ethnicity and disability pay gap calculations.....	23

Summary of Report

This report examines the ethnicity pay gap for Croydon council calculated as mean and median percentage figures.

The council's ethnicity pay gap (as of 31st March 2022) for all Global Majority ethnic groups (Asian, Black, Mixed and Other) against White ethnic groups was calculated as 8.5% (median) and 5.0% (mean).

This indicates that since 2021, the mean ethnicity pay gap has increased by 0.7%, whilst the median pay gap has remained the same.

Ethnicity Pay Gaps	2021	2022
Mean	7.8%	8.5%
Median	5.0%	5.0%

Changes in ethnicity pay gaps	2020 - 21	2021 - 22
Mean	-2.6%	0.7%
Median	-0.2%	No change (5.0%)

The non-disclosure rate for employees in scope for pay gap reporting has decreased for ethnicity by 6% from 2021 – 2022.

Croydon Council's ethnicity pay gaps in 2021 and 2022 are lower than London Councils averages in 2021 (9.6% mean; 6.8% median).

Global Majority ethnic groups have their highest representation in the lower middle (3/4) quartile whilst White ethnic groups have their highest representation in the upper (top 1/4) quartile.

Quartile	Global Majority Ethnic Groups	White Ethnic Groups	Non-Disclosed
Upper (top 1/4)	33%	47%	21%
Upper Middle	39%	45%	16%

Croydon Council Ethnicity Pay Gap report: 2021-2022

Lower Middle	42%	40%	18%
Lower (bottom ¼)	32%	25%	43%

The council takes the improvement of protected characteristics disclosure rates seriously, and constantly aims to improve our levels by contacting and encouraging staff in low disclosure areas and highlighting how equality information is used via deploying information campaigns throughout the year.

The council also aims to continue to reduce pay gaps differences between global majority and white ethnic groups by implementing specific objectives outlined in the People and Cultural Transformation Strategy 2022 – 2026 especially Pillar 2, workforce EDI (see [Action Planning](#)).

Croydon Council workforce characteristics compared to Croydon’s resident population:

Sex:

	Female	Male
Croydon Council – all workforce (2021/2)	68%	32%
Croydon Residents: ONS Census 2021, November 2022	52%	48%

Ethnicity:

Name	Asian/ Asian British %	Black/African/C aribbean/Black British %	Mixed/multiple ethnic groups %	Other ethnic group %	White ethnic groups (%)
Croydon council -all workforce (disclosed only) (2021/2)	8%	30%	6%	4%	52%
Croydon Residents: ONS census 2021	17%	23%	8%	4%	48%

Disability:

Croydon Council: all workforce disclosed disability 2021/2 (%)	10%
Croydon residents disclosed disability: ONS census 2021(%)	14%

Introduction

1. What is the ethnicity pay gap?

The ethnicity pay gap compares the difference between the average hourly pay of Global Majority ethnic groups and White ethnic groups. The ethnicity pay gap looks at all eligible employees within the council, to consider whether White ethnic groups are on average occupying higher paying roles than Global Majority, or whether Global Majority groups are occupying higher paid roles than White ethnicities. The ethnicity pay gap is not a comparison of pay between people doing the same work.

2. Understanding the pay gap information

2.1 Pay gap percentages

The pay gap data can show positive and negative percentages depending on whether the gap being measured is higher or lower for the Global Majority ethnic group compared to the White ethnic group.

In this report the percentage gap represents the degree to which the average mean or median pay rates for Global Majority ethnic group employees are higher or lower than the same payments for White ethnic group employees.

2.2 Ordinary hourly rate

The ordinary hourly pay rate includes:

- Basic pay
- Allowances (see [Appendix 3](#))
- Shift premium pay

It does not include:

- Employees on maternity leave, long term sick leave, or other types of reduced pay
- Overtime payments

The calculation is based on contractual weekly hours. This gives a direct comparison between employees' hourly pay, regardless of whether they work full-time or part-time.

2.3 Mean and median calculations

- Mean calculation: adding a range of numbers together and dividing the total by how many numbers there are (often referred to as the average).
- Median calculation: using the middle value in a range of numbers (which is better measure for skewed distributions).

2.4 Pay quartiles

Pay quartiles are calculated by:

- Ordering employees by their ordinary hourly pay rate.
- Dividing the employees into four groups, each with an equal number of employees - each group is a quartile. This creates four equally sized pay groups ranging from the lowest paid 25% (bottom 1/4) of employees to the highest paid 25% (top 1/4) of employees.
- Upper pay quartile is the top 25% or top quarter of paid employees.
- Upper middle pay quartile is the second highest quarter grouping of paid employees.
- Lower middle pay quartile is the third highest quarter grouping of paid employees.
- Lowest quartile is the bottom quarter grouping of all paid employees.

Quartiles allow Croydon Council to compare the spread of groups of employees by their pay including allowances and shift pay. It also allows us to compare all council employees across our various grade structures.

