



Transport for London Ethnicity Pay Gap Report 2018

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1. About this report

1.1. Purpose

- 1.1.1. The purpose of this report is in line with the Mayor's commitment to publish a ethnicity pay audit for the Greater London Authority (GLA) and its functional bodies including TfL, with a requirement that work should be undertaken to narrow any gaps identified.
- 1.1.2. In addition to producing this Ethnicity Pay Gap Report, we already complete a comprehensive Equal Pay Audit every two years that enables us to identify any pay anomalies at a functional level and create local action plans to address these.

1.2. What is the ethnicity pay gap?

- 1.2.1. The ethnicity pay gap is an equality measure that shows the difference in average earnings across all jobs between white and BAME staff employed by the same employer.
- 1.2.2. The ethnicity pay gap does not show difference in pay for comparable jobs as in 'equal pay'.

1.3. How is the ethnicity pay gap measured?

- 1.3.1. The ethnicity pay gap has been measured using the same criteria as stipulated for the gender pay gap calculations in the Regulations.
- 1.3.2. As such the following six metrics are published in this report:
 - The difference between the mean hourly rate of pay of white full-pay relevant employees and that of BAME full-pay relevant employees
 - The difference between the median hourly rate of pay of white full-pay relevant employees and that of BAME full-pay relevant employees
 - The difference between the mean bonus paid to white relevant employees and that of BAME relevant employees
 - The difference between the median bonus paid to white relevant employees and that of BAME relevant employees
 - The proportion of white and BAME relevant employees who were paid bonus pay
 - The proportion of white and BAME relevant employees in the lower, lower middle, upper middle and upper quartile payband
- 1.3.3. In addition to the regulatory requirements, the Mayor requires the GLA and other functional bodies to produce a wider set of data.



1.3.4. The additional metrics are:

- The difference in the mean hourly rate of pay for part-time and full-time full-pay relevant employees by ethnicity
- The difference in the median hourly rate of pay for part-time and full-time full-pay relevant employees by ethnicity
- The difference between the mean hourly rate of pay of full-pay relevant white and that of full-pay relevant BAME employees by grade
- The difference between the median hourly rate of pay of full-pay relevant white and that of full-pay relevant BAME employees by grade
- The number of full-pay relevant white and BAME in equally sized salary groups based on the spread of pay
- The number of full-pay relevant white and BAME in £10k salary bands

1.4. About TfL

1.4.1. TfL is a statutory corporation regulated under local government finance rules. We are governed by the Greater London Authority Act and have three main subsidiary companies incorporated under the Companies Act 2006.¹

1.4.2. Our subsidiary companies are:

- London Transport Insurance (Guernsey) Limited
- TfL Trustee Company Limited
- Transport Trading Limited (Transport Trading Limited also has a number of subsidiary companies)

1.4.3. TfL discharges its public functions through its subsidiaries, we are a public sector organisation and the subsidiary companies are private limited companies or a registered charity (London Transport Museum).

1.4.4. This report will contain data relating to the public sector snapshot date of 31 March.

1.4.5. TfL is an organisation that provides a world-class transport network and we want to be an employer of choice for Londoners. We aim to have a workforce that is as diverse as the city we serve, led by inclusive leaders.

1.5. Methodology

1.5.1. TfL is required to report ethnicity pay gap data on a consolidated TfL view as well as a breakdown by operational and non-operational staff.

¹ <https://tfl.gov.uk/corporate/about-tfl/how-we-work/corporate-governance/subsidiary-companies>



- 1.5.2. The presentation of the data in this report is therefore set out according to the following population groups:
- Consolidated TfL view
 - Non-operational roles
 - Operational roles
- 1.5.3. The consolidated TfL view covers all employees of the parent company including both operational and non-operational roles.
- 1.5.4. Non-operational roles do not have a fixed rate for the role. Within this group employees' pay is more flexible, with room for rewarding individual contribution and skills, and there is potentially more scope for inequity between different groups of employees.
- 1.5.5. Operational roles include those on 'spot rate' or 'fixed rate' roles as part of the operational staff pay structure, for example, Station Supervisor, Train Operator, Track Operative, Dial a Ride driver, Bus Station Controller, Pier Controller. By definition this is the same rate of pay for the role irrespective of ethnicity therefore no differentials exist within each job.
- 1.5.6. In instances where individuals could be identified as part of the payband grouping we have combined pay grades to retain anonymity.
- 1.5.7. 'Employee' includes all permanent and fixed-term employees with a contract of employment with TfL or one of its subsidiary companies. This also includes Board and Committee members who receive an hourly or annual fee for their work at TfL.
- 1.5.8. A 'full-pay relevant employee' is any employee who is employed on the snapshot date and who is paid their usual full basic pay during the relevant pay period. Full-pay relevant employees are included in all ethnicity pay gap calculations.
- 1.5.9. A 'relevant employee' is any employee employed on the snapshot date of a given year. These employees do not receive their usual full basic pay during the relevant pay period, for example, employees on long-term leave or receiving unpaid leave in the period, so are excluded from these figures but are included for the purpose of the bonus pay gap calculations.
- 1.5.10. 'Hourly pay' is calculated by taking basic pay, allowances, shift premium and any bonus earned in the snapshot period and dividing this by the actual number hours of worked in that period. Gross amounts after any salary sacrifice are used.
- 1.5.11. 'Annual basic pay' takes the full-time equivalent annual salary of all full-pay relevant employees and does not include allowances or bonuses. This also includes Board and Committee members who receive an annual fee for their work at TfL which reflects the lower number of hours worked over the year.
- 1.5.12. 'Bonus' includes individual performance related pay, London Underground's (LU's) performance bonus scheme, recognition scheme vouchers, long service awards and other one-off bonus payments such as retention bonuses.



- 1.5.13. Bonuses received and attributable to the relevant pay period in which the snapshot date falls are included in the hourly pay calculations. Bonuses paid in the 12 months prior to the relevant snapshot date are included in the bonus figures.
- 1.5.14. TfL awards individual performance related pay in the form of non-consolidated performance awards for our employees in payband 4 and above (senior management). Certain segments of our non-operational payband 2 and 3 employees also participate in an individual performance related pay framework that uses non-consolidated performance awards. London Underground also uses a corporate performance bonus scheme for all employees below senior management based on the company's operational performance (lost customer hours, LCH).
- 1.5.15. 'Mean' is the average value of all figures within the data set.
- 1.5.16. 'Median' is the middle value of all figures in the data set.
- 1.5.17. In this report, we set out the ethnicity pay gap data by a consolidated TfL view, followed by a breakdown by operational and non-operational staff.
- 1.5.18. All percentage pay gaps are expressed as BAME employees pay as a percentage of white employees pay using the following calculation:

$$\frac{(\text{White hourly rate} - \text{BAME hourly rate})}{\text{White hourly rate}}$$

- 1.5.19. A positive percentage means white employees are paid more than BAME employees and a negative percentage means BAME employees are paid more than white employees.
- 1.5.20. 'Salary groups' also include the annual salaries or fees of Board and Committee members as well as apprentices. The inclusion of this population differs to the reporting requirements for ratios under Local Government Transparency Code 2015, and therefore explains the different figures reported in the Annual Report and statement of Accounts.
- 1.5.21. Please note some records have been redacted to retain an individual's privacy under General Data Protection Regulations.



2. Summary

We provide a world-class transport network and we want to be an employer of choice for Londoners. We aim to have a workforce that is as diverse as the city we serve, led by inclusive leaders. We would also like our people managers to be highly trained and effective, to manage people positively and confidently, and our staff to feel engaged, supported and included within the workplace. We know that our workforce does not currently reflect the diversity of the Capital's population.

Forty per cent of Londoners are BAME and 35 per cent² of economically active Londoners are from BAME communities compared to only 26.4 per cent of our workforce. At TfL only 13.8 per cent of our senior managers are from BAME communities, which is an under representation of our overall workforce.

The under-representation of BAME employees at a senior levels, and therefore in higher paid roles, along with the larger proportion of BAME employees in operational areas, is reflected in the overall average hourly pay rates and bonus figures shown in the report.

The differences in our bonus gaps are due to having more employees from BAME communities within London Underground operational roles, in which they receive flat-rate bonuses linked to operational performance and recognition awards, compared to the higher proportion of white employees in non-operational and senior management roles, who receive percentage-based bonuses.

It has been positive to see that the overall representation of BAME employees in non-operational roles within TfL has increased in 2018 compared to 2017. This has been across the majority of levels including senior management (with only a small decline at graduate level). This can be seen in the table below.

Table 1 – Proportion of BAME employees in each Payband 2017 vs 2018

	2017 representation of BAME	2018 representation of BAME	Change
Board	18.8%	16.7%	-2.1%
Director	7.0%	8.5%	1.5%
Band 5	7.6%	9.4%	1.8%
Band 4	14.4%	15.1%	0.7%
Band 3	26.3%	26.9%	0.6%
Band 2	34.5%	35.3%	0.8%
Band 1	43.1%	44.6%	1.4%
Graduates	25.4%	24.6%	-0.8%
Apprentices	30.9%	34.6%	3.7%

² ONS Annual Population Survey July 2016 - June 2017



However, our operational population represents more than half (53.5 per cent) of our total workforce which means that BAME employees in this population have a significant impact on our overall median ethnicity pay levels. The median pay gap has reduced from 2017 due to a wider spread of roles populated by white employees and a 0.9 per cent increase in BAME employees within this population.

