

# Ealing council ethnicity pay gap 2024

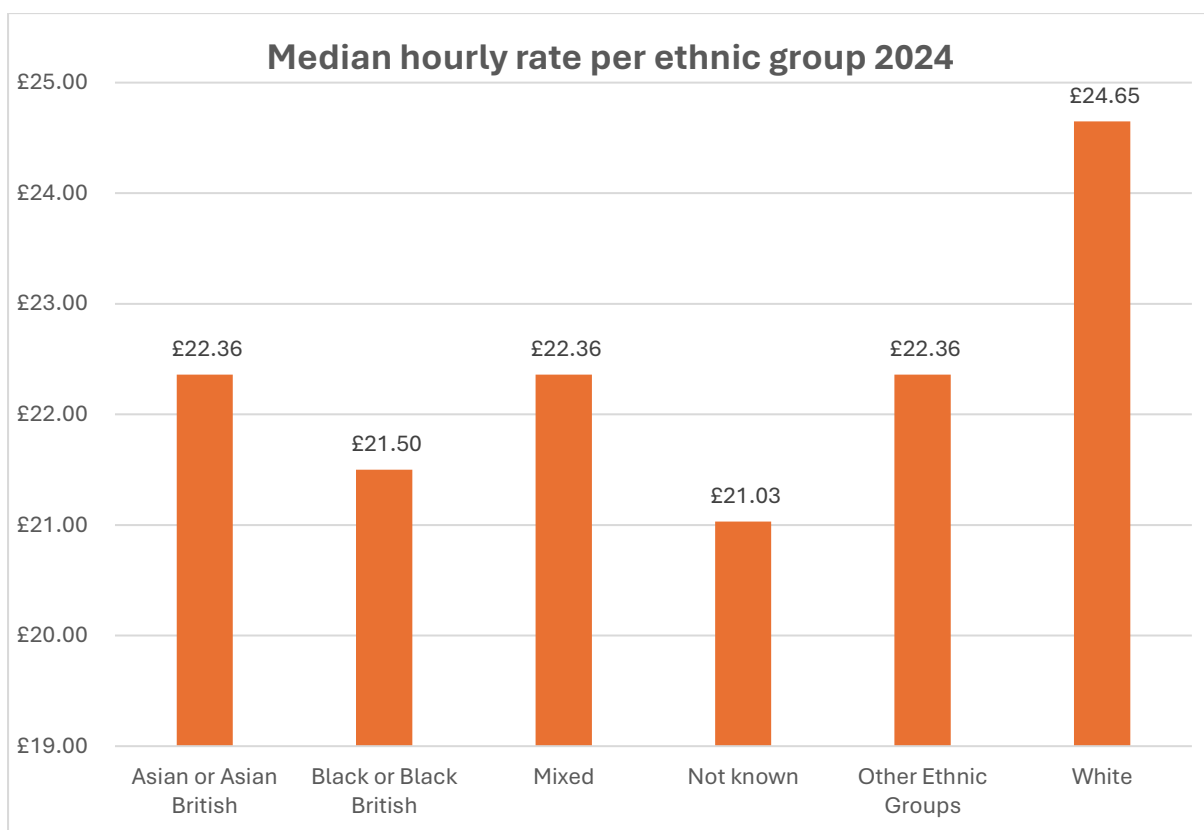
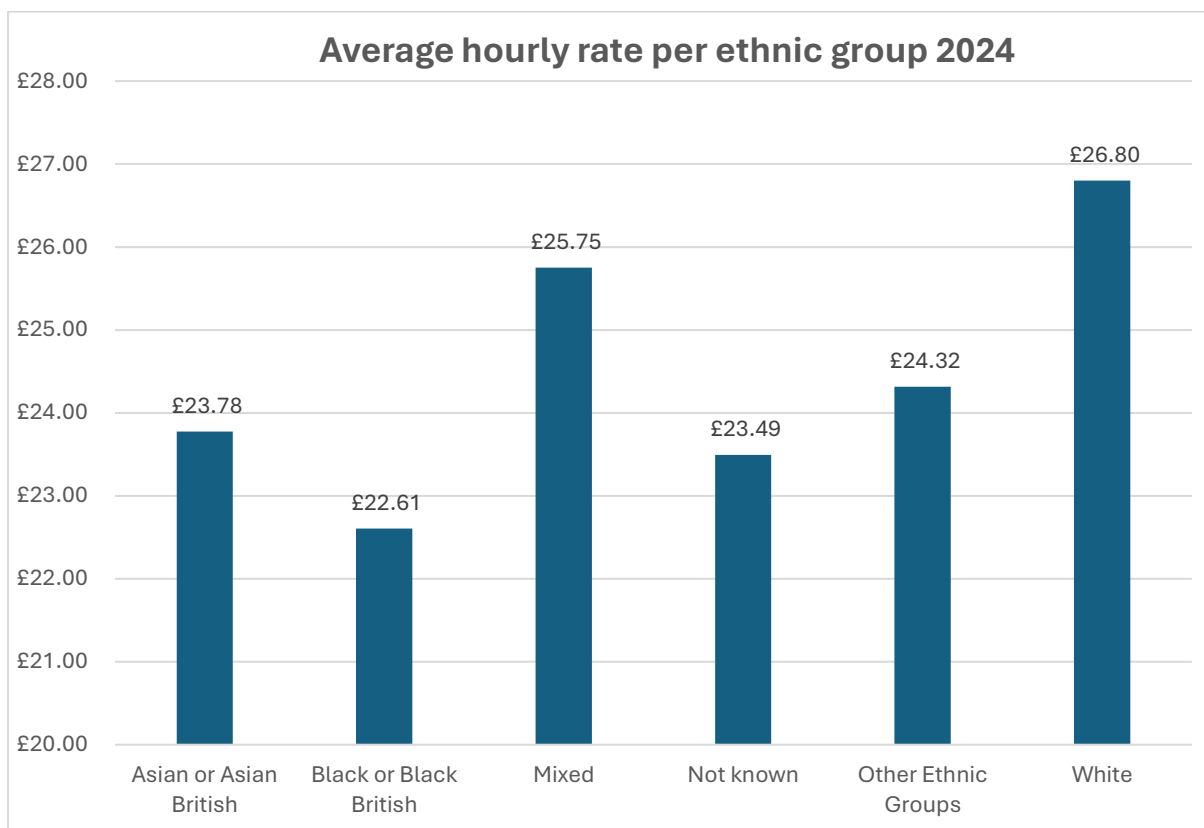
This report shows the ethnicity pay gap for Ealing Council employees, using the mean and median hourly rates for different ethnic groups and how these differ from that of the white ethnic group. The data is as at 31 March 2024.