2.5 'One-off payments' pay gap percentages

For pay gap reporting, one-off or additional payments are defined as given for specific recruitment and retention purposes (e.g., social workers) or payments relating to profit sharing, productivity, performance, incentive, and commission (e.g., enforcement agents). These payments are identified by the terminology of 'bonuses' within the pay gap reporting regulations.

3. Ethnic group definitions for pay gap analysis

Global Majority ethnic groups are defined in line with the 2011 census and include Asian, Black, Mixed and Other groups (see [appendix 2](#)). White employees are defined as all White ethnic groups from the census (see [appendix 2](#)).

4. Limitations to ethnicity and disability pay gap data reporting

It should be noted that there are significant limitations to the figures reported for ethnicity pay gaps which may make it difficult to draw definitive conclusions.

The reporting of ethnicity pay gaps are based on the same principles as gender pay gap reporting which means that individuals in scope on the ‘snapshot’ date of 31st March 2022 will include ‘casual’ workers for whom no ethnicity data is currently held.

The level of non-disclosure for ethnicity may also have caused significant distortions in reporting a mean and median pay gap figure (see 5). However, the council does take the improvement of disclosure levels seriously and constantly aims to improve figures by describing how equality information is used by deploying a variety of information campaigns throughout the year.

Ethnicity pay gaps can also vary by whether individuals are UK or foreign born as well as by gender and ethnic group so an overall pay gap figure for all global majority ethnic groups may also not be fully representative ([EHRC – pay gaps explained](#))

This report also includes pay gap information for each Global Majority ethnic group (Asian; Black; Mixed; Other) compared to White ethnic groups. This may give a more detailed analysis of differentials regarding pay gaps for each group.

5. Data reporting and disclosure rate

In accordance with pay gap reporting guidelines, Croydon Council included 3,506 people in the scope as eligible for reporting on 31st March 2022.

As of 31st March 2022, the percentages for declared ethnic groups within the council’s workforce profile were:

- 6% Asian groups
- 23% Black groups
- 5% Mixed groups
- 3% Other groups
- 37% All Global Majority ethnic groups (Asian; Black; Mixed and Other)
- 39% White groups
- 25% non-disclosed ethnicity

Figure 1 (below) shows the non-disclosure rates for ethnicity for the pay gap reporting as of 31st March 2022 compared to 2021.

	31 st March 2021	31 st March 2022
Non-disclosure rate – ethnicity pay gap reporting	31%	25%

Figure1: Table showing non-disclosure rates for ethnicity pay gap reported staff as of 31st March 2021 and 2022.

RESULTS

6. Croydon Council ethnicity pay gap data 2020 - 2022

6.1 Ordinary hourly pay gap for ethnicity: Global Majority ethnic groups against White ethnic groups

Figure 2 (below) shows the mean and median hourly pay gaps for Croydon's Global Majority ethnic groups employees against disclosed White employees from 2020 to 2022. This shows the percentage of average pay for declared Global Majority ethnic groups employees is lower than for declared White employees during this period.

(% that average pay for declared Global Majority ethnicity employees is lower than for declared White employees)	2020 (data as of 31 st March)	2021 (data as of 31 st March)	2022 (data as of 31 st March)
Mean ordinary hourly pay gap	10.4%	7.8%	8.5%
Median ordinary hourly pay gap	5.2%	5.0%	5.0%

Figure 2: Table showing mean and median ordinary hourly pay gaps for Croydon staff calculated via Global Majority ethnic groups against white groups. The data is effective as of the 31st of March 2020-22.

Figure 3 shows that the mean calculation for pay rates between declared Global Majority ethnic groups employees against White employees decreased by 2.6% from 2020-21 but increased by 0.7% from 2021-22. Median calculations for ethnicity pay gaps have decreased by 0.2% from 2020–21 and remained unchanged from 2021-22.

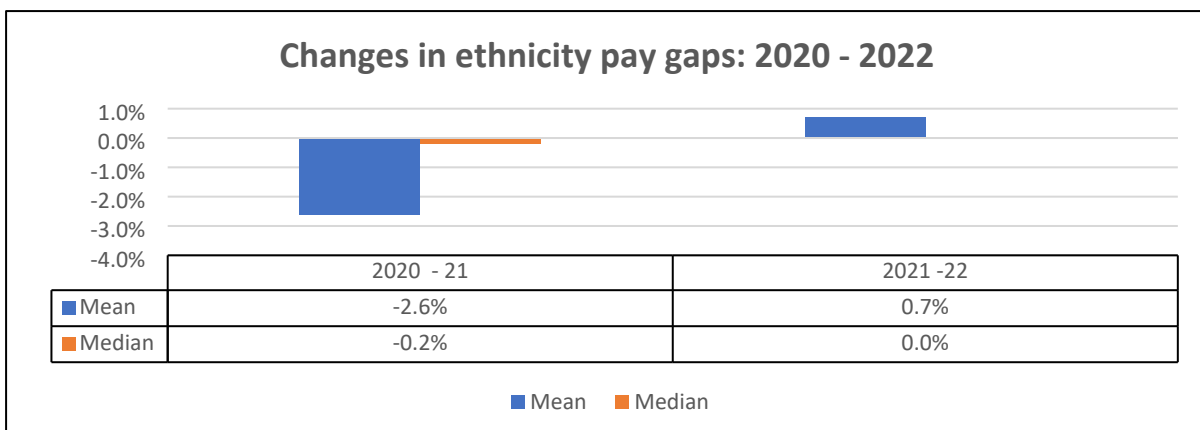


Figure 3: Chart showing the changes in pay gap calculation percentages for ethnicity from 2020 -2022.

