

Royal Greenwich is a vibrant borough with a growing diverse population. We share an ambition to create a fairer, safer, accessible and inclusive borough where everyone feels they belong, has a voice and an equal opportunity to succeed and thrive. We believe that the diversity of Royal Greenwich is one of our greatest assets and should be celebrated and valued.

Although ethnicity pay gap reporting is not a statutory requirement, the Royal Borough of Greenwich is committed to fairness, transparency and equity in all areas of employment. We publish our ethnicity pay gap annually as part of our wider commitment to ensuring our workforce is representative, diverse and supported to succeed.

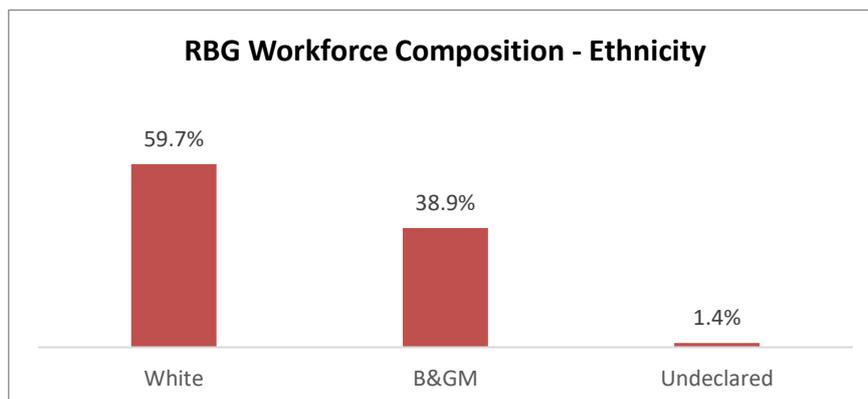
This report outlines:

- The mean and median ethnicity pay gaps
- Workforce composition by ethnicity
- Pay quartile distribution
- Our ongoing commitments to equality, equity and inclusion

### Our Workforce

Staff from Black and global majority backgrounds represent 38.9% of the workforce (March 2025). By broad ethnic origin, the workforce composition is:

- 59.7% White (down from 62.3% in March 2024)
- 25.0% Black (up from 23.0%)
- 8.7% Asian (up from 8.0%)
- 4.4% mixed racial origin (down from 4.5%)
- 0.8% other (unchanged)



**Local Population:** In the 2021 Census, 43.8% of the borough’s economically active population identified as being from a Black and global majority background, up from 35.8% in the 2011 Census.

**Recruitment pipeline:** Since 2013, the proportion of staff from a Black and global majority background has increased from 25.6% to 38.9%; however, as the Council has lower than average turnover rates, addressing this is taking some time. Nonetheless, applicants from a Black and global majority background represented 55.6% of all new appointments in 2024/25 which means that the Council is making continued progress.

### Understanding the Ethnicity Pay Gap

The ethnicity pay gap measures the difference between the average hourly pay (excluding overtime) of:

- white employees, and
- employees from a Black and global majority background

This is shown as:

- mean ethnicity pay gap
- median ethnicity pay gap

#### Mean

The difference between the average of an employee from a Black and global majority background’s pay and white employee’s pay

#### Median

The difference between the midpoints in the ranges an employee from a Black and global majority background’s pay and white employee’s pay

In the Royal Borough of Greenwich, on a mean hourly basis, white staff are paid 3.1% more than staff from a Black and global majority background.

When considering the median hourly pay, white staff are paid the same as staff from a Black and global majority background.

- The **mean** ethnicity pay gap for RBG is **3.1%**
- The **median** ethnicity pay gap for RBG is **0.0%**

**MEAN:  
STAFF FROM B&GM BACKGROUND  
EARN  
3% LESS**

**MEDIAN:  
STAFF FROM B&GM  
BACKGROUND EARN  
THE SAME**

|                          |  |
|--------------------------|--|
| <b>White:<br/>£24.40</b> | <b>Black and Global<br/>Majority: £23.64</b> |
|--------------------------|--|

|                          |  |
|--------------------------|--|
| <b>White:<br/>£22.33</b> | <b>Black and Global<br/>Majority:<br/>£22.33</b> |
|--------------------------|--|

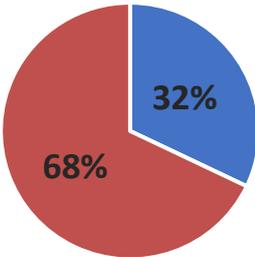
According to the Office for National Statistics (ONS)<sup>1</sup>, in 2022 London had the largest pay gap of any region, with Asian employees earning 12.3% less than white employees on average, increasing to a 29.9% pay gap for Black employees.

**Pay Quartiles**

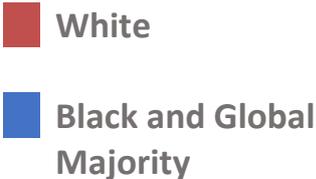
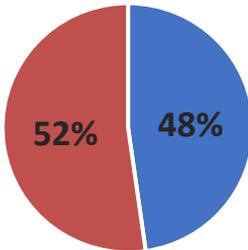
Pay quartiles split all employees into four equal-sized groups based on hourly pay, from the lowest paid 25% to the highest paid 25%.