We have seen an overall increase in the average hourly payrate across all ethnic groups between 2023 and 2024, and a decrease in the average (mean) and median hourly pay gap.

Table 1 below shows that the 'Black or Black British' ethnic group had the lowest mean hourly pay rate of all the ethnic groups in 2024, at £22.61 per hour. The White ethnic group had the highest hourly rate at £26.80, £4.19 per hour higher than those from the Black or Black British ethnic group. This equates to a mean pay gap of 15.7% and median pay gap of 12.8% for this ethnic group. The largest median pay gap was for the group of employees who did not indicate their ethnic group (Not known, 14.7%).

Table 1: Mean and median hourly rates and pay gaps by ethnic group for Ealing Council employees, 31 March 2024

Ethnicity	Average (mean) hourly rate 31 March 2024	Difference (vs White)	Mean pay gap	Median hourly rate 31 March 2024	Difference (vs White)	Median pay gap
Asian or Asian British	£23.78	-£3.03	11.3%	£22.36	-£2.29	9.3%
Black or Black British	£22.61	-£4.19	15.7%	£21.50	-£3.15	12.8%
Mixed	£25.75	-£1.05	3.9%	£22.36	-£2.29	9.3%
Not known	£23.49	-£3.31	12.3%	£21.03	-£3.62	14.7%
Other Ethnic Groups	£24.32	-£2.49	9.3%	£22.36	-£2.29	9.3%
White	£26.80			£24.65		



Comparison with 2023 figures:

Table 2: Mean and median hourly rates and pay gaps by ethnic group for Ealing Council employees, 31 March 2023

Ethnicity	Average hourly rate 31 March 2023	Difference	Mean Pay gap	Median hourly rate 31 March 2023	Difference	Median Pay gap
Asian or Asian British	£22.28	-£2.72	10.9%	£20.66	-£2.77	11.8%
Black or Black British	£21.22	-£3.79	15.2%	£20.28	-£3.15	13.4%
Mixed	£23.48	-£1.52	6.1%	£21.14	-£2.29	9.8%
Not Known	£23.56	-£1.45	5.8%	£20.36	-£3.07	13.1%
Other Ethnic Groups	£20.58	-£4.43	17.7%	£19.54	-£3.90	16.6%
White	£25.01			£23.43		

Employees from 'Other' ethnic groups, and those from 'Black or Black British' group had the lowest average hourly pay rate in 2023 at £20.58 and £21.22 respectively, a mean pay gap of 17.7% and 15.2%. Both ethnic groups also had the biggest median pay gaps 16.6% for 'Other Ethnic Groups' and 13.4% for Black or Black British.

However, as noted earlier, we have seen an overall increase in the average hourly pay rate across all ethnic groups between 2023 and 2024. We are committed to reducing the pay gap year on year in our ambition to eliminate pay inequality. This means ensuring our recruitment processes are clear and transparent and targeted to a wide range of diverse applicants.