

## Ethnicity Pay Gap

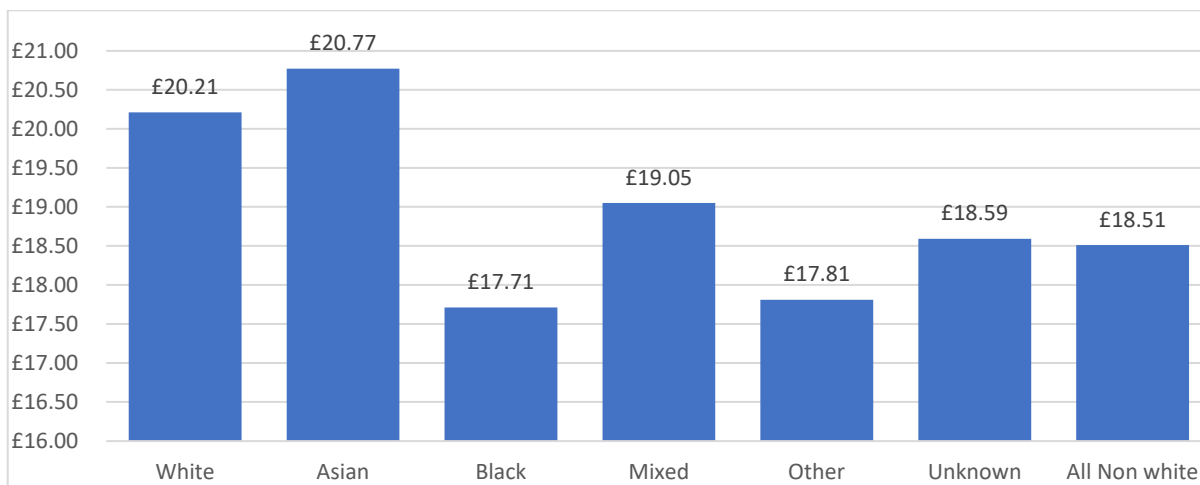
Organisations are not required to report on ethnicity pay gap on the same basis as the Gender Pay Gap. The information below shows the Ethnicity Pay Gap for Enfield Council (based on hourly rates).

The latest data is as at 31<sup>st</sup> March 2022.

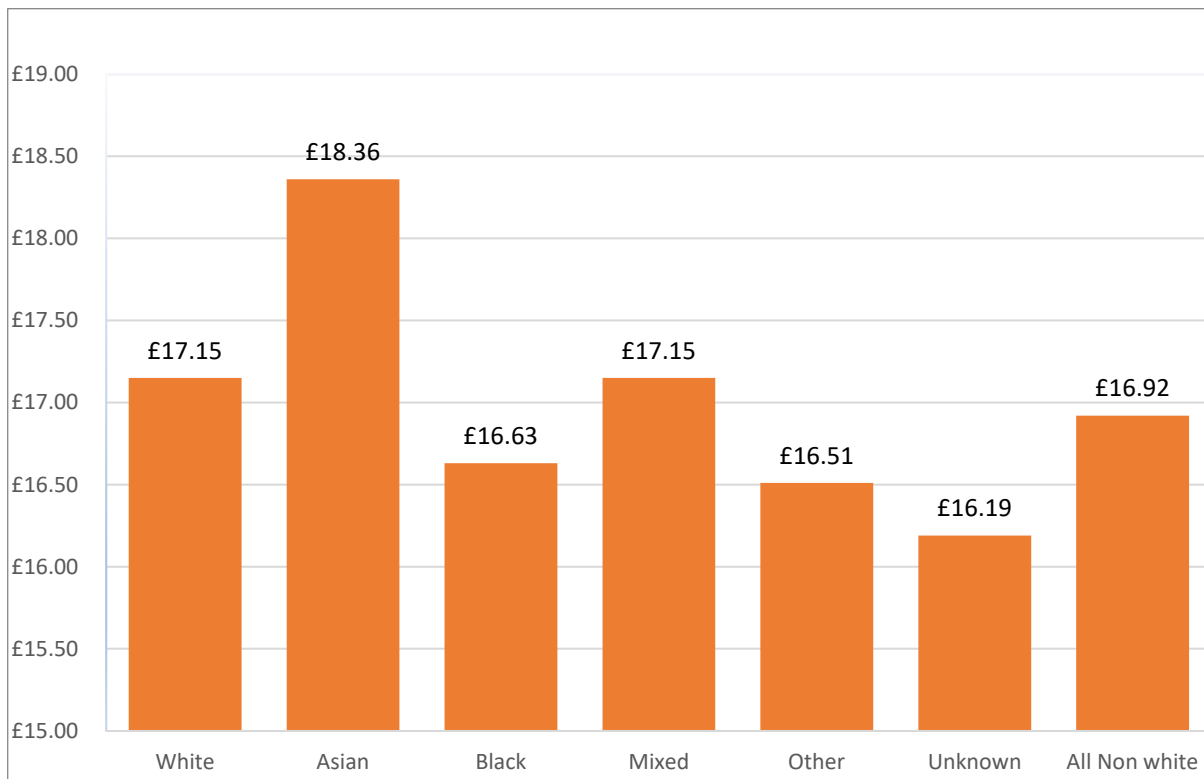
A figure in Red shows where that ethnic group has a higher mean (average) or Median (Midpoint) pay than the White Ethnic Group.