The overall increase in BAME employees and the narrowing of the median pay gap demonstrates the effectiveness of the interventions that have been put in place over the past year.

The majority of our Action Plan is more likely to deliver an impact over the medium to long term. Attracting a more ethnically diverse workforce into roles traditionally staffed by white individuals is not something that can be easily achieved within a single reporting cycle.



3. Consolidated TfL view

3.1. White and BAME

The following tables show the ethnicity pay gap figures for 27,399 TfL employees as at the 31 March 2018 snapshot date.

The overall ethnicity split is 49.8 per cent White, 26.4 per cent BAME and 23.8 per cent Prefer Not to Say/Unknown.

3.1.1. Annual pay rates

The table below shows the median and mean comparison between the annual basic salary for full-pay relevant White and BAME employees.

Table 2 – White and BAME consolidated TfL overall annual pay rates

	White	BAME	% pay gap
Median annual salary	£51,931	£47,136	9.2%
Mean annual salary	£50,559	£45,188	10.6%

3.1.2. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant White and BAME employees.

Table 3 – White and BAME consolidated TfL overall hourly pay rates

	White	BAME	% pay gap
Median hourly pay	£28.46	£25.82	9.3%
Mean hourly pay	£28.18	£25.16	10.7%



3.1.3. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant White and BAME employees split out between full-time and part-time.

Table 4 – White and BAME consolidated TfL hourly pay rates

	Hourly pay full time median	Hourly pay part time median	Hourly pay full time mean	Hourly pay part time mean
White	£28.58	£25.82	£28.32	£25.66
BAME	£26.17	£17.68	£25.51	£20.52
Pay gap	8.5%	31.5%	9.9%	20.0%

3.1.4. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to all relevant White and BAME employees.

Table 5 – White and BAME consolidated TfL single figure bonus pay gap

	Bonus White	Bonus BAME	Bonus % pay gap
Median	£250.00	£250.00	0.0%
Mean	£739.22	£459.36	37.9%

3.1.5. Proportion of employees receiving bonuses

The table below shows the proportion of relevant White and BAME employees receiving bonuses.

Table 6 – White and BAME consolidated TfL proportion of employees receiving bonuses

	White	BAME
Proportion of employees receiving bonus	87.4%	82.6%



3.1.6. Ethnicity pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant White and BAME employees split out by payband.

Table 7 – White and BAME consolidated TfL median ethnicity pay gap by payband

	White		BAME		Hourly pay % pay gap
	Hourly pay median	No of employees	Hourly pay median	No of employees	
Board	£133.92	15	£144.68	3	-8.0%
Director	£93.09	43	£89.09	4	4.3%
Band 5	£54.80	144	£55.84	15	-1.9%
Band 4	£40.91	614	£40.93	109	0.0%
Band 3	£31.49	2,306	£30.12	850	4.3%
Band 2	£26.10	2,684	£24.95	1,462	4.4%
Band 1	£17.49	572	£16.98	460	3.0%
Graduates	£16.43	129	£16.43	42	0.0%
Apprentices	£10.31	119	£10.90	63	-5.7%
Operational	£27.92	6,678	£25.82	3,950	7.5%

Table 8 – White and BAME consolidated TfL mean ethnicity pay gap by payband

	White		BAME		Hourly pay % pay gap
	Hourly pay mean	No of employees	Hourly pay mean	No of employees	
Board	£127.58	15	£144.68	3	-13.4%
Director	£106.81	43	£94.92	4	11.1%
Band 5	£56.94	144	£56.74	15	0.4%
Band 4	£41.68	614	£41.51	109	0.4%
Band 3	£32.15	2,306	£31.05	850	3.4%
Band 2	£27.10	2,684	£25.75	1,462	5.0%
Band 1	£18.11	572	£17.63	460	2.7%
Graduates	£16.79	129	£16.48	42	1.8%
Apprentices	£10.84	119	£10.96	63	-1.1%
Operational	£26.05	6,678	£24.14	3,950	7.3%



3.1.7. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant White and BAME employees in each of the pay quartiles.

Table 9 – White and BAME consolidated TfL median distribution by quartiles

	White		BAME		Pay Gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£35.70	75.7%	£34.16	24.3%	4.3%
Upper middle	£29.01	66.5%	£29.01	33.5%	0.0%
Lower middle	£25.01	65.2%	£24.29	34.8%	2.9%
Lower	£17.68	55.2%	£17.68	44.8%	0.0%

Table 10 – White and BAME consolidated TfL mean distribution by quartiles

	White		BAME		Pay Gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£38.35	75.7%	£35.65	24.3%	7.0%
Upper middle	£29.08	66.5%	£28.97	33.5%	0.4%
Lower middle	£24.54	65.2%	£24.17	34.8%	1.5%
Lower	£17.47	55.2%	£17.39	44.8%	0.5%

3.1.8. Distribution by salary groups

The table below shows the distribution of full-pay relevant White and BAME employees in each of the equally sized salary groups based on the spread of pay.

Table 11 – White and BAME consolidated TfL distribution by salary groups

	Salary grouping			
	1	2	3	4
Range	£18,000 - £102,486	£102,487 - £186,972	£186,973 - £271,458	£271,459 - £355,944
White	13,137	104	8	2
BAME	6,903	9	2	-

The difference between the lowest and highest salary is £337,944. When divided equally this represents a £84,486 range per salary group.



3.1.9. Distribution by deciles

The table below shows the distribution of full-pay relevant White and BAME employees in £10,000 salary bands.

Table 12 – White and BAME consolidated TfL distribution by deciles

Decile	White	BAME	Grand total
£10k - £20k	110	76	186
£20k - £30k	668	571	1,239
£30k - £40k	2,652	2,112	4,764
£40k - £50k	2,590	1,183	3,773
£50k - £60k	4,503	2,254	6,757
£60k - £70k	1,566	502	2,068
£70k - £80k	679	163	842
£80k - £90k	253	30	283
£90k - £100k	103	11	114
£100k - £110k	42	4	46
£110k - £120k	24	4	28
£120k - £130k	16	2	18
£130k - £140k	9		9
£140k - £150k	8		8
£150k - £160k	2		2
£160k - £170k	7		7
£170k - £180k	6		6
£180k - £190k	3		3
£190k - £200k		1	1
£200k - £210k	1		1
£210k - £220k	1	1	2
£220k - £230k	2		2
£230k - £240k	2		2
£250k - £260k	1		1
£260k - £270k	1		1
£280k - £290k	1		1
£350k - £360k	1		1
Grand Total	13,251	6,914	20,165



3.2. White and Black or Black British

The following tables show the ethnicity pay gap figures for 17,357 TfL employees as at the 31 March 2018 snapshot date.

The overall ethnicity split is 78.6 per cent White and 21.4 per cent Black or Black British.

3.2.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant White and Black or Black British employees.

Table 13 – White and Black or Black British consolidated TfL overall hourly pay rates

	White	Black or Black British	% Pay Gap
Median Hourly Pay	£28.46	£25.82	9.3%
Mean Hourly Pay	£28.18	£24.88	11.7%

3.2.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant White and Black or Black British employees split out between full-time and part-time.

Table 14 – White and Black or Black British consolidated TfL hourly pay rates

	Hourly Pay Full Time Median	Hourly Pay Part Time Median	Hourly Pay Full Time Mean	Hourly Pay Part Time Mean
White	£28.58	£25.82	£28.32	£25.66
Black or Black British	£25.93	£17.68	£25.30	£19.06
Pay Gap	9.3%	31.5%	10.7%	25.7%

3.2.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to all relevant White and Black or Black British employees.

Table 15 – White and Black or Black British consolidated TfL single figure bonus pay gap

	Bonus White	Bonus Black or Black British	Bonus % pay gap
Median	£250.00	£250.00	0.0%
Mean	£739.22	£406.35	45.0%

3.2.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant White and Black or Black British employees receiving bonuses.

Table 16 – White and Black or Black British consolidated TfL proportion of employees receiving bonuses

	White	Black or Black British
Proportion of Employees receiving bonus	87.4%	83.4%



3.2.5. Ethnicity pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant White and Black or Black British employees split out by payband.

Table 17 – White and Black or Black British consolidated TfL median ethnicity pay gap by payband

	White		Black or Black British		Hourly Pay % Pay Gap
	Hourly Pay Median	No of Employees	Hourly Pay Median	No of Employees	
Board	£133.92	15	£140.97	1	-5.3%
Director	£93.09	43	£103.48	2	-11.2%
Band 5	£54.80	144	£50.92	4	7.1%
Band 4	£40.91	614	£42.53	32	-4.0%
Band 3	£31.49	2,306	£30.02	319	4.7%
Band 2	£26.10	2,684	£27.21	752	-4.2%
Band 1	£17.49	572	£17.61	259	-0.7%
Graduates	£16.43	129	£16.43	9	0.0%
Apprentices	£10.31	119	£10.95	24	-6.3%
Operational	£27.92	6,678	£24.24	2,160	13.2%

Table 18 – White and Black or Black British consolidated TfL mean ethnicity pay gap by payband

	White		Black or Black British		Hourly Pay % Pay Gap
	Hourly Pay Mean	No of Employees	Hourly Pay Mean	No of Employees	
Board	£127.58	15	£140.97	1	-10.5%
Director	£106.81	43	£103.48	2	3.1%
Band 5	£56.94	144	£54.42	4	4.4%
Band 4	£41.68	614	£42.27	32	-1.4%
Band 3	£32.15	2,306	£30.92	319	3.8%
Band 2	£27.10	2,684	£26.32	752	2.9%
Band 1	£18.11	572	£18.23	259	-0.6%
Graduates	£16.79	129	£16.67	9	0.7%
Apprentices	£10.84	119	£10.99	24	-1.4%
Operational	£26.05	6,678	£24.03	2,160	7.8%



3.2.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant White and Black or Black British employees in each of the pay quartiles.