6.2 Ordinary hourly pay gap for ethnicity: each Global Majority ethnic group against white groups

Figure 4 (below) shows the mean and median hourly pay gaps for each disclosed Global Majority ethnic group of employees against disclosed White employees as calculated on 31st March 2021 and 2022.

In 2021, Mixed groups had the highest mean pay gap (11.6%) but in 2022 this had changed to Other group employees having the highest mean gap (10.6%).

Median pay gaps were highest for Mixed and Other groups in 2021 (9.2%) and these groups also have the highest median pay gaps in 2022 (6.8%)

Asian ethnic groups have the lowest pay gaps for both mean and median calculations (5.1% and 2.5% respectively) in 2021 and this group also has the lowest gaps in 2022 (5.7% and 2.6% respectively).

(% that average pay for each declared Global Majority ethnic group employees are lower than for declared White employees)	Mean ordinary hourly pay gap as of 31 st March 2021	Median ordinary hourly pay gap as of 31 st March 2021	Mean ordinary hourly pay gap as of 31 st March 2022	Median ordinary hourly pay gap as of 31 st March 2022
All Asian groups	5.1%	2.5%	5.7%	2.6%
All Black groups	7.4%	5.0%	8.6%	2.6%
All Mixed groups	11.6%	9.2%	9.6%	6.8%
All Other groups	10.0%	9.2%	10.6%	6.8%

Croydon Council Ethnicity Pay Gap report: 2021-2022

Figure 4: Table showing mean and median ordinary hourly pay gaps for Croydon staff calculated via each ethnic group (Asian, Black, Mixed, and Other against White ethnic groups).

6.3 Pay quartile analysis for all Global Majority ethnic groups against White ethnic groups

Figure 5 (below) shows the pay quartiles for all disclosed Global Majority ethnic groups against disclosed White employees for 31st March 2021 and 2022.

In 2021, the highest percentage of Global Majority ethnic employees were in the lower middle pay quartile (37%) whilst the highest percentage of White employees are in the upper pay quartile (45%).

In 2022, the highest percentage of Global Majority ethnic employees are still in the lower middle pay quartile (42%) whilst the highest percentage of White employees is still in the upper paid quartile (47%)

The lowest percentage of Global Majority ethnic employees were in the lowest paid quartile in 2021 (28%), and this is still the case in 2022 (32%).

The lowest percentage of White employees were also in the lowest paid quartile in 2021(25%) and this has remained the same in 2022 (25%).

Non-disclosure rates have decreased in in all four pay quartiles from 2021 – 22 with the largest reduction in the lower middle pay quartile (-7%) and the lowest reduction in the lowest pay quartile (-3%).