They are useful because they show the shape of the workforce and reveal how different groups are represented at each pay level, helping to identify whether a pay gap is caused by who is in higher-paid roles. They do not indicate unequal pay for the same work.

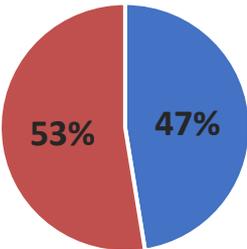
**Upper Quartile**



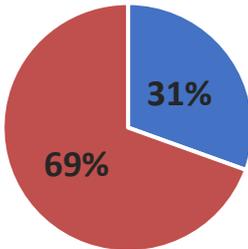
**Upper Middle Quartile**



**Lower Middle Quartile**



**Lower Quartile**



<sup>1</sup> [Ethnicity pay gaps: raw pay gaps - Office for National Statistics](#)

Key patterns:

- Black and Global Majority staff are overrepresented in the middle two quartiles.
- White employees are overrepresented in the upper and lower quartiles.

This pattern suggests a concentration of Black and Global Majority staff in mid-tier roles, with fewer represented in the highest-paid roles within the organisation.

### **Equal Pay Vs Ethnicity Pay Gap**

The Council uses a factor-based job evaluation scheme to evaluate roles, ensuring that jobs of equal value are paid equally, regardless of their sex, race, disability or any other protected characteristic.

### **Action Plan**

The Royal Borough of Greenwich is committed to developing a diverse, skilled, motivated workforce that reflects our community. Reducing the ethnicity pay gap is a key part of creating a fair, inclusive and equitable workplace.

Our work is guided by [Our Greenwich Workforce Strategy 2025–2029](#), which sets out five key workforce objectives for how we attract, support and develop our people, strengthen inclusion, and ensure fairness across the organisation.



Our wider equality commitments are set out in the Council’s equality pledge and delivered through our [Equality and Equity Action Plan](#). This includes an Officer-

led Equality, Diversity and Inclusion (EDI) Steering Group, which oversees, monitors and reports on the Council's Equality Objectives.

Several other frameworks and initiatives also shape our commitment to equality, fairness and psychological safety:

- Zero-Tolerance to Violence, Aggression and Discrimination Charter
- Staff Survey Action Plan
- Our Workforce Wellbeing Strategy (*in development*)
- Anti-Racism Strategy (*in development*)

### **The Race at Work Charter**

The Royal Borough of Greenwich is also committed to the Race at Work Charter. This Charter is composed of seven principal calls to action for leaders and organisations. By signing up, the Royal Borough of Greenwich commits to taking practical steps to ensure our organisation tackles barriers that Black and global majority (B&GM) people face in recruitment and progression and that our organisation is representative of British society today.

The seven calls to action are:

- 1) Appoint an Executive Sponsor for race;
- 2) Capture ethnicity data and publicise progress;
- 3) Commit at Board level to zero tolerance of harassment and bullying;
- 4) Make clear that supporting equality in the workplace is the responsibility of all leaders and managers;
- 5) Take action that supports Black and global majority career progression;
- 6) Support race inclusion allies in the workplace;
- 7) Include Black, Asian, Mixed Race and other ethnically diverse-led enterprise owners in supply chains.

### **Our commitments**

Our commitments, aligned with Our Workforce Strategy objectives, set out the actions we are taking, and will continue to take, to ensure continued progress in reducing any ethnicity pay gap. These commitments also support wider equity across all protected and intersectional characteristics.

## **1) Attracting and recruiting talented people**

*Creating fair, transparent and inclusive recruitment practices that actively tackle barriers experienced by Black and Global Majority (B&GM) candidates, and by people across all protected characteristics, to support equitable and intersectional representation at all levels.*

### **Our commitments:**

- Use balanced, diverse recruitment panels and anonymised applications to minimise bias.
- Apply structured interview approaches across the organisation.
- Monitor recruitment trends by ethnicity and other characteristics to identify and address barriers, under-representation and progression gaps.
- Promote flexible working options (part-time, hybrid, job-share, compressed hours) clearly in job adverts to widen access and support equity.
- Highlight non-financial benefits, including development, networks and wellbeing support that benefit ethnically diverse staff.
- Take action to remove barriers in roles, services and levels where Black and Global Majority staff are under-represented, including targeted outreach and positive action initiatives.
- Provide reasonable adjustments for candidates experiencing long term health conditions, recognising how cultural background and lived experience shape support needs.

## **2) Strengthening our diverse and inclusive workforce**

*Building a culture where everyone is valued, feels safe, and has fair access to opportunity.*

### **Our commitments:**

- Deliver the Equality & Equity Action Plan through the EDI Steering Group, along with the Race at Work Charter commitments and the Anti-Racism Strategy.
- Maintain equal pay through factor-based job evaluation, ensuring transparent and consistent decisions free from racial or other bias.
- Review and update HR policies to strengthening race equality, alongside wider inclusive language and accessibility standards.