Table 19 – White and Black or Black British consolidated TfL median distribution by quartiles

	White		Black or Black British		Pay Gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£36.03	87.2%	£34.10	12.8%	5.4%
Upper Middle	£29.01	79.3%	£29.01	20.7%	0.0%
Lower Middle	£25.58	79.3%	£24.96	20.7%	2.4%
Lower	£17.68	69.9%	£17.68	30.1%	0.0%

Table 20 – White and Black or Black British consolidated TfL mean distribution by quartiles

	White		Black or Black British		Pay Gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£38.70	87.2%	£35.41	12.8%	8.5%
Upper Middle	£29.23	79.3%	£29.05	20.7%	0.6%
Lower Middle	£24.90	79.3%	£24.61	20.7%	1.2%
Lower	£17.68	69.9%	£17.81	30.1%	-0.7%

3.2.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant White and Black or Black British employees in each of the equally sized salary groups based on the spread of pay.

Table 21 – White and Black or Black British consolidated TfL distribution by salary groups

	Salary Grouping			
	1	2	3	4
Range	£18,000 - £102,486	£102,487 - £186,972	£186,973 - £271,458	£271,459 - £355,944
White	13,137	104	8	2
Black or Black British	3,522	2	1	-

The difference between the lowest and highest salary is £337,944. When divided equally this represents a £84,486 range per salary group.



3.2.8. Distribution by deciles

The table below shows the distribution of full-pay relevant White and Black or Black British employees in £10,000 salary bands.

Table 22 – White and Black or Black British consolidated TfL distribution by deciles

Decile	White	Black or Black British	Grand Total
£10k - £20k	110	27	137
£20k - £30k	668	299	967
£30k - £40k	2,652	1,127	3,779
£40k - £50k	2,590	593	3,183
£50k - £60k	4,503	1,164	5,667
£60k - £70k	1,566	235	1,801
£70k - £80k	679	60	739
£80k - £90k	253	12	265
£90k - £100k	103	5	108
£100k - £110k	42		42
£110k - £120k	24		24
£120k - £130k	16	2	18
£130k - £140k	9		9
£140k - £150k	8		8
£150k - £160k	2		2
£160k - £170k	7		7
£170k - £180k	6		6
£180k - £190k	3		3
£200k - £210k	1		1
£210k - £220k	1	1	2
£220k - £230k	2		2
£230k - £240k	2		2
£250k - £260k	1		1
£260k - £270k	1		1
£280k - £290k	1		1
£350k - £360k	1		1
Grand Total	13,251	3,525	16,776



3.3. White and Asian or Asian British

The following tables show the ethnicity pay gap figures for 16,237 TfL employees as at the 31 March 2018 snapshot date.

The overall ethnicity split is 84.1 per cent White and 15.9 per cent Asian or Asian British.

3.3.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant White and Asian or Asian British employees.

Table 23 – White and Asian or Asian British consolidated TfL overall hourly pay rates

	White	Asian or Asian British	% Pay Gap
Median Hourly Pay	£28.46	£26.03	8.5%
Mean Hourly Pay	£28.18	£25.47	9.6%

3.3.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant White and Asian or Asian British employees split out between full-time and part-time.

Table 24 – White and Asian or Asian British consolidated TfL hourly pay rates

	Hourly Pay Full Time Median	Hourly Pay Part Time Median	Hourly Pay Full Time Mean	Hourly Pay Part Time Mean
White	£28.58	£25.82	£28.32	£25.66
Asian or Asian British	£26.46	£19.04	£25.77	£21.79
Pay Gap	7.4%	26.2%	9.0%	15.1%



3.3.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to all relevant White and Asian or Asian British employees.

Table 25 – White and Asian or Asian British consolidated TfL single figure bonus pay gap

	Bonus White	Bonus Asian or Asian British	Bonus % Pay Gap
Median	£250.00	£250.00	0.0%
Mean	£739.22	£497.06	32.8%

3.3.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant White and Asian or Asian British employees receiving bonuses.

Table 26 – White and Asian or Asian British consolidated TfL proportion of employees receiving bonuses

	White	Asian or Asian British
Proportion of Employees receiving bonus	87.4%	81.7%



3.3.5. Ethnicity pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant White and Asian or Asian British employees split out by payband.

Table 27 – White and Asian or Asian British consolidated TfL median ethnicity pay gap by payband

	White		Asian or Asian British		Hourly Pay % Pay Gap
	Hourly Pay Median	No of Employees	Hourly Pay Median	No of Employees	
Board	£133.92	15	£144.68	1	-8.0%
Director	£93.09	43	£112.47	1	-20.8%
Band 5	£54.80	144	£61.60	4	-12.4%
Band 4	£40.91	614	£40.52	52	1.0%
Band 3	£31.49	2,306	£30.28	395	3.8%
Band 2	£26.10	2,684	£24.45	536	6.3%
Band 1	£17.49	572	£16.36	146	6.5%
Graduates	£16.43	129	£16.43	20	0.0%
Apprentices	£10.31	119	£10.90	29	-5.7%
Operational	£27.92	6,678	£25.82	1,296	7.5%

Table 28 – White and Asian or Asian British consolidated TfL mean ethnicity pay gap by payband

	White		Asian or Asian British		Hourly Pay % Pay Gap
	Hourly Pay Mean	No of Employees	Hourly Pay Mean	No of Employees	
Board	£127.58	15	£144.68	1	-13.4%
Director	£106.81	43	£112.47	1	-5.3%
Band 5	£56.94	144	£62.14	4	-9.1%
Band 4	£41.68	614	£41.63	52	0.1%
Band 3	£32.15	2,306	£31.11	395	3.2%
Band 2	£27.10	2,684	£25.33	536	6.5%
Band 1	£18.11	572	£16.65	146	8.1%
Graduates	£16.79	129	£16.40	20	2.3%
Apprentices	£10.84	119	£11.07	29	-2.1%
Operational	£26.05	6,678	£24.34	1,296	6.6%



3.3.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant White and Asian or Asian British employees in each of the pay quartiles.

Table 29 – White and Asian or Asian British consolidated TfL median distribution by quartiles

	White		Asian or Asian British		Pay Gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£36.23	89.4%	£35.38	10.6%	2.3%
Upper Middle	£29.01	84.2%	£29.01	15.8%	0.0%
Lower Middle	£25.82	85.7%	£25.82	14.3%	0.0%
Lower	£17.68	77.9%	£17.68	22.1%	0.0%

Table 30 – White and Asian or Asian British consolidated TfL mean distribution by quartiles

	White		Asian or Asian British		Pay Gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£39.02	89.4%	£36.48	10.6%	6.5%
Upper Middle	£29.36	84.2%	£29.23	15.8%	0.4%
Lower Middle	£25.21	85.7%	£25.18	14.3%	0.1%
Lower	£17.82	77.9%	£17.67	22.1%	0.9%

3.3.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant White and Asian or Asian British employees in each of the equally sized salary groups based on the spread of pay.

Table 31 – White and Asian or Asian British consolidated TfL distribution by salary groups

	Salary Grouping			
	1	2	3	4
Range	£18,000 - £102,486	£102,487 - £186,972	£186,973 - £271,458	£271,459 - £355,944
White	13,137	104	8	2
Asian or Asian British	2,471	4	1	-

The difference between the lowest and highest salary is £337,944. When divided equally this represents a £84,486 range per salary group.



3.3.8. Distribution by deciles

The table below shows the distribution of full-pay relevant White and Asian or Asian British employees in £10,000 salary bands.

Table 32 – White and Asian or Asian British consolidated TfL distribution by deciles

Decile	White	Asian or Asian British	Grand Total
£10k - £20k	110	37	147
£20k - £30k	668	201	869
£30k - £40k	2,652	703	3,355
£40k - £50k	2,590	414	3,004
£50k - £60k	4,503	834	5,337
£60k - £70k	1,566	194	1,760
£70k - £80k	679	75	754
£80k - £90k	253	11	264
£90k - £100k	103	2	105
£100k - £110k	42	2	44
£110k - £120k	24	2	26
£120k - £130k	16		16
£130k - £140k	9		9
£140k - £150k	8		8
£150k - £160k	2		2
£160k - £170k	7		7
£170k - £180k	6		6
£180k - £190k	3		3
£190k - £200k		1	1
£200k - £210k	1		1
£210k - £220k	1		1
£220k - £230k	2		2
£230k - £240k	2		2
£250k - £260k	1		1
£260k - £270k	1		1
£280k - £290k	1		1
£350k - £360k	1		1
Grand Total	13,251	2,476	15,727



3.4. White and Other Ethnic Group

The following tables show the ethnicity pay gap figures for 14,599 TfL employees as at the 31 March 2018 snapshot date.

The overall ethnicity split is 93.5 per cent White and 6.5 per cent Other Ethnic Group.

3.4.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant White and Other Ethnic Group employees.

Table 33 – White and Other Ethnic Group consolidated TfL overall hourly pay rates

	White	Other Ethnic Group	% Pay Gap
Median Hourly Pay	£28.46	£25.82	9.3%
Mean Hourly Pay	£28.18	£25.45	9.7%

3.4.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant White and Other Ethnic Group employees split out between full-time and part-time.