<b>Ethnic</b>	<b>Mean</b>	<b>Difference</b>	<b>Median</b>	<b>Difference</b>
White	£20.21	-	£17.15	-
Asian	£20.77	<b>-£0.56</b>	£18.36	<b>-£1.21</b>
Black	£17.71	£2.50	£16.63	£0.52
Mixed	£19.05	£1.16	£17.15	£0.00
Other	£17.81	£2.40	£16.51	£0.64
Unknown	£18.59	£1.62	£16.19	£0.96
All Non white	£18.51	£1.70	£16.92	£0.23

This Chart shows the average pay per ethnic group



This Chart shows the mean or middle pay per ethnic group



- The tables below show the change from 2018 to 2021

2022 Ethnicity Pay Gap				
Ethnic Group	Mean	Difference	Median	Difference
White	£20.21	-	£17.15	-
Asian	£20.77	-£0.56	£18.36	-£1.21
Black	£17.71	£2.50	£16.63	£0.52
Mixed	£19.05	£1.16	£17.15	£0.00
Other	£17.81	£2.40	£16.51	£0.64
Unknown	£18.59	£1.62	£16.19	£0.96
All Non white	£18.51	£1.70	£16.92	£0.23
2021 Ethnicity Pay Gap				
Ethnic Group	Mean	Difference	Median	Difference
White	£19.53	-	£16.86	-
Asian	£19.47	£0.06	£17.31	-£0.45
Black	£17.15	£2.38	£16.05	£0.81
Mixed	£18.83	£0.70	£17.19	-£0.33
Other	£16.59	£2.94	£15.77	£1.09
Unknown	£19.60	-£0.07	£16.33	£0.53
All Non white	£18.10	£1.43	£16.58	£0.28
2020 Ethnicity Pay Gap				
Ethnic Group	Mean	Difference	Median	Difference
White	£19.14	-	£16.40	-
Asian	£18.74	£0.40	£16.40	£0.00
Black	£16.65	£2.49	£15.90	£0.50
Mixed	£18.14	£1.00	£16.40	£0.00
Other	£17.41	£1.73	£17.10	-£0.70
Unknown	£17.49	£1.65	£15.34	£1.06
All Non white	£17.33	£1.81	£15.90	£0.50
2019 Ethnicity Pay Gap				
Ethnic Group	Mean	Difference	Median	Difference
White	£18.32	-	£16.08	-
Asian	£17.84	£0.48	£16.08	£0.00
Black	£15.88	£2.44	£15.15	£0.93
Mixed	£16.70	£1.62	£15.69	£0.39
Other	£16.11	£2.21	£14.20	£1.88
Unknown	£16.55	£1.77	£14.61	£1.47
All Non white	£16.40	£1.92	£15.15	£0.93
2018 Ethnicity Pay Gap				
Ethnic Group	Mean	Difference	Median	Difference
White	£17.28	-	£15.71	-
Asian	£17.10	£0.18	£15.71	£0.00
Black	£15.08	£2.20	£14.27	£1.44
Mixed	£16.29	£0.99	£14.53	£1.18
Other	£15.71	£1.57	£14.61	£1.10
Unknown	£15.26	£2.02	£13.44	£2.27
All Non white	£15.60	£1.68	£14.27	£1.44