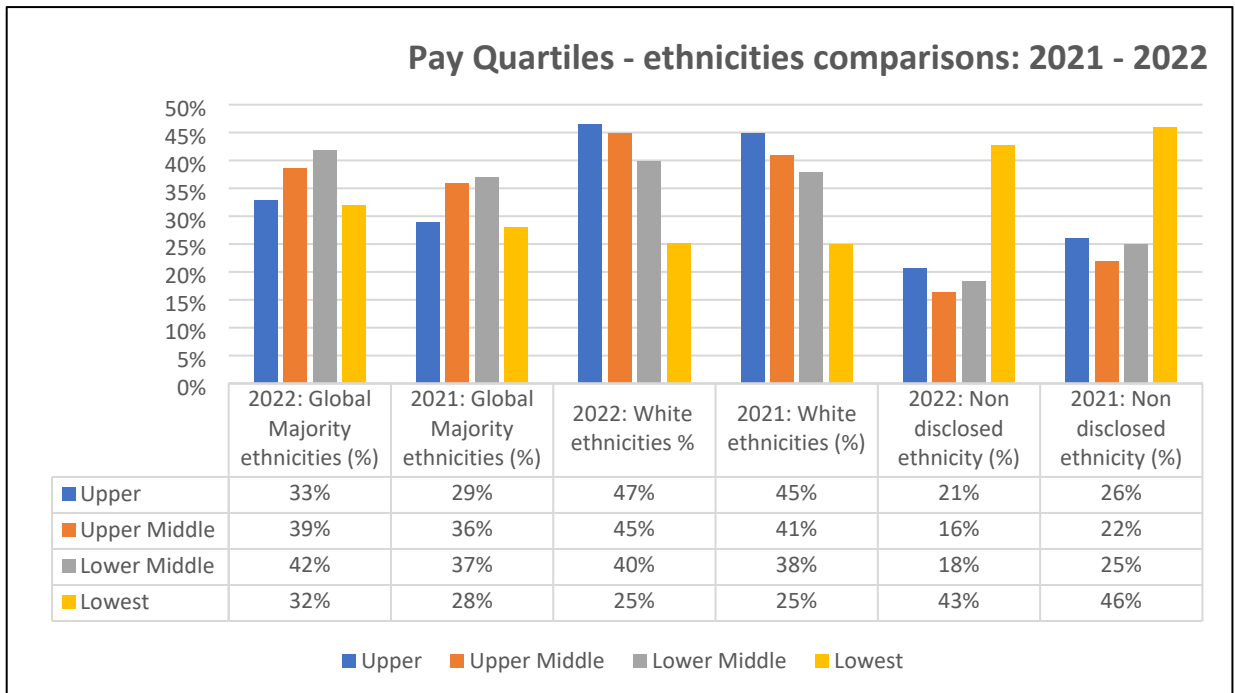


Figure 5: Chart showing pay quartiles for Croydon staff calculated via Global Majority ethnic groups (Asian, Black, Mixed and Other) against White ethnic groups. The data covers 2021 -2022.

6.4 Pay quartile analysis for each Global Majority ethnic group

Figure 6 (below) shows the distribution of each Global Majority ethnic group within pay quartiles as of March 2021 and March 2022. This chart does not include any non-disclosed ethnicities.

Overall, all Global Majority ethnic groups have their highest representation in the lowest paid quartile in 2021 and 2022.

In 2022, the lowest representation of Asian, Black, and Mixed ethnic groups is in the upper pay quartile. Black, Mixed, and Other ethnic employees also have their lowest representation in the upper quartile in 2021.

Asian ethnicities are the only group that have decreased representation in the upper pay quartile from 2021 – 22 (13% v 9%). Black and Other ethnicities have increased their representation in the upper pay quartile from 2021-22 and Mixed ethnicities have stayed at the same percentage.

Black, Mixed and Other ethnicities have increased their representation in the lowest paid quartile from 2021 – 2022.

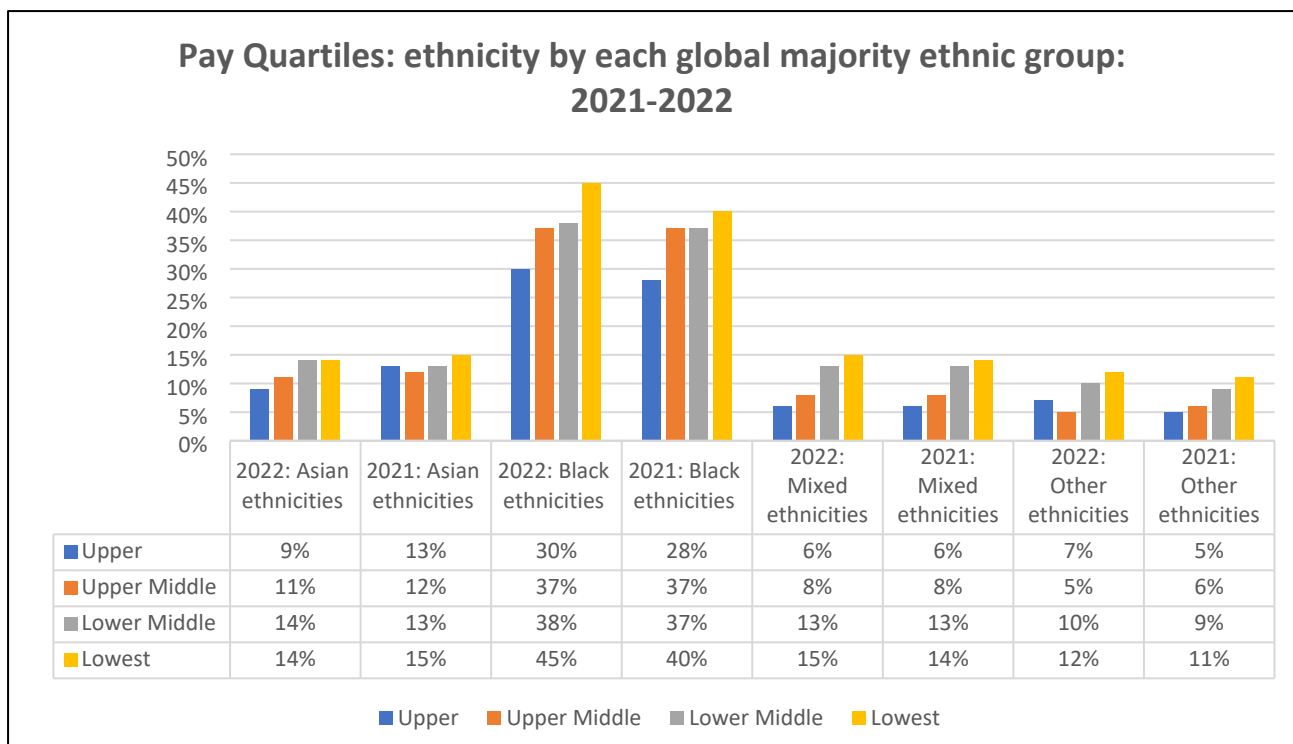


Figure 6: Chart showing pay quartiles for Croydon staff calculated via each global majority ethnic group: Asian, Black, Mixed, Other, ethnic groups. The data covers 2021-2022

6.5 ‘One-off’ payments pay gap for ethnicity

One-off payments are given to an extremely limited number of employees for specific recruitment and retention purposes (see 2.5).