Table 34 – White and Other Ethnic Group consolidated TfL hourly pay rates

	Hourly Pay Full Time Median	Hourly Pay Part Time Median	Hourly Pay Full Time Mean	Hourly Pay Part Time Mean
White	£28.58	£25.82	£28.32	£25.66
Other Ethnic Group	£25.97	£21.19	£25.62	£22.69
Pay Gap	9.1%	17.9%	9.6%	11.6%



3.4.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to all relevant White and Other Ethnic Group employees.

Table 35 – White and Other Ethnic Group consolidated TfL single figure bonus pay gap

	Bonus White	Bonus Other Ethnic Group	Bonus % Pay Gap
Median	£250.00	£250.00	0.0%
Mean	£739.22	£567.66	23.2%

3.4.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant White and Other Ethnic Group employees receiving bonuses.

Table 36 – White and Other Ethnic Group consolidated TfL proportion of employees receiving bonuses

	White	Other Ethnic Group
Proportion of Employees receiving bonus	87.4%	82.0%



3.4.5. Ethnicity pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant White and Other Ethnic Group employees split out by payband.

Table 37 – White and Other Ethnic Group consolidated TfL median ethnicity pay gap by payband

	White		Other Ethnic Group		Hourly Pay % Pay Gap
	Hourly Pay Median	No of Employees	Hourly Pay Median	No of Employees	
Board	£133.92	15	£148.39	1	-10.8%
Director	£93.09	43	£60.23	1	35.3%
Band 5	£54.80	144	£53.96	7	1.5%
Band 4	£40.91	614	£39.71	25	2.9%
Band 3	£31.49	2,306	£30.23	136	4.0%
Band 2	£26.10	2,684	£22.52	174	13.7%
Band 1	£17.49	572	£17.00	55	2.8%
Graduates	£16.43	129	£16.43	13	0.0%
Apprentices	£10.31	119	£10.20	10	1.0%
Operational	£27.92	6,678	£25.82	494	7.5%

Table 38 – White and Other Ethnic Group consolidated TfL mean ethnicity pay gap by payband

	White		Other Ethnic Group		Hourly Pay % Pay Gap
	Hourly Pay Mean	No of Employees	Hourly Pay Mean	No of Employees	
Board	£127.58	15	£148.39	1	-16.3%
Director	£106.81	43	£60.23	1	43.6%
Band 5	£56.94	144	£54.98	7	3.4%
Band 4	£41.68	614	£40.28	25	3.4%
Band 3	£32.15	2,306	£31.18	136	3.0%
Band 2	£27.10	2,684	£24.54	174	9.5%
Band 1	£18.11	572	£17.44	55	3.7%
Graduates	£16.79	129	£16.48	13	1.8%
Apprentices	£10.84	119	£10.57	10	2.5%
Operational	£26.05	6,678	£24.13	494	7.4%



3.4.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant White and Other Ethnic Group employees in each of the pay quartiles.

Table 39 – White and Other Ethnic Group consolidated TfL median distribution by quartiles

	White		Other Ethnic Group		Pay Gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£35.24	93.5%	£34.48	6.5%	2.1%
Upper Middle	£29.01	93.5%	£29.01	6.5%	0.0%
Lower Middle	£23.17	93.3%	£23.21	6.7%	-0.2%
Lower	£17.68	93.0%	£17.68	7.0%	0.0%

Table 40 – White and Other Ethnic Group consolidated TfL mean distribution by quartiles

	White		Other Ethnic Group		Pay Gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£37.43	93.5%	£35.75	6.5%	4.5%
Upper Middle	£28.68	93.5%	£28.67	6.5%	0.1%
Lower Middle	£23.17	93.3%	£23.12	6.7%	0.2%
Lower	£16.59	93.0%	£16.71	7.0%	-0.7%

3.4.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant White and Other Ethnic Group employees in each of the equally sized salary groups based on the spread of pay.

Table 41 – White and Other Ethnic Group consolidated TfL distribution by salary groups

	Salary Grouping			
	1	2	3	4
Range	£18,000 - £102,486	£102,487 - £186,972	£186,973 - £271,458	£271,459 - £355,944
White	13,137	104	8	2
Other Ethnic Group	910	3	-	-

The difference between the lowest and highest salary is £337,944. When divided equally this represents a £84,486 range per salary group.



3.4.8. Distribution by deciles

The table below shows the distribution of full-pay relevant White and Other Ethnic Group employees in £10,000 salary bands.

Table 42 – White and Other Ethnic Group consolidated TfL distribution by deciles

Decile	White	Other Ethnic Group	Grand Total
£10k - £20k	110	12	122
£20k - £30k	668	71	739
£30k - £40k	2,652	282	2,934
£40k - £50k	2,590	176	2,766
£50k - £60k	4,503	256	4,759
£60k - £70k	1,566	73	1,639
£70k - £80k	679	28	707
£80k - £90k	253	7	260
£90k - £100k	103	4	107
£100k - £110k	42	2	44
£110k - £120k	24	2	26
£120k - £130k	16		16
£130k - £140k	9		9
£140k - £150k	8		8
£150k - £160k	2		2
£160k - £170k	7		7
£170k - £180k	6		6
£180k - £190k	3		3
£200k - £210k	1		1
£210k - £220k	1		1
£220k - £230k	2		2
£230k - £240k	2		2
£250k - £260k	1		1
£260k - £270k	1		1
£280k - £290k	1		1
£350k - £360k	1		1
Grand Total	13,251	913	14,164



4. Non-operational roles

4.1. White and BAME

The following tables show the ethnicity pay gap figures for 12,727 TfL employees in non-operational roles as at the 31 March 2018 snapshot date.

The overall ethnicity split is 53.2 per cent White, 24.2 per cent BAME and 22.6 per cent Prefer Not to Say/Unknown.

4.1.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant White and BAME employees.

Table 43 – White and BAME non-operational TfL overall hourly pay rates

	Hourly Pay White	Hourly Pay BAME	Hourly Pay % Pay Gap
Median	£29.12	£26.46	9.1%
Mean	£30.33	£26.50	12.6%

4.1.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant White and BAME employees split out between full-time and part-time.

Table 44 – White and BAME non-operational TfL hourly pay rates

	Hourly Pay Full Time Median	Hourly Pay Part Time Median	Hourly Pay Full Time Mean	Hourly Pay Part Time Mean
White	£29.27	£26.97	£30.43	£28.46
BAME	£26.67	£21.28	£26.64	£22.66
Pay Gap	8.9%	21.1%	12.5%	20.4%

4.1.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to all relevant White and BAME employees.

Table 45 – White and BAME non-operational TfL single figure bonus pay gap

	Bonus White	Bonus BAME	Bonus % Pay Gap
Median	£300.00	£275.00	8.3%
Mean	£1,237.38	£736.11	40.5%

4.1.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant White and BAME employees receiving bonuses.

Table 46 – White and BAME non-operational TfL proportion of employees receiving bonuses

	White	BAME
Proportion of Employees receiving bonus	84.7%	80.2%



4.1.5. Ethnicity pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant White and BAME employees split out by payband.

Table 47 – White and BAME non-operational TfL median ethnicity pay gap by payband

	White		BAME		Hourly Pay % Pay Gap
	Hourly Pay White Median	No of Employees	Hourly Pay BAME Median	No of Employees	
Board	£133.92	15	£144.68	3	-8.0%
Director	£93.09	43	£89.09	4	4.3%
Band 5	£54.80	144	£55.84	15	-1.9%
Band 4	£40.91	614	£40.93	109	0.0%
Band 3	£31.49	2,306	£30.12	850	4.3%
Band 2	£26.10	2,684	£24.95	1,462	4.4%
Band 1	£17.49	572	£16.98	460	3.0%
Graduates	£16.43	129	£16.43	42	0.0%
Apprentices	£10.31	119	£10.90	63	-5.7%

Table 48 – White and BAME non-operational TfL mean ethnicity pay gap by payband

	White		BAME		Hourly Pay % Pay Gap
	Hourly Pay White Mean	No of Employees	Hourly Pay BAME Mean	No of Employees	
Board	£127.58	15	£144.68	3	-13.4%
Director	£106.81	43	£94.92	4	11.1%
Band 5	£56.94	144	£56.74	15	0.4%
Band 4	£41.68	614	£41.51	109	0.4%
Band 3	£32.15	2,306	£31.05	850	3.4%
Band 2	£27.10	2,684	£25.75	1,462	5.0%
Band 1	£18.11	572	£17.63	460	2.7%
Graduates	£16.79	129	£16.48	42	1.8%
Apprentices	£10.84	119	£10.96	63	-1.1%



4.1.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant White and BAME employees in each of the pay quartiles.

Table 49 – White and BAME non-operational TfL median distribution by quartiles

	White		BAME		Pay Gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£39.15	80.9%	£37.59	19.1%	4.0%
Upper Middle	£31.29	68.4%	£31.12	31.6%	0.6%
Lower Middle	£25.69	65.5%	£25.66	34.5%	0.1%
Lower	£18.33	60.4%	£18.01	39.6%	1.8%

Table 50 – White and BAME non-operational TfL mean distribution by quartiles

	White		BAME		Pay Gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£43.14	80.9%	£40.26	19.1%	6.7%
Upper Middle	£31.11	68.4%	£30.75	31.6%	1.2%
Lower Middle	£25.35	65.5%	£25.33	34.5%	0.1%
Lower	£17.68	60.4%	£17.51	39.6%	1.0%

4.1.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant White and BAME employees in each of the equally sized salary groups based on the spread of pay.

