



Telford & Wrekin  
Co-operative Council

Protect, care and invest  
to create a better borough

# Telford & Wrekin Council

## Ethnicity Pay Gap Report

31<sup>st</sup> March 2022

# Ethnicity Pay Gap Report

## Telford & Wrekin Council: Ethnicity Pay Gap Information

All employees are paid the same rates of pay for jobs rated similar under the Council's job evaluation scheme. The ethnicity pay gap is a measure of any disparity in pay between the average earnings of employees in different ethnic groups. In calculating our ethnicity pay gap, we have followed the same principles and calculation methods which are applied to statutory gender pay gap reporting and we have also taken account of [government guidance](#) for employers on voluntary ethnicity pay reporting.

The tables below give information at the snapshot date of 31<sup>st</sup> March 2022.

### Mean hourly rate

The mean hourly rate is the average hourly rate across the entire organisation. The mean ethnicity pay gap is a measure of the difference between the mean hourly rate of employees from different ethnic groups.

White £14.25



Other £13.84

The mean hourly rate of employees from other ethnic groups is **2.9%** lower than the mean hourly rate of employees from white ethnic groups.

### Median hourly rate

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle; the median ethnicity pay gap is the difference between the median hourly wage for employees from different ethnic groups.

White £11.47



Other £10.86

The median hourly rate of employees from other ethnic groups is **5.3%** lower than the mean hourly rate of employees from white ethnic groups.

**Differences In average pay between ethnic groups**

**Mean hourly rate**

The mean (average) hourly pay by ethnic group<sup>1</sup>:

Ethnicity	Hourly Rate
Asian	£13.81
Black	£14.22
Mixed	£13.80
White	£14.25

The following table shows the mean ethnicity pay gaps between employees from different ethnic groups. For example, this shows that there is a 0.2% mean pay gap between employees from White ethnic groups and employees from Black ethnic groups, whilst there is a 0.1% mean pay gap between employees from Asian ethnic groups and employees from Mixed ethnic groups.

Ethnicity	Black	Asian	Mixed
White	0.2%	3.1%	3.2%
Black		2.9%	3.0%
Asian			0.1%

<sup>1</sup> Data for employees identifying as from 'any other' ethnic background or for employees who have not shared their ethnic background has not been included due to very low numbers in these categories.

**Differences In average pay between ethnic groups**

**Median hourly rate**

The median hourly pay by ethnic group:

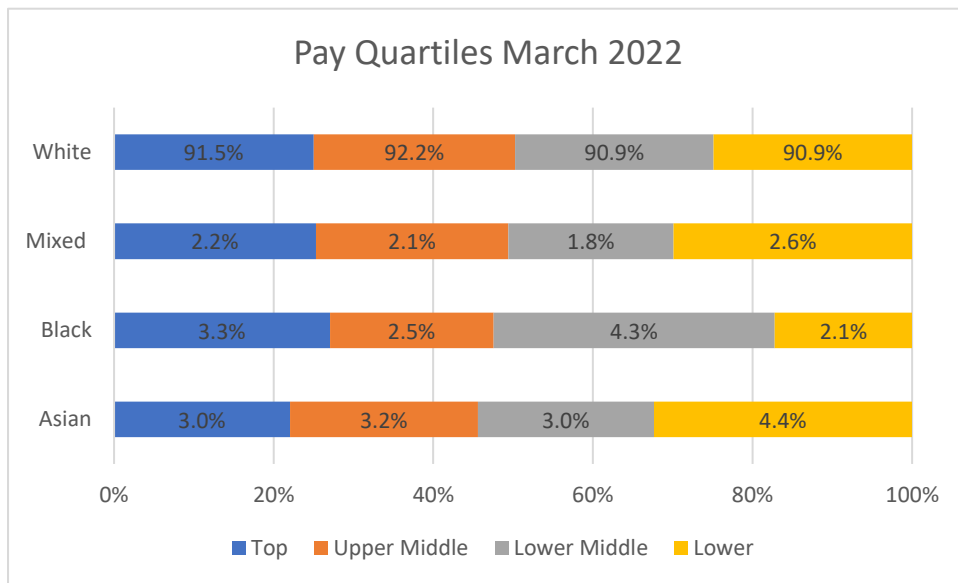
Ethnicity	Hourly Rate
Asian	£11.01
Black	£10.65
Mixed	£11.47
White	£11.47

The following table shows the median ethnicity pay gaps between employees from different ethnic groups. For example, this shows that there is a 7.1% median pay gap between employees from White ethnic groups and employees from Black ethnic groups whilst there was a negative 3.4% median pay gap between employees from Black ethnic groups and employees from Asian ethnic groups.

Ethnicity	Black	Asian	Mixed
White	7.1%	4.0%	0.0%
Black		-3.4%	-7.7%
Asian			-4.2%

**Proportion of each ethnic group in each pay quartile<sup>2</sup>**

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of ethnic groups in each quartile gives an indication of the representation of employees from different ethnic groups at different levels of the organisation.



**Working towards closing ethnicity pay gaps**

**Employment Policies**

Telford & Wrekin Council is committed to being an inclusive employer, encouraging the proactive recruitment, retention and development of members of under-represented groups and providing job opportunities that are accessible to all. Our Employment Equality Promise sets out our commitment to promoting equality of opportunity for all and this applies to both attracting candidates to the Council and retaining and developing employees.

Our employment policies and guidance are reviewed and updated regularly, in line with equality legislation and best practice in order to continue to seek opportunities to close the

ethnicity pay gap. Our recruitment processes are focused on attracting a diverse range of applicants.

## Engagement

The Council's Equality and Diversity Steering group proactively works to improve the organisation and communities' awareness of cultural diversity and inclusion. The group provides greater understanding of roles and responsibilities, creating an open organisation where everyone feels safe, comfortable, respected and listened to. Led by Senior Management, the group promotes best practice and influences positive change through the development of a new corporate Equality and Diversity Strategy that includes an action plan for implementing appropriate change.

We have an employee forum and several employee led groups who influence our strategies in creating a diverse and inclusive workforce. These include a thriving and influential Black Lives Matter employee led group which includes employee representatives from all areas of the Council. The group, which the Chief Executive regularly attends, helps to drive forward awareness, understanding and positive action to encourage diversity and inclusion within our workforce, in our communities and also with partners. It leads on events such as the celebration of Black History Month and enables safe spaces for employees to raise and discuss any concerns and ideas.

## Individual Ownership

Managers are encouraged to have on-going, open conversations around equality, diversity and inclusion with their teams, for example during team meetings and in one-to-one discussions. Employees are supported and encouraged to continually develop their knowledge and understanding around Equality, Diversity and Inclusion, for example through attendance at appropriate events, employee-led groups or through more formal training and development activities.

## Conclusion

Whilst not mandatory, the calculation and publication of our ethnicity pay gap information is an important tool to enable the Council to develop relevant strategies and provide opportunities for our workforce to be more diverse and inclusive at all levels within the Council and close ethnicity pay gaps. This information will help shape our policies and practices in order to ensure that equality, diversity and inclusion are at the heart of everything we do as Council. Further information on our employment equality promise is available on the Council's website at [Workforce information - Telford & Wrekin Council](#)