Figure 7 (below) shows the figures for pay gaps between disclosed Global Majority ethnic groups employees against disclosed White ethnic group employees in 2020-21 and 2021-22

Payments were made during the 2020/21 year to 195 employees in total who comprised of:

- 65 (33%) Global Majority ethnic groups employees
- 43 (22%) White ethnic group employees
- 87 (45%) undisclosed ethnicity employees

Payments were made during the 2021/22 year to 174 employees in total who comprised of:

- 69 (40%) Global Majority ethnic group employees
- 42 (24%) White ethnic group employees

- 63 (36%) undisclosed ethnicity employees

These employees comprised 5% of the Croydon council workforce. Given the small employee numbers who received this payment, limited information can

'One-off' Payments Gap (% that average one-off payments for declared Global Majority ethnic employees are lower than for declared White employees)	2021	2022
Ethnicity – 'one-off payments' mean pay gap	8.7%	10.8%
Ethnicity - 'one-off payments' median pay gap	0.0%	0.0%
Global Majority ethnic groups staff paid 'one-off payments' as % of all minority ethnic staff groups	5.4%	3.8%
White staff paid 'one-off payments' as % of all White staff groups	3.1%	1.7%

be drawn from the figures reported.

Figure 7: Table showing 'one-off' pay gaps calculated via ethnic groups for 2020/21 & 2021/22

7. Global Majority ethnicity pay gaps and workforce profile

	Upper pay quartile	Upper middle pay quartile	Lower middle pay quartile	Lower pay quartile	Workforce profile - March 2022 (disclosed only)
All Asian groups	9%	11%	14%	14%	8%
All Black groups	30%	37%	38%	45%	30%
All Mixed groups	6%	8%	13%	15%	5%
All other groups	7%	5%	10%	12%	4%

Figure 8: Table showing all ethnic groups within pay quartiles as of 31st March 2022

In figure 8 (above), the pay quartiles for each ethnic grouping show that:

- All Global Majority groups have higher representations than their workforce profile in each quartile but have highest representations (compared to their workforce representation) in the lower middle and lower quartiles.
- Overall, all Global Majority ethnic groups (Asian, Black, Mixed and Other) have their highest representations in the lower paid quartile.

8. Reasons for ethnicity pay gaps in Croydon Council

Ethnicity pay gap reporting has continued to be the highest pay gaps reported (against gender and disability) for Croydon Council in 2022. The reasons for ethnicity pay gaps may be that:

- The overall level of non-disclosed ethnicity (25%) for staff in scope may have impacted the accuracy of ethnicity pay gap figures (although it should be noted that non-disclosure is now at the lowest level since 2018).
- Levels of non-disclosure for ethnicity are particularly high in the lowest paid quartile (43%) mainly because:
 - 7% of non-disclosed staff in this quartile are 'casual workers' and will have no equalities information logged for them.
 - 12% of non-disclosed staff in this quartile are from Adult Social Care and Health and 21% are from Sustainable Communities, Regeneration and Economic Recovery directorates. These areas have a variety of roles where staff do not have easy access to IT facilities so may find it harder to record equalities information.
- Global majority employees in Croydon have higher representations in Housing (49%) but may be less represented in corporate council areas such as Assistant Chief Executive (37%), where roles may be higher paid.
- Recent recruitment analysis for the council has highlighted that whilst Global Majority groups form most new recruits to the council in Grades 1-14, for grades 15 and above they are under-represented and are a minority of new starters compared to white ethnic groups.
- Research conducted by London Councils in 2021 has indicated that there is a 'glass ceiling' (for Global Majority employees) across all London councils, which exists at around the £50-£60,000 pay band, where representation of these staff reduces dramatically.
- Asian/Asian British staff are particularly underrepresented in all pay levels compared to the resident population.
- As can be seen in the pay quartiles, global majority staff tend to be over-represented for lower middle and lowest quartiles but under-represented in the upper middle and upper pay levels.

8. Croydon Council ethnicity pay gaps compared to London Councils

Croydon Council Ethnicity Pay Gap report: 2021-2022

London Councils have produced analysis (2021) for pay gaps and pay quartiles by ethnicity. This may provide a useful benchmark regarding the progression of ethnicity pay gap, but it is worth highlighting that the data from London Councils is based on 19 London boroughs reporting (out of 32) so there are limited conclusions to draw. No pay gap data for London councils for 2022 has yet been produced.