Table 51 – White and BAME non-operational TfL distribution by salary groups

	Salary Grouping			
	1	2	3	4
Range	£18,000 - £102,486	£102,487 - £186,972	£186,973 - £271,458	£271,459 - £355,944
White	6,459	104	8	2
BAME	2,953	9	2	-

The difference between the lowest and highest salary is £337,944. When divided equally this represents a £84,486 range per salary group.



4.1.8. Distribution by deciles

The table below shows the distribution of full-pay relevant White and BAME employees in £10,000 salary bands.

Table 52 – White and BAME non-operational TfL distribution by deciles

Decile	White	BAME	Grand Total
£10k - £20k	94	58	152
£20k - £30k	307	260	567
£30k - £40k	1,195	719	1,914
£40k - £50k	1,170	543	1,713
£50k - £60k	1,621	849	2,470
£60k - £70k	1,130	343	1,473
£70k - £80k	578	139	717
£80k - £90k	249	30	279
£90k - £100k	102	11	113
£100k - £110k	42	4	46
£110k - £120k	24	4	28
£120k - £130k	16	2	18
£130k - £140k	9		9
£140k - £150k	8		8
£150k - £160k	2		2
£160k - £170k	7		7
£170k - £180k	6		6
£180k - £190k	3		3
£190k - £200k		1	1
£200k - £210k	1		1
£210k - £220k	1	1	2
£220k - £230k	2		2
£230k - £240k	2		2
£250k - £260k	1		1
£260k - £270k	1		1
£280k - £290k	1		1
£350k - £360k	1		1
Grand Total	6,573	2,964	9,537



4.2. White and Black or Black British

The following tables show the ethnicity pay gap figures for 8,205 TfL employees as at the 31 March 2018 snapshot date.

The overall ethnicity split is 82.5 per cent White and 17.5 per cent Black or Black British.

4.2.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant White and Black or Black British employees.

Table 53 – White and Black or Black British non-operational TfL overall hourly pay rates

	Hourly Pay White	Hourly Pay Black or Black British	Hourly Pay % Pay Gap
Median	£29.12	£26.46	9.1%
Mean	£30.33	£26.18	13.7%

4.2.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant White and Black or Black British employees split out between full-time and part-time.

Table 54 – White and Black or Black British non-operational TfL hourly pay rates

	Hourly Pay Full Time Median	Hourly Pay Part Time Median	Hourly Pay Full Time Mean	Hourly Pay Part Time Mean
White	£29.27	£26.97	£30.43	£28.46
Black or Black British	£26.53	£19.33	£26.33	£19.98
Pay Gap	9.4%	28.3%	13.5%	29.8%

4.2.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to all relevant White and Black or Black British employees.

Table 55 – White and Black or Black British non-operational TfL single figure bonus pay gap

	Bonus White	Bonus Black or Black British	Bonus % Pay Gap
Median	£300.00	£250.00	16.7%
Mean	£1,237.38	£642.88	48.0%

4.2.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant White and Black or Black British employees receiving bonuses.

Table 56 – White and Black or Black British non-operational TfL proportion of employees receiving bonuses

	White	Black or Black British
Proportion of Employees receiving bonus	84.7%	81.5%



4.2.5. Ethnicity pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant White and Black or Black British employees split out by payband.

Table 57 – White and Black or Black British non-operational TfL median ethnicity pay gap by payband

	White		Black or Black British		Hourly Pay % Pay Gap
	Hourly Pay White Median	No of Employees	Hourly Pay Black or Black British Median	No of Employees	
Board	£133.92	15	£140.97	1	-5.3%
Director	£93.09	43	£103.48	2	-11.2%
Band 5	£54.80	144	£50.92	4	7.1%
Band 4	£40.91	614	£42.53	32	-4.0%
Band 3	£31.49	2,306	£30.02	319	4.7%
Band 2	£26.10	2,684	£27.21	752	-4.2%
Band 1	£17.49	572	£17.61	259	-0.7%
Graduates	£16.43	129	£16.43	9	0.0%
Apprentices	£10.31	119	£10.95	24	-6.3%

Table 58 – White and Black or Black British non-operational TfL mean ethnicity pay gap by payband

	White		Black or Black British		Hourly Pay % Pay Gap
	Hourly Pay White Mean	No of Employees	Hourly Pay Black or Black British Mean	No of Employees	
Board	£127.58	15	£140.97	1	-10.5%
Director	£106.81	43	£103.48	2	3.1%
Band 5	£56.94	144	£54.42	4	4.4%
Band 4	£41.68	614	£42.27	32	-1.4%
Band 3	£32.15	2,306	£30.92	319	3.8%
Band 2	£27.10	2,684	£26.32	752	2.9%
Band 1	£18.11	572	£18.23	259	-0.6%
Graduates	£16.79	129	£16.67	9	0.7%
Apprentices	£10.84	119	£10.99	24	-1.4%



4.2.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant White and Black or Black British employees in each of the pay quartiles.

Table 59 – White and Black or Black British non-operational TfL median distribution by quartiles

	White		Black or Black British		Pay Gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£39.49	91.6%	£37.68	8.4%	4.6%
Upper Middle	£31.57	83.3%	£31.57	16.8%	0.0%
Lower Middle	£25.91	79.1%	£26.23	21.0%	-1.2%
Lower	£18.53	76.1%	£18.43	23.9%	0.6%

Table 60 – White and Black or Black British non-operational TfL mean distribution by quartiles

	White		Black or Black British		Pay Gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£43.66	91.6%	£40.36	8.4%	7.6%
Upper Middle	£31.49	83.3%	£31.24	16.8%	0.8%
Lower Middle	£25.69	79.1%	£26.00	21.0%	-1.2%
Lower	£17.89	76.1%	£17.85	23.9%	0.2%

4.2.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant White and Black or Black British employees in each of the equally sized salary groups based on the spread of pay.

Table 61 – White and Black or Black British non-operational TfL distribution by salary groups

	Salary Grouping			
	1	2	3	4
Range	£18,000 - £102,486	£102,487 - £186,972	£186,973 - £271,458	£271,459 - £355,944
White	6,459	104	8	2
Black or Black British	1,362	2	1	-

The difference between the lowest and highest salary is £ 337,944. When divided equally this represents a £84,486 range per salary group.



4.2.8. Distribution by deciles

The table below shows the distribution of full-pay relevant White and Black or Black British employees in £10,000 salary bands.

Table 62 – White and Black or Black British non-operational TfL distribution by deciles

Decile	White	Black or Black British	Grand Total
£10k - £20k	94	21	115
£20k - £30k	307	135	442
£30k - £40k	1,195	338	1,533
£40k - £50k	1,170	235	1,405
£50k - £60k	1,621	423	2,044
£60k - £70k	1,130	145	1,275
£70k - £80k	578	48	626
£80k - £90k	249	12	261
£90k - £100k	102	5	107
£100k - £110k	42		42
£110k - £120k	24		24
£120k - £130k	16	2	18
£130k - £140k	9		9
£140k - £150k	8		8
£150k - £160k	2		2
£160k - £170k	7		7
£170k - £180k	6		6
£180k - £190k	3		3
£200k - £210k	1		1
£210k - £220k	1	1	2
£220k - £230k	2		2
£230k - £240k	2		2
£250k - £260k	1		1
£260k - £270k	1		1
£280k - £290k	1		1
£350k - £360k	1		1
Grand Total	6,573	1,365	7,938



4.3. White and Asian or Asian British

The following tables show the ethnicity pay gap figures for 7,983 TfL employees as at the 31 March 2018 snapshot date.

The overall ethnicity split is 84.8 per cent White and 15.2 per cent Asian or Asian British.

4.3.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant White and Asian or Asian British employees.

Table 63 – White and Asian or Asian British non-operational TfL overall hourly pay rates

	Hourly Pay White	Hourly Pay Asian or Asian British	Hourly Pay % Pay Gap
Median	£29.12	£26.54	8.9%
Mean	£30.33	£26.70	12.0%

4.3.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant White and Asian or Asian British employees split out between full-time and part-time.

Table 64 – White and Asian or Asian British non-operational TfL hourly pay rates

	Hourly Pay Full Time Median	Hourly Pay Part Time Median	Hourly Pay Full Time Mean	Hourly Pay Part Time Mean
White	£29.27	£26.97	£30.43	£28.46
Asian or Asian British	£27.07	£23.68	£26.85	£23.87
Pay Gap	7.5%	12.2%	11.8%	16.1%



4.3.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to all relevant White and Asian or Asian British employees.

Table 65 – White and Asian or Asian British non-operational TfL single figure bonus pay gap

	Bonus White	Bonus Asian or Asian British	Bonus % Pay Gap
Median	£300.00	£250.00	16.7%
Mean	£1,237.38	£777.27	37.2%

4.3.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant White and Asian or Asian British employees receiving bonuses.

Table 66 – White and Asian or Asian British non-operational TfL proportion of employees receiving bonuses

	White	Asian or Asian British
Proportion of Employees receiving bonus	84.7%	79.1%



4.3.5. Ethnicity pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant White and Asian or Asian British employees split out by payband.

