



# Ethnicity pay gap report 2023

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# Introduction

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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 recognises 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 2023

The IOPC had a total of 1,114 workers, of which 1,005 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 2023. At the snapshot date, there were 40 employees whose ethnicity was either not collected or the information was refused. If an employee's ethnicity is unknown, they are not included in the pay gap calculations.

The IOPC has a pay scale structure which defines the range of pay for each grade. New employees are all appointed at the minimum of the range of pay for their grade, unless there are exceptional circumstances which must be approved by the Director of People and Change and the Director General. There are no spinal points on the IOPC pay scale, however pay rises are awarded annually in accordance with the Home Office pay remit. This means that even though two members of staff are employed at the same grade and work the same hours, a longer-serving employee will be paid more due to having been awarded more annual pay rises. However, this does not explain the pay gaps described in this report.

The mean pay gap is a comparison between the average hourly rate across all grades for White staff and the average hourly rate across all grades for ethnic minority staff.

The median pay gap is a comparison between the median hourly rate for White employees and the median hourly rate for ethnic minority staff.

# Headline metrics

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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 Ethnic minority employees is -3.2%
  - for Black employees is -22.7%
  - for Asian employees is 4.0%
  - for mixed employees is 11.3%
  - for other employees is 7.9%
  
2. The **median ethnicity pay gap**:
  - for all Ethnic minority employees is 6.2%
  - for Black employees is 3.1%
  - for Asian employees is 6.2%
  - for mixed employees is 6.2%
  - for other employees is 3.1%

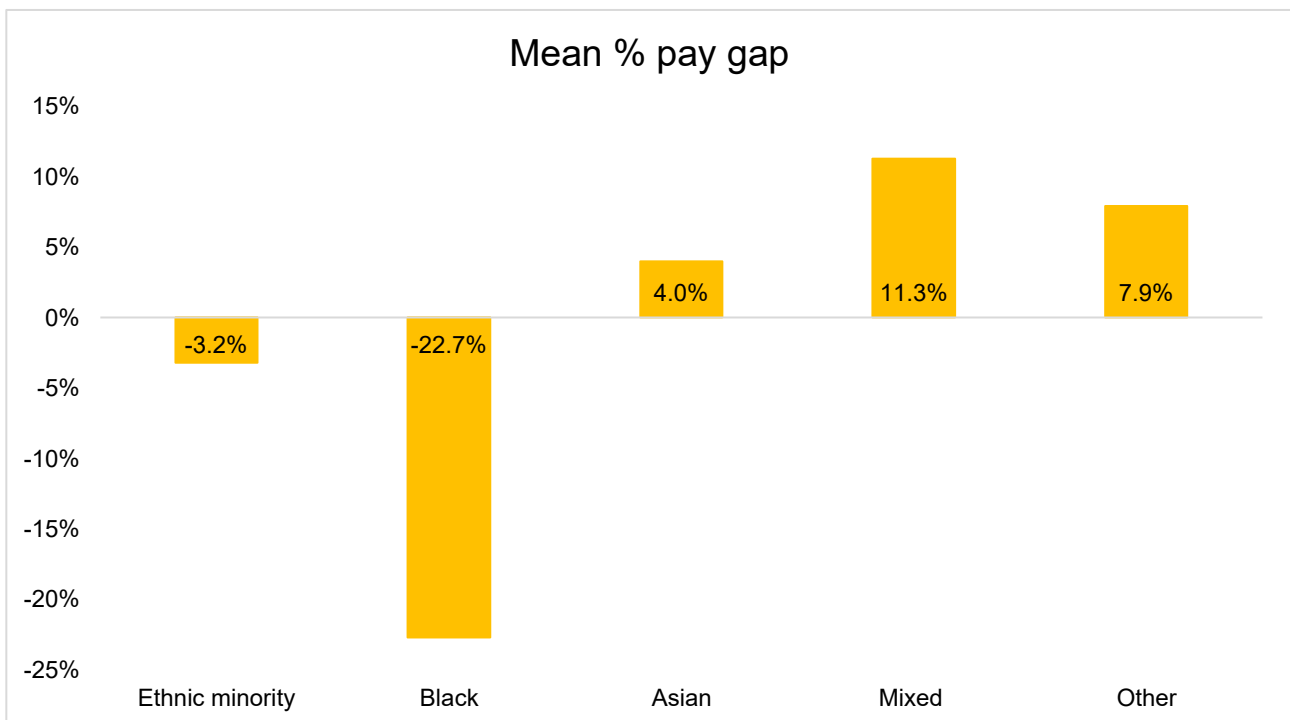
# Mean ethnicity pay gap

Ethnic minority employees at the IOPC earn 3.2% more than White employees.

