



Transport for London Ethnicity Pay Gap Report 2017

MAYOR OF LONDON



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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.



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 36 per cent² of economically active Londoners are from BAME communities whereas 26.2 per cent of our workforce are BAME. However, only 10.5 per cent of our senior managers are from BAME communities, which is an under representation of our overall workforce. Additionally, 25.3 per cent of our graduates and apprentices, 25.9 per cent of our bands 1-3 population, 28 per cent of our operational population and 13 per cent of our board members are from BAME communities.

The under-representation of BAME employees in senior levels, therefore in higher paid roles, along with the larger proportion of BAME employees in operational areas impacts greatly on the overall average earnings figures shown in the report as well as on bonuses paid.

We are already working on targeted initiatives to increase the representation of BAME employees within the workforce, especially at senior levels.

² ONS Annual Population Survey July 2016 - June 2017



3. Consolidated TfL view

3.1. White and BAME

The following tables show the ethnicity pay gap figures for 27,179 TfL employees as at the 31 March 2017 snapshot date.

The overall ethnicity split is 52.4 per cent White, 26.2 per cent BAME and 21.5 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 1 – White and BAME consolidated TfL overall annual pay rates

	White	BAME	% pay gap
Median annual salary	£50,321	£45,674	9.2%
Mean annual salary	£49,501	£44,507	10.1%

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 2 – White and BAME consolidated TfL overall hourly pay rates

	White	BAME	% pay gap
Median hourly pay	£27.97	£25.23	9.8%
Mean hourly pay	£27.94	£25.09	10.2%



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 3 – 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	£28.07	£25.57	£28.01	£26.59
BAME	£25.54	£20.53	£25.17	£23.88
Pay gap	9.0%	19.7%	10.1%	10.2%

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 4 – White and BAME consolidated TfL single figure bonus pay gap

	Bonus White	Bonus BAME	Bonus % pay gap
Median	£200.00	£200.00	0.0%
Mean	£769.62	£412.15	46.4%

3.1.5. Proportion of employees receiving bonuses

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

Table 5 – White and BAME consolidated TfL proportion of employees receiving bonuses

	White	BAME
Proportion of employees receiving bonus	89.4%	87.5%



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 6 – 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	£156.63	13	£156.63	3	0.0%
Director	£95.01	40	£112.47	3	-18.4%
Band 5	£54.76	146	£55.31	12	-1.0%
Band 4	£40.37	737	£40.52	124	-0.4%
Band 3	£30.98	2,514	£30.12	899	2.8%
Band 2	£27.30	3,004	£25.86	1,579	5.3%
Band 1	£17.74	642	£17.48	487	1.5%
Graduates ³	£16.01	229	£14.24	78	11.1%
Apprentices	£10.92	181	£10.67	81	2.3%
Operational	£26.91	6,366	£24.86	3,625	7.6%

Table 7 – 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	£151.97	13	£162.90	3	-7.2%
Director	£101.99	40	£103.43	3	-1.4%
Band 5	£56.51	146	£57.05	12	-1.0%
Band 4	£41.41	737	£40.95	124	1.1%
Band 3	£31.89	2,514	£30.88	899	3.2%
Band 2	£27.37	3,004	£25.93	1,579	5.3%
Band 1	£19.67	642	£20.27	487	-3.1%
Graduates	£15.18	229	£14.86	78	2.2%
Apprentices	£10.75	181	£10.81	81	-0.5%
Operational	£25.49	6,366	£23.65	3,625	7.2%

³ TfL's graduate schemes salaries are structured by year. Proportionately there are more white graduates in Years 2 and 3 of the scheme and more BAME graduates in Year 1.



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 8 – 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	£35.97	76.8%	£34.32	23.2%	4.6%
Upper middle	£28.11	66.8%	£28.11	33.2%	0.0%
Lower middle	£24.62	66.9%	£24.23	33.1%	1.6%
Lower	£17.13	56.7%	£17.13	43.3%	0.0%

Table 9 – 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	£38.73	76.8%	£36.34	23.2%	6.2%
Upper middle	£28.50	66.8%	£28.34	33.2%	0.6%
Lower middle	£24.10	66.9%	£23.90	33.1%	0.9%
Lower	£17