	Croydon Council pay gap - 2021	London Councils (average) ethnicity pay gap - 2021	Croydon Council pay gap - 2022
Ethnicity pay gap: mean calculation	7.8%	9.6%	8.5%
Ethnicity pay gap: median calculation	5.0%	6.8%	5.0%

Figure 9: Table showing ethnicity pay gaps for Croydon Council and London Councils – 2021-22

This table in figure 9 (above) shows that all of Croydon Council’s pay gap calculations in 2021 and 2022 were lower than the London Council’s average ethnicity pay gaps for 2021.

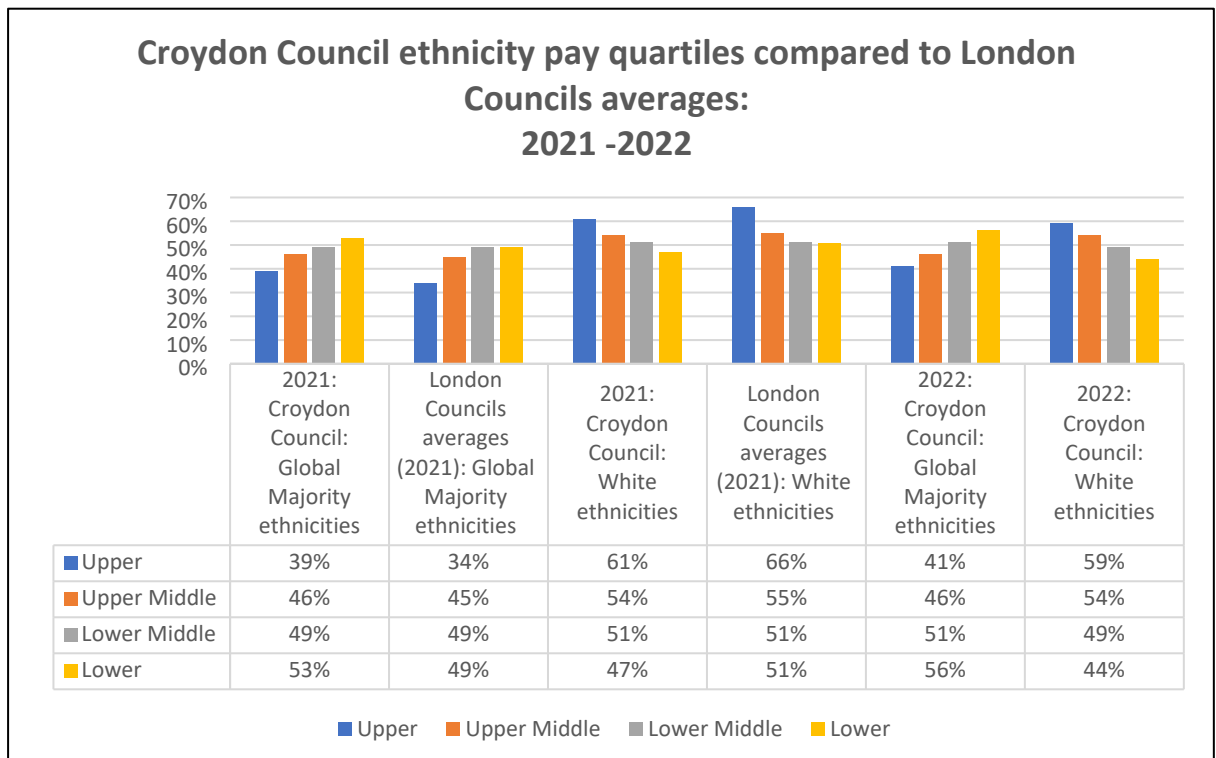


Figure10: Chart showing Croydon Council’s ethnicity pay gap compared to London Councils averages: 2021-22

This chart in figure 10 (above) shows that in 2021 and 2022 all Croydon Council Global Majority ethnicities had higher representations in all pay quartiles than London Councils averages in 2021.

9. Croydon Council ethnicity pay gaps compared with overall UK pay gap

Croydon council calculated its pay gaps using a method set by The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

The Office for National Statistics use a different method for calculating the UK wide pay gap and therefore the two are not directly comparable. However, it may still be useful to view the figures below as an indicator (figure 11).

The ethnicity pay gap in Croydon is higher than UK average figures. However, the figures for ethnicity pay gaps from the ONS were last calculated in 2019 and no recent updates are available.

Characteristic	Croydon Council median pay gap 2022	– London Average 2019
Ethnicity	5.0%	2.3% (ONS - 2019)

Figure 10: Table showing ethnicity pay gaps for Croydon Council and UK average as of 2019

10. Action planning to reduce ethnicity pay gaps

Croydon Council is committed to improving equality, diversity, and inclusion within our workforce.

The actions we have taken to improve diversity have had a positive impact on ethnicity pay gap figures from 2020 – 21.

It should be noted as a positive that:

- Non-disclosure for pay gap reporting overall has decreased from 2020-22 and is now at the lowest level (25%) since reporting started in 2018.
- Ethnicity mean and median pay gaps in 2021 and 2022 were lower than London Councils average ethnicity pay gaps in 2021.