- White employees earn £21.25 per hour
- ethnic minority employees earn £21.93 per hour
- Black employees earn £26.08 per hour
- Asian employees earn £20.40 per hour
- mixed employees earn £18.85 per hour
- other employees earn £19.58 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 mixed category have the highest mean pay gap at 11.3%, compared to Black employees where the mean pay gap is -22.7% more than White employees.

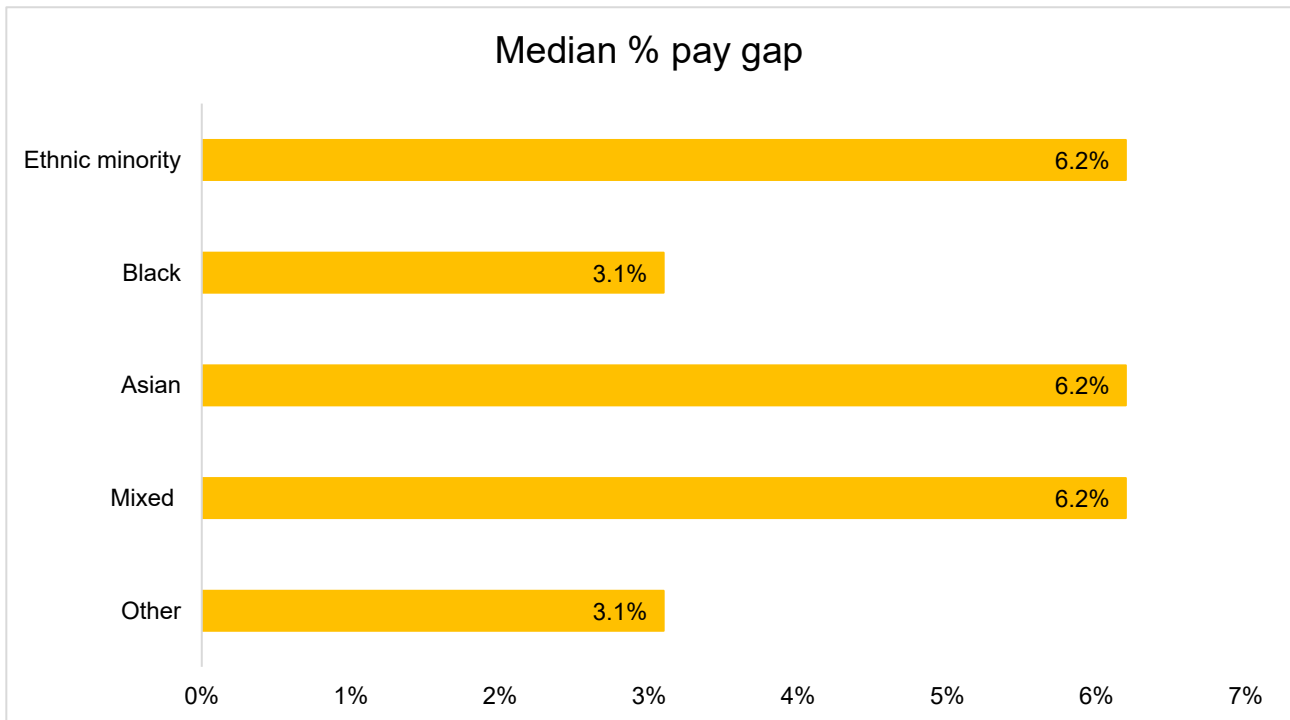


# Median ethnicity pay gap

Ethnic minority employees at the IOPC earn 6.2% less than White employees.

- White employees earn £19.74 per hour
- ethnic minority employees earn £18.52 per hour
- Black employees earn £19.12 per hour
- Asian employees earn £18.52 per hour
- mixed employees earn £18.52 per hour
- other employees earn £19.13 per hour

Asian and mixed employees have the largest median pay gap when compared against White employees at the IOPC. Black and other employees have 3.1% pay gap when compared against White employees.



## **Mean ethnicity bonus gap**

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

## **Median ethnicity bonus gap**

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

## **Proportion of employees by ethnicity who received a bonus**

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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

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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.

## **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 ethnic minority 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 ethnic minority 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 who are of ethnic minority typically have lower pay than employees who are White.
- Negative percentage: employees whose ethnicity is White typically have lower pay than employees who are Ethnic minority.

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