Table 67 – White and Asian or Asian British non-operational TfL median ethnicity pay gap by payband

	White		Asian or Asian British		Hourly Pay % Pay Gap
	Hourly Pay White Median	No of Employees	Hourly Pay Asian or Asian British Median	No of Employees	
Board	£133.92	15	£144.68	1	-8.0%
Director	£93.09	43	£112.47	1	-20.8%
Band 5	£54.80	144	£61.60	4	-12.4%
Band 4	£40.91	614	£40.52	52	1.0%
Band 3	£31.49	2,306	£30.28	395	3.8%
Band 2	£26.10	2,684	£24.45	536	6.3%
Band 1	£17.49	572	£16.36	146	6.5%
Graduates	£16.43	129	£16.43	20	0.0%
Apprentices	£10.31	119	£10.90	29	-5.7%

Table 68 – White and Asian or Asian British non-operational TfL mean ethnicity pay gap by payband

	White		Asian or Asian British		Hourly Pay % Pay Gap
	Hourly Pay White Mean	No of Employees	Hourly Pay Asian or Asian British Mean	No of Employees	
Board	£127.58	15	£144.68	1	-13.4%
Director	£106.81	43	£112.47	1	-5.3%
Band 5	£56.94	144	£62.14	4	-9.1%
Band 4	£41.68	614	£41.63	52	0.1%
Band 3	£32.15	2,306	£31.11	395	3.2%
Band 2	£27.10	2,684	£25.33	536	6.5%
Band 1	£18.11	572	£16.65	146	8.1%
Graduates	£16.79	129	£16.40	20	2.3%
Apprentices	£10.84	119	£11.07	29	-2.1%



4.3.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant White and Asian or Asian British employees in each of the pay quartiles.

Table 69 – White and Asian or Asian British non-operational TfL median distribution by quartiles

	White		Asian or Asian British		Pay Gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£39.72	91.6%	£38.56	8.4%	2.9%
Upper Middle	£31.57	86.1%	£31.57	13.9%	0.0%
Lower Middle	£25.98	81.4%	£26.20	18.6%	-0.9%
Lower	£18.62	80.3%	£18.06	19.7%	3.0%

Table 70 – White and Asian or Asian British non-operational TfL mean distribution by quartiles

	White		Asian or Asian British		Pay Gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£43.90	91.6%	£40.97	8.4%	6.7%
Upper Middle	£31.68	86.1%	£31.64	13.9%	0.1%
Lower Middle	£25.87	81.4%	£26.05	18.6%	-0.7%
Lower	£17.99	80.3%	£17.64	19.7%	1.9%

4.3.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant White and Asian or Asian British employees in each of the equally sized salary groups based on the spread of pay.

Table 71 – White and Asian or Asian British non-operational TfL distribution by salary groups

	Salary Grouping			
	1	2	3	4
Range	£18,000 - £102,486	£102,487 - £186,972	£186,973 - £271,458	£271,459 - £355,944
White	6,459	104	8	2
Asian or Asian British	1,175	4	1	-

The difference between the lowest and highest salary is £337,944. When divided equally this represents a £84,486 range per salary group.



4.3.8. Distribution by deciles

The table below shows the distribution of full-pay relevant White and Asian or Asian British employees in £10,000 salary bands.

Table 72 – White and Asian or Asian British non-operational TfL distribution by deciles

Decile	White	Asian or Asian British	Grand Total
£10k - £20k	94	27	121
£20k - £30k	307	91	398
£30k - £40k	1,195	265	1,460
£40k - £50k	1,170	238	1,408
£50k - £60k	1,621	332	1,953
£60k - £70k	1,130	142	1,272
£70k - £80k	578	67	645
£80k - £90k	249	11	260
£90k - £100k	102	2	104
£100k - £110k	42	2	44
£110k - £120k	24	2	26
£120k - £130k	16		16
£130k - £140k	9		9
£140k - £150k	8		8
£150k - £160k	2		2
£160k - £170k	7		7
£170k - £180k	6		6
£180k - £190k	3		3
£190k - £200k		1	1
£200k - £210k	1		1
£210k - £220k	1		1
£220k - £230k	2		2
£230k - £240k	2		2
£250k - £260k	1		1
£260k - £270k	1		1
£280k - £290k	1		1
£350k - £360k	1		1
Grand Total	6,573	1,180	7,753



4.4. White and Other Ethnic Group

The following tables show the ethnicity pay gap figures for 7,204 TfL employees as at the 31 March 2018 snapshot date.

The overall ethnicity split is 94.0 per cent White and 6.0 per cent Other Ethnic Group.

4.4.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant White and Other Ethnic Group employees.

Table 73 – White and Other Ethnic Group non-operational TfL overall hourly pay rates

	Hourly Pay White	Hourly Pay Other Ethnic Group	Hourly Pay % Pay Gap
Median	£29.12	£26.21	10.0%
Mean	£30.33	£26.99	11.0%

4.4.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant White and Other Ethnic Group employees split out between full-time and part-time.

Table 74 – White and Other Ethnic Group non-operational TfL hourly pay rates

	Hourly Pay Full Time Median	Hourly Pay Part Time Median	Hourly Pay Full Time Mean	Hourly Pay Part Time Mean
White	£29.27	£26.97	£30.43	£28.46
Other Ethnic Group	£26.28	£23.31	£27.13	£23.54
Pay Gap	10.2%	13.6%	10.8%	17.3%



4.4.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to all relevant White and Other Ethnic Group employees.

Table 75 – White and Other Ethnic Group non-operational TfL single figure bonus pay gap

	Bonus White	Bonus Other Ethnic Group	Bonus % Pay Gap
Median	£300.00	£478.00	-59.3%
Mean	£1,237.38	£939.83	24.0%

4.4.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant White and Other Ethnic Group employees receiving bonuses.

Table 76 – White and Other Ethnic Group non-operational TfL proportion of employees receiving bonuses

	White	Other Ethnic Group
Proportion of Employees receiving bonus	84.7%	78.6%



4.4.5. Ethnicity pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant White and Other Ethnic Group employees split out by payband.

Table 77 – White and Other Ethnic Group non-operational TfL median ethnicity pay gap by payband

	White		Other Ethnic Group		Hourly Pay % Pay Gap
	Hourly Pay White Median	No of Employees	Hourly Pay Other Ethnic Group Median	No of Employees	
Board	£133.92	15	£148.39	1	-10.8%
Director	£93.09	43	£60.23	1	35.3%
Band 5	£54.80	144	£53.96	7	1.5%
Band 4	£40.91	614	£39.71	25	2.9%
Band 3	£31.49	2,306	£30.23	136	4.0%
Band 2	£26.10	2,684	£22.52	174	13.7%
Band 1	£17.49	572	£17.00	55	2.8%
Graduates	£16.43	129	£16.43	13	0.0%
Apprentices	£10.31	119	£10.20	10	1.0%

Table 78 – White and Other Ethnic Group non-operational TfL mean ethnicity pay gap by payband

	White		Other Ethnic Group		Hourly Pay % Pay Gap
	Hourly Pay White Mean	No of Employees	Hourly Pay Other Ethnic Group Mean	No of Employees	
Board	£127.58	15	£148.39	1	-16.3%
Director	£106.81	43	£60.23	1	43.6%
Band 5	£56.94	144	£54.98	7	3.4%
Band 4	£41.68	614	£40.28	25	3.4%
Band 3	£32.15	2,306	£31.18	136	3.0%
Band 2	£27.10	2,684	£24.54	174	9.5%
Band 1	£18.11	572	£17.44	55	3.7%
Graduates	£16.79	129	£16.48	13	1.8%
Apprentices	£10.84	119	£10.57	10	2.5%

4.4.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant White and Other Ethnic Group employees in each of the pay quartiles.

Table 79 – White and Other Ethnic Group non-operational TfL median distribution by quartiles

	White		Other Ethnic Group		Pay Gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£34.72	94.2%	£34.07	5.8%	1.9%
Upper Middle	£28.83	93.8%	£29.01	6.2%	-0.6%
Lower Middle	£21.32	93.5%	£21.19	6.5%	0.7%
Lower	£17.54	92.4%	£17.44	7.6%	0.5%

Table 80 – White and Other Ethnic Group non-operational TfL mean distribution by quartiles

	White		Other Ethnic Group		Pay Gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£37.13	94.2%	£34.55	5.8%	6.9%
Upper Middle	£28.17	93.8%	£28.45	6.2%	-1.0%
Lower Middle	£21.92	93.5%	£21.64	6.5%	1.3%
Lower	£16.04	92.4%	£16.16	7.6%	-0.8%

4.4.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant White and Other Ethnic Group employees in each of the equally sized salary groups based on the spread of pay.

Table 81 – White and Other Ethnic Group non-operational TfL distribution by salary groups

	Salary Grouping			
	1	2	3	4
Range	£18,000 - £102,486	£102,487 - £186,972	£186,973 - £271,458	£271,459 - £355,944
White	6,459	104	8	2
Other Ethnic Group	416	3	-	-

The difference between the lowest and highest salary is £337,944. When divided equally this represents a £84,486 range per salary group.



4.4.8. Distribution by deciles

The table below shows the distribution of full-pay relevant White and Other Ethnic Group employees in £10,000 salary bands.