However, on the negative side:

- Ethnicity pay gaps have continued to be the highest pay gaps reported for Croydon Council compared to gender and disability pay gaps since 2018.
- Ethnicity mean pay gap calculations have risen by 0.7% from 2021-2022

- In 2022, all Global Majority ethnic employees (as a group) have their highest representation in the lower middle pay quartile (42%) compared to White employees whose highest representation is in the highest paid quartile 47(%). This trend was also present in 2021 for both Global Majority and White ethnic groups.
- All Global Majority ethnic employees (as a group) have a higher representation than their workforce profile only in the upper middle pay quartile (39% v 37%) and lower middle pay quartile (42% v 37%), whilst White ethnic groups have higher representations than their workforce profile in the upper (47% v 39%), upper middle (45% v 39%) and lower middle pay quartiles (40% v 39%).
- Each Global Majority ethnic group (Asian, Black, Mixed and Other) have their highest representations in the lowest paid quartile.
- Non-disclosure of ethnicity is highest in the lowest paid quartile (43%) which may skew figures reported.

Croydon Council also has seen tight financial restrictions in place since 2020. The Croydon Renewal Plan for the next two years will continue to control spending across the council. However, the council will continue with its actions to improve ethnicity pay differentials.

We will be taking a data driven and employee ‘lived experience’ approach which will include taking actions around attraction of new employees and development of existing staff. We are particularly aware that Global Majority staff from grade 15 and above are not as represented as they should be compared to our residents so will be taking actions to address this.

Current actions to improve ethnicity pay gaps	Timescale
<p>Taking actions around the attraction of new employees includes:</p> <ul style="list-style-type: none"> • Rebranding our website to highlight our commitment to a diverse and inclusive workforce with video clips showing the diversity of our staff, the work they do, and why they work for the council. • Taking positive action around recruitment campaigns to encourage more applications from a wider range of individuals. • Capturing data to measure impact and progress. • Clarifying in job advertisements that the council is a hybrid working employer and flexible working options can be discussed 	<p>Ongoing</p>

<p>at interview and agreed from the start of employment.</p>	
<p>Talent development of existing staff includes:</p> <ul style="list-style-type: none"> • Developing leadership and management skills for staff in under-represented groups so that they can compete effectively for senior level roles. • Supporting employees to develop staff diversity network groups that support all protected characteristics including ethnicity. • Encouraging mentoring and leadership programmes. • Encouraging secondment opportunities across the council. • Capturing data to measure impact and progress. 	
<ul style="list-style-type: none"> • We will continue to ensure that mandatory equality and unconscious bias training is undertaken by all employees. 	<p>Ongoing</p>
<ul style="list-style-type: none"> • We will continue to run regular campaigns to reduce non-disclosure rates within the council particularly for ethnicity. Non-disclosure is reducing for most of the council staff, but we acknowledge that there is more work to do regarding engaging with staff with limited access to IT systems in lower pay grades 	<p>Ongoing</p>

Our [commitment to equality](#) outlines our aim to create_a workplace where all employees can be themselves.

In future months we also aim to implement actions to improve pay gap figures by implementing actions outlined below:

Upcoming actions to improve ethnicity pay gaps	People and Cultural Transformation	Timescale
--	------------------------------------	-----------

Croydon Council Ethnicity Pay Gap report: 2021-2022

	Strategy (2022 – 2026)	
<p>Building on work to date, a workforce EDI dashboard will be presented to the EDI internal control board to analyse the workforce profile and to highlight areas where positive action is needed to address underrepresentation.</p> <p>This may highlight areas of low global majority representation in directorates</p>	<p>(Pillar 2) Build an equality driven, diverse and inclusive workplace.</p>	2023 - 2026
<p>The council will develop an inclusive and distributed leadership tool which aims to improve inclusion across the council, improving employees' lived experience. This initiative also enables Pillar one, strengthening the council's leadership capability.</p>	<p>(Pillar 2) Build an equality driven, diverse and inclusive workplace.</p>	2023 - 2026
<p>We will develop clear career and skills development pathways to ensure a systemic and holistic approach to workforce development which will be aligned to business planning and the fulfilment of the Mayor's Business Plan to optimise performance for residents' benefit.</p>	<p>(Pillar 4) Build our skills and capabilities and optimise our performance.</p>	2023 - 2026
<p>The council will invest in positive action development programmes for protected characteristic staff to ensure an equitable approach to address current and past organisational shortcomings.</p>	<p>(Pillar 4) Build our skills and capabilities and optimise our performance.</p>	2023 - 2026
<p>We will develop a range of different resourcing methods to seek to attract diverse and high-quality candidates to work for the council. As covered under Pillar 4, we</p>	<p>(Pillar 5) Acquire and retain talent, responding to skills gaps in the context of a more competitive</p>	2023 - 2026

<p>aim to redevelop our recruitment landing pages to provide an authentic brand and compelling package to attract the best candidates possible. We will also implement a values-based approach to recruitment to ensure candidates are assessed on their behavioural values, as well as knowledge, skills, education, and aptitude.</p> <p>We need to be mindful around the diversity of recruitment for grade 15 and above staff levels as we know that lower levels of global majority recruits is contributing to the ethnicity pay gap</p>	<p>recruitment market.</p>	
--	----------------------------	--

Appendix 1: Reporting Data Sets - as reported for March 2022

The tables below show the reported data sets.