- Support and promote staff networks, including the Race Equality Network.
- Provide EDI training, including unconscious bias, anti-racism training and inclusive leadership practice.
- Promote allyship and respectful communication, challenging discriminatory behaviours and supporting inclusive language.
- Carry out Equality Impact Assessments for organisation change and policy development, ensuring fairness and reducing the risk of indirect discrimination.
- Strengthen feedback routes (e.g., through networks, surveys, listening spaces) and ensure staff are kept informed.

### **3. Supporting and Developing Our People**

*Ensuring all staff have equal opportunity to learn, progress and thrive.*

#### **Our commitments:**

- Ensure regular supervision and annual Performance & Development Conversation (PDC) covering development needs, wellbeing, adjustments and career aspirations.
- Expand access to mentoring, job-shadowing and secondments.
- Monitor uptake of learning opportunities by protected characteristics including ethnicity, addressing gaps where identified.
- Use workforce data and dashboards to monitor progression and identify barriers, particularly for underrepresented groups including for Black and Global majority staff.

### **4. Promoting Wellbeing for Everyone**

*Creating a healthy and supportive workplace supports recognises the impact of racism and discrimination on wellbeing.*

#### **Our commitments:**

- Embed the emerging Workforce Wellbeing Strategy, ensuring that mental, physical, social, financial and workplace wellbeing are embedded into everyday practice.
- Implement the recommendations from the emerging Anti Racism Strategy and embed the Zero Tolerance to Violence, Aggression and

Discrimination Charter, supporting those experiencing racism and all forms of discrimination.

- Maintain Good Work Standard commitments to ensuring a healthy, fair and inclusive workplace.
- Ensure managers understand how to provide reasonable adjustments, including for racial stress or discrimination-related wellbeing concerns.
- Promote early use of wellbeing support, such as Occupational Health and Employee Assistance Programme.
- Strengthen psychological safety by improving communication, leadership visibility and feedback routes.

## **5. Leading and Delivering Change**

*Embedding anti-racism and inclusive leadership, accountability and culture transformation.*

### **Our commitment:**

- Support leaders to model inclusive leadership and equitable behaviours.
- Strengthen leadership visibility and transparency.
- Embed Zero-Tolerance to Violence, Aggression and Discrimination standards across frontline services, ensuring members of the public treat staff with respect.
- Ensure directorates include race equality and anti-racism actions in their workforce plans.
- Review progress regularly corporate governance boards.
- Use staff surveys and workforce data to drive continuous improvement.

### **Ongoing monitoring**

The Royal Borough of Greenwich will continue to monitor workforce data to minimise ethnicity pay gaps and ensure progress continues.

## Appendix A: Ethnicity Pay Gap Summary

| Pay rates   | B&GM pay gap - the difference between B&GM employees' pay and white employees pay as a percentage of white employees' pay |       |       | B&GM pay gap - B&GM employees' pay as a percentage of white employees' pay  | Hourly rate of pay for B&GM employees | Hourly rate of pay for white employees | Difference £            |
|---|---|-------|-------|---|---------------------------------------|--|-------------------------|
| Mean hourly rate  | 3.1%  |       |       | 96.9%   | £23.64                                | £24.40                                 | £0.76                   |
| Median hourly rate  | 0.0%  |       |       | 100.0%  | £22.33                                | £22.33                                 | £0.00                   |
| Pay Quartile Information  |   |       |       | Workforce composition   |                                       |  |                         |
| Pay quartiles   | B&GM  | White | Total | B&GM headcount  | White headcount                       | Total headcount                        | Non Disclosed Headcount |
| Proportion of B&GM and white employees in the upper quartile (paid above the 75th percentile point)                                   | 32%   | 68%   | 100%  | 328   | 694                                   | 1022                                   | 56                      |
| Proportion of B&GM and white employees in the upper middle quartile (paid above the median and at or below the 75th percentile point) | 48%   | 52%   | 100%  | 488   | 534                                   | 1022                                   |                         |
| Proportion of B&GM and white employees in the lower middle quartile (paid above the 25th percentile point and at or below the median) | 47%   | 53%   | 100%  | 485   | 537                                   | 1022                                   |                         |
| Proportion of B&GM and white employees in the lower quartile (paid below the 25th percentile point)                                   | 31%   | 69%   | 100%  | 312   | 710                                   | 1022                                   |                         |
| Bonus pay   | Bonus B&GM Pay Gap - the difference B&GM employees' bonus and white employees' bonus as a % of white employees' bonus     |       |       | Bonus B&GM Pay Gap - B&GM employees' bonus as a % of white employees' bonus | Bonus pay of B&GM employees           | Bonus pay of white employees           | Difference £            |
| Mean bonus  | n/a   |       |       | n/a   |                                       |  |                         |
| Median bonus  | n/a   |       |       |   |                                       |  |                         |
| Bonuses paid  |   |       |       | Not Applicable:<br>RBG does not pay bonus payments                          |                                       |  |                         |
| B&GM paid bonus as % of all B&GM  |   |       | n/a   |   |                                       |  |                         |
| White paid bonus as % of all White staff  |   |       | n/a   |   |                                       |  |                         |