Table 82 – White and Other Ethnic Group non-operational TfL distribution by deciles

Decile	White	Other Ethnic Group	Grand Total
£10k - £20k	94	10	104
£20k - £30k	307	34	341
£30k - £40k	1,195	116	1,311
£40k - £50k	1,170	70	1,240
£50k - £60k	1,621	94	1,715
£60k - £70k	1,130	56	1,186
£70k - £80k	578	24	602
£80k - £90k	249	7	256
£90k - £100k	102	4	106
£100k - £110k	42	2	44
£110k - £120k	24	2	26
£120k - £130k	16		16
£130k - £140k	9		9
£140k - £150k	8		8
£150k - £160k	2		2
£160k - £170k	7		7
£170k - £180k	6		6
£180k - £190k	3		3
£200k - £210k	1		1
£210k - £220k	1		1
£220k - £230k	2		2
£230k - £240k	2		2
£250k - £260k	1		1
£260k - £270k	1		1
£280k - £290k	1		1
£350k - £360k	1		1
Grand Total	6,573	419	6,992



5. Operational roles

5.1. White and BAME

The following tables show the ethnicity pay gap figures for all 14,672 TfL employees as at the 31 March 2018 snapshot date.

The overall ethnicity split is 46.9 per cent White, 28.3 per cent BAME and 24.8 per cent Prefer Not to Say/Unknown.

5.1.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant White and BAME employees.

Table 83 – White and BAME operational TfL overall hourly pay rates

	Hourly Pay White	Hourly Pay BAME	Hourly Pay % Pay Gap
Median	£27.92	£25.82	7.5%
Mean	£26.05	£24.14	7.3%

5.1.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant White and BAME employees split out between full-time and part-time.

Table 84 – White and BAME operational TfL hourly pay rates

	Hourly Pay Full Time Median	Hourly Pay Part Time Median	Hourly Pay Full Time Mean	Hourly Pay Part Time Mean
White	£28.02	£21.19	£26.22	£23.12
BAME	£25.82	£17.68	£24.59	£19.92
Pay Gap	7.9%	16.5%	6.2%	13.8%



5.1.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to all relevant White and BAME employees.

Table 85 – White and BAME operational TfL single figure bonus pay gap

	Performance Bonus White	Performance Bonus BAME	Performance Bonus % Pay Gap
Median	£250.00	£250.00	0.0%
Mean	£278.15	£264.20	5.0%

5.1.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant White and BAME employees receiving bonuses.

Table 86 – White and BAME operational TfL proportion of employees receiving bonuses

	White	BAME
Proportion of Employees receiving bonus	90.0%	84.4%

5.1.5. Ethnicity pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant White and BAME employees split out by payband.

Table 87 – White and BAME operational TfL median ethnicity pay gap by payband

	White		BAME		Hourly Pay % Pay Gap
	Hourly Pay White Median	No of Employees	Hourly Pay BAME Median	No of Employees	
Operational Staff	£28.72	5,658	£26.17	3,166	8.9%
Supervisors	£23.11	710	£21.19	638	8.3%
Managers	£31.81	307	£31.02	145	2.5%

Table 88 – White and BAME operational TfL mean ethnicity pay gap by payband

	White		BAME		Hourly Pay % Pay Gap
	Hourly Pay White Mean	No of Employees	Hourly Pay BAME Mean	No of Employees	
Operational Staff	£26.24	5,658	£24.09	3,166	8.2%
Supervisors	£23.56	710	£22.99	638	2.4%
Managers	£32.41	307	£31.27	145	3.5%

5.1.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant White and BAME employees in each of the pay quartiles.

Table 89 – White and BAME operational TfL median distribution by quartiles

	White		BAME		Pay Gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£30.26	69.5%	£30.26	30.5%	0.0%
Upper Middle	£29.01	67.7%	£29.01	32.3%	0.0%
Lower Middle	£23.59	62.4%	£23.03	37.6%	2.4%
Lower	£17.68	51.7%	£17.68	48.3%	0.0%

Table 90 – White and BAME operational TfL mean distribution by quartiles

	White		BAME		Pay Gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£31.98	69.5%	£31.27	30.5%	2.2%
Upper Middle	£28.59	67.7%	£28.64	32.3%	-0.2%
Lower Middle	£23.91	62.4%	£23.38	37.6%	2.2%
Lower	£17.34	51.7%	£17.23	48.3%	0.7%



5.1.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant White and BAME employees in each of the equally sized salary groups based on the spread of pay.

Table 91 – White and BAME operational TfL distribution by salary groups

Range	Salary Grouping			
	1	2	3	4
	£19,202 - £37,266	£37,267 - £55,330	£55,331 - £73,394	£73,395 - £91,458
White	1,310	4,539	809	20
BAME	1,199	2,436	311	4

The difference between the lowest and highest salary is £72,256. When divided equally this represents a £18,064 range per salary group.

5.1.8. Distribution by deciles

The table below shows the distribution of full-pay relevant White and BAME employees in £10,000 salary bands.

Table 92 – White and BAME operational TfL distribution by deciles

Decile	White	BAME	Grand Total
£10k - £20k	16	18	34
£20k - £30k	361	311	672
£30k - £40k	1,457	1,393	2,850
£40k - £50k	1,420	640	2,060
£50k - £60k	2,882	1,405	4,287
£60k - £70k	436	159	595
£70k - £80k	101	24	125
£80k - £90k	4		4
£90k - £100k	█	█	█
Grand Total	█	█	█

5.2. White and Black or Black British

The following tables show the ethnicity pay gap figures for 9,152 TfL employees as at the 31 March 2018 snapshot date.

The overall ethnicity split is 75.2 per cent White and 24.8 per cent Black or Black British.

5.2.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant White and Black or Black British employees.

Table 93 – White and Black or Black British operational TfL overall hourly pay rates

	Hourly Pay White	Hourly Pay Black or Black British	Hourly Pay % Pay Gap
Median	£27.92	£24.24	13.2%
Mean	£26.05	£24.03	7.8%

5.2.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant White and Black or Black British employees split out between full-time and part-time.

Table 94 – White and Black or Black British operational TfL hourly pay rates

	Hourly Pay Full Time Median	Hourly Pay Part Time Median	Hourly Pay Full Time Mean	Hourly Pay Part Time Mean
White	£28.02	£21.19	£26.22	£23.12
Black or Black British	£25.82	£17.68	£24.58	£18.92
Pay Gap	7.9%	16.5%	6.3%	18.2%



5.2.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to all relevant White and Black or Black British employees.

Table 95 – White and Black or Black British operational TfL single figure bonus pay gap

	Performance Bonus White	Performance Bonus Black or Black British	Performance Bonus % Pay Gap
Median	£250.00	£250.00	0.0%
Mean	£278.15	£262.01	5.8%

5.2.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant White and Black or Black British employees receiving bonuses.

Table 96 – White and Black or Black British operational TfL proportion of employees receiving bonuses

	White	Black or Black British
Proportion of Employees receiving bonus	90.0%	84.5%

5.2.5. Ethnicity pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant White and Black or Black British employees split out by payband.

Table 97 – White and Black or Black British operational TfL median ethnicity pay gap by payband

	White		Black or Black British		Hourly Pay % Pay Gap
	Hourly Pay White Median	No of Employees	Hourly Pay Black or Black British Median	No of Employees	
Operational Staff	£28.72	5,658	£25.72	1,733	10.4%
Supervisors	£23.11	710	£21.19	359	8.3%
Managers	£31.81	307	£31.02	68	2.5%



Table 98 – White and Black or Black British operational TfL mean ethnicity pay gap by payband

	White		Black or Black British		Hourly Pay % Pay Gap
	Hourly Pay White Mean	No of Employees	Hourly Pay Black or Black British Mean	No of Employees	
Operational Staff	£26.24	5,658	£24.04	1,733	8.4%
Supervisors	£23.56	710	£23.06	359	2.1%
Managers	£32.41	307	£31.10	68	4.0%

5.2.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant White and Black or Black British employees in each of the pay quartiles.

Table 99 – White and Black or Black British operational TfL median distribution by quartiles

	White		Black or Black British		Pay Gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£30.26	83.3%	£30.26	16.7%	0.0%
Upper Middle	£29.01	77.6%	£29.01	22.4%	0.0%
Lower Middle	£24.79	76.0%	£23.42	24.0%	5.5%
Lower	£17.68	65.7%	£17.68	34.3%	0.0%

Table 100 – White and Black or Black British operational TfL mean distribution by quartiles

	White		Black or Black British		Pay Gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£32.01	83.3%	£31.58	16.7%	1.3%
Upper Middle	£28.71	77.6%	£28.72	22.4%	-0.1%
Lower Middle	£24.23	76.0%	£23.67	24.0%	2.3%
Lower	£17.58	65.7%	£17.66	34.3%	-0.4%



5.2.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant White and Black or Black British employees in each of the equally sized salary groups based on the spread of pay.

Table 101 – White and Black or Black British operational TfL distribution by salary groups

	Salary Grouping			
	1	2	3	4
Range	£19,202 - £37,266	£37,267 - £55,330	£55,331 - £73,394	£73,395 - £91,458
White	1,310	4,539	809	20
Black or Black British	663	1,331	164	2

The difference between the lowest and highest salary is £72,256. When divided equally this represents a £18,064 range per salary group.

5.2.8. Distribution by deciles

The table below shows the distribution of full-pay relevant White and Black or Black British employees in £10,000 salary bands.

Table 102 – White and Black or Black British operational TfL distribution by deciles

Decile	White	Black or Black British	Grand Total
£10k - £20k	16	6	22
£20k - £30k	361	164	525
£30k - £40k	1,457	789	2,246
£40k - £50k	1,420	358	1,778
£50k - £60k	2,882	741	3,623
£60k - £70k	436	90	526
£70k - £80k	101	12	113
£80k - £90k	4		4
£90k - £100k			
Grand Total			

5.3. White and Asian or Asian British

The following tables show the ethnicity pay gap figures for 8,254 TfL employees as at the 31 March 2018 snapshot date.