HOURLY RATE

CATEGEORY	2022: MEAN ETHNICITY PAY GAP	2022: MEDIAN ETHNICITY PAY GAP	2021: MEAN ETHNICITY PAY GAP	2021: MEDIAN ETHNCITY PAY GAP
Global Majority ethnicities hourly pay rate is:	8.5% lower than white ethnic groups	5.0% lower than white ethnic groups	7.8% lower than white ethnic group	5.0% lower than white ethnic groups
All Asian ethnic groups hourly pay rate is:	5.7% lower than white ethnic groups	2.6% lower than white ethnic groups	5.1% lower than white ethnic groups	2.5% lower than white ethnic groups
All Black ethnic groups hourly pay rate is:	8.6% lower than white ethnic groups	2.6% lower than white ethnic groups	7.4% lower than white ethnic groups	5.0% lower than white ethnic groups

Croydon Council Ethnicity Pay Gap report: 2021-2022

All Mixed ethnic groups hourly pay rate is:	9.6% lower than white ethnic groups	6.8% lower than white ethnic groups	11.6% lower than white ethnic groups	9.2% lower than white ethnic groups
All Other ethnic groups hourly pay rate is:	10.6% lower than white ethnic groups	6.8% lower than white ethnic groups	10.0% lower than white ethnic groups	9.2% lower than white ethnic groups

PAY QUANTILES: 2022

CATEGORY	UPPER QUANTILE	UPPER MIDDLE QUANTILE	LOWER MIDDLE QUANTILE	LOWER QUANTILE
All Global Majority ethnic groups (Black + Asian + Other + Mixed)	33%	39%	42%	32%
All White ethnic groups	47%	45%	40%	25%
Non-disclosed groups	21%	16%	18%	43%

CATEGORY	UPPER QUANTILE	UPPER MIDDLE QUANTILE	LOWER MIDDLE QUANTILE	LOWER QUANTILE
All Asian ethnic groups	9%	11%	14%	14%
All Black ethnic groups	30%	37%	38%	45%
All Mixed ethnic groups	6%	8%	13%	15%

Croydon Council Ethnicity Pay Gap report: 2021-2022

All Other ethnic groups	7%	5%	10%	12%
-------------------------	----	----	-----	-----

PAY QUANTILES: 2021

CATEGORY	UPPER QUANTILE	UPPER MIDDLE QUANTILE	LOWER MIDDLE QUANTILE	LOWER QUANTILE
All Global Majority ethnic groups (Black + Asian + Other + Mixed)	29%	36%	37%	28%
All White ethnic groups	45%	41%	38%	25%
Non-disclosed groups	26%	22%	25%	46%

CATEGORY	UPPER QUANTILE	UPPER MIDDLE QUANTILE	LOWER MIDDLE QUANTILE	LOWER QUANTILE
All Asian ethnic groups	13%	12%	13%	15%
All Black ethnic groups	28%	37%	37%	40%
All Mixed ethnic groups	6%	8%	13%	14%
All Other ethnic groups	5%	6%	9%	11%

ONE-OFF PAYMENTS

CATEGORY	2022: MEAN	2022: MEDIAN
Global Majority ethnic groups 'one-off payments 'pay is	10.8% lower than White ethnic groups	0.0% (no gap)

CATEGORY	2021: MEAN	2021: MEDIAN
Global Majority ethnic groups 'one-off payments 'pay is	8.7% lower than White ethnic groups	0.0% (no gap)

CATEGORY	2022: WHITE ETHNIC GROUPS	2022: GLOBAL MAJORITY ETHNIC GROUPS
Who received 'one-off payments?	1.7%	3.8%
	(of White ethnic groups)	(of Global Majority ethnic groups)

CATEGORY	2021: WHITE ETHNIC GROUPS	2021: GLOBAL MAJORITY ETHNIC GROUPS
Who received 'one-off payments?	3.1%	5.4%
	(of White ethnic groups)	(of Global Majority ethnic groups)

Appendix 2: Ethnic Groups

(As defined by 2011 census and the Office of National Statistics)

White

1. English/Welsh/Scottish/Northern Irish/British
2. Irish
3. Gypsy or Irish Traveller
4. Any other White background, please describe.

Mixed/Multiple ethnic groups

5. White and Black Caribbean
6. White and Black African
7. White and Asian
8. Any other Mixed/Multiple ethnic background, please describe.

Asian/Asian British

9. Indian
10. Pakistani
11. Bangladeshi
12. Chinese
13. Any other Asian background, please describe.

Black/ African/Caribbean/Black British

- 14. African
- 15. Caribbean
- 16. Any other Black/African/Caribbean background, please describe.

Another ethnic group

- 17. Arab
- 18. Any other ethnic group, please describe.

Appendix 3: Allowances included in ethnicity and disability pay gap calculations

The following allowances are included in calculations for the ethnicity and disability pay gaps

- market supplements
- acting-up payments
- weekend and night working
- standby payments