The overall ethnicity split is 83.4 per cent White and 16.6 per cent Asian or Asian British.

5.3.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant White and Asian or Asian British employees.

Table 103 – White and Asian or Asian British operational TfL overall hourly pay rates

	Hourly Pay White	Hourly Pay Asian or Asian British	Hourly Pay % Pay Gap
Median	£27.92	£25.82	7.5%
Mean	£26.05	£24.34	6.6%

5.3.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant White and Asian or Asian British employees split out between full-time and part-time.

Table 104 – White and Asian or Asian British operational TfL hourly pay rates

	Hourly Pay Full Time Median	Hourly Pay Part Time Median	Hourly Pay Full Time Mean	Hourly Pay Part Time Mean
White	£28.02	£21.19	£26.22	£23.12
Asian or Asian British	£25.99	£17.68	£24.73	£20.87
Pay Gap	7.2%	16.5%	5.7%	9.7%



5.3.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to all relevant White and Asian or Asian British employees.

Table 105 – White and Asian or Asian British operational TfL single figure bonus pay gap

	Performance Bonus White	Performance Bonus Asian or Asian British	Performance Bonus % Pay Gap
Median	£250.00	£250.00	0.0%
Mean	£278.15	£263.76	5.2%

5.3.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant White and Asian or Asian British employees receiving bonuses.

Table 106 – White and Asian or Asian British operational TfL proportion of employees receiving bonuses

	White	Asian or Asian British
Proportion of Employees receiving bonus	90.0%	84.0%

5.3.5. Ethnicity pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant White and Asian or Asian British employees split out by payband.

Table 107 – White and Asian or Asian British operational TfL median ethnicity pay gap by payband

	White		Asian or Asian British		Hourly Pay % Pay Gap
	Hourly Pay White Median	No of Employees	Hourly Pay Asian or Asian British Median	No of Employees	
Operational Staff	£28.72	5,658	£27.77	1,017	3.3%
Supervisors	£23.11	710	£21.19	230	8.3%
Managers	£31.81	307	£30.99	48	2.6%



Table 108 – White and Asian or Asian British operational TfL mean ethnicity pay gap by payband

	White		Asian or Asian British		Hourly Pay % Pay Gap
	Hourly Pay White Mean	No of Employees	Hourly Pay Asian or Asian British Mean	No of Employees	
Operational Staff	£26.24	5,658	£24.31	1,017	7.4%
Supervisors	£23.56	710	£22.94	230	2.6%
Managers	£32.41	307	£31.27	48	3.5%

5.3.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant White and Asian or Asian British employees in each of the pay quartiles.

Table 109 – White and Asian or Asian British operational TfL median distribution by quartiles

	White		Asian or Asian British		Pay Gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£30.26	88.2%	£30.26	11.8%	0.0%
Upper Middle	£29.01	83.7%	£29.01	16.3%	0.0%
Lower Middle	£25.57	86.4%	£25.20	13.6%	1.4%
Lower	£17.68	76.6%	£17.68	23.4%	0.0%

Table 110 – White and Asian or Asian British operational TfL mean distribution by quartiles

	White		Asian or Asian British		Pay Gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£32.15	88.2%	£31.72	11.8%	1.3%
Upper Middle	£28.83	83.7%	£28.92	16.3%	-0.3%
Lower Middle	£24.58	86.4%	£24.19	13.6%	1.6%
Lower	£17.76	76.6%	£17.58	23.4%	1.0%

5.3.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant White and Asian or Asian British employees in each of the equally sized salary groups based on the spread of pay.

Table 111 – White and Asian or Asian British operational TfL distribution by salary groups

	Salary Grouping			
	1	2	3	4
Range	£19,202 - £37,266	£37,267 - £55,330	£55,331 - £73,394	£73,395 - £91,458
White	1,310	4,539	809	20
Asian or Asian British	386	805	104	1

The difference between the lowest and highest salary is £72,256. When divided equally this represents a £18,064 range per salary group.

5.3.8. Distribution by deciles

The table below shows the distribution of full-pay relevant White and Asian or Asian British employees in £10,000 salary bands.

Table 112 – White and Asian or Asian British operational TfL distribution by deciles

Decile	White	Asian or Asian British	Grand Total
£10k - £20k	16	10	26
£20k - £30k	361	110	471
£30k - £40k	1,457	438	1,895
£40k - £50k	1,420	176	1,596
£50k - £60k	2,882	502	3,384
£60k - £70k	436	52	488
£70k - £80k	101	8	109
£80k - £90k	4		4
£90k - £100k	1	1	2
Grand Total	10,064	1,984	12,048



5.4. White and Other Ethnic Group

The following tables show the ethnicity pay gap figures for 7,395 TfL employees as at the 31 March 2018 snapshot date.

The overall ethnicity split is 93.1 per cent White and 6.9 per cent Other Ethnic Group.

5.4.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant White and Other Ethnic Group employees.

Table 113 – White and Other Ethnic Group operational TfL overall hourly pay rates

	Hourly Pay White	Hourly Pay Other Ethnic Group	Hourly Pay % Pay Gap
Median	£27.92	£25.82	7.5%
Mean	£26.05	£24.13	7.4%

5.4.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant White and Other Ethnic Group employees split out between full-time and part-time.

Table 114 – White and Other Ethnic Group operational TfL hourly pay rates

	Hourly Pay Full Time Median	Hourly Pay Part Time Median	Hourly Pay Full Time Mean	Hourly Pay Part Time Mean
White	£28.02	£21.19	£26.22	£23.12
Other Ethnic Group	£25.82	£21.19	£24.28	£22.29
Pay Gap	7.9%	0.0%	7.4%	3.6%



5.4.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to all relevant White and Other Ethnic Group employees.

Table 115 – White and Other Ethnic Group operational TfL single figure bonus pay gap

	Performance Bonus White	Performance Bonus Other Ethnic Group	Performance Bonus % Pay Gap
Median	£250.00	£250.00	0.0%
Mean	£278.15	£275.06	1.1%

5.4.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant White and Other Ethnic Group employees receiving bonuses.

Table 116 – White and Other Ethnic Group operational TfL proportion of employees receiving bonuses

	White	Other Ethnic Group
Proportion of Employees receiving bonus	90.0%	84.8%



5.4.5. Ethnicity pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant White and Other Ethnic Group employees split out by payband.

Table 117 – White and Other Ethnic Group operational TfL median ethnicity pay gap by payband

	White		Other Ethnic Group		Hourly Pay % Pay Gap
	Hourly Pay White Median	No of Employees	Hourly Pay Other Ethnic Group Median	No of Employees	
Operational Staff	£28.72	5,658	£25.57	416	11.0%
Supervisors	£23.11	710	£21.19	49	8.3%
Managers	£31.81	307	£31.15	29	2.1%

Table 118 – White and Other Ethnic Group operational TfL mean ethnicity pay gap by payband

	White		Other Ethnic Group		Hourly Pay % Pay Gap
	Hourly Pay White Mean	No of Employees	Hourly Pay Other Ethnic Group Mean	No of Employees	
Operational Staff	£26.24	5,658	£23.77	416	9.4%
Supervisors	£23.56	710	£22.75	49	3.4%
Managers	£32.41	307	£31.69	29	2.2%

5.4.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant White and Other Ethnic Group employees in each of the pay quartiles.

Table 119 – White and Other Ethnic Group operational TfL median distribution by quartiles

	White		Other Ethnic Group		Pay Gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£35.42	92.7%	£34.56	7.3%	2.4%
Upper Middle	£29.01	93.7%	£29.01	6.3%	0.0%
Lower Middle	£24.24	92.7%	£24.79	7.3%	-2.2%
Lower	£17.68	93.3%	£17.68	6.7%	0.0%

Table 120 – White and Other Ethnic Group operational TfL mean distribution by quartiles

	White		Other Ethnic Group		Pay Gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£37.69	92.7%	£36.50	7.3%	3.1%
Upper Middle	£29.01	93.7%	£28.93	6.3%	0.3%
Lower Middle	£24.18	92.7%	£24.40	7.3%	-0.9%
Lower	£17.30	93.3%	£17.58	6.7%	-1.6%



5.4.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant White and Other Ethnic Group employees in each of the equally sized salary groups based on the spread of pay.

Table 121 – White and Other Ethnic Group operational TfL distribution by salary groups

	Salary Grouping			
	1	2	3	4
Range	£19,202 - £37,266	£37,267 - £55,330	£55,331 - £73,394	£73,395 - £91,458
White	1,310	4,539	809	20
Other Ethnic Group	150	300	43	1

The difference between the lowest and highest salary is £72,256. When divided equally this represents a £18,064 range per salary group.

5.4.8. Distribution by deciles

The table below shows the distribution of full-pay relevant White and Other Ethnic Group employees in £10,000 salary bands.

Table 122 – White and Other Ethnic Group operational TfL distribution by deciles

Decile	White	Other Ethnic Group	Grand Total
£10k - £20k	16	2	18
£20k - £30k	361	37	398
£30k - £40k	1,457	166	1,623
£40k - £50k	1,420	106	1,526
£50k - £60k	2,882	162	3,044
£60k - £70k	436	17	453
£70k - £80k	101	4	105
£80k - £90k	4		4
£90k - £100k	█	█	█
Grand Total	█	█	█

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February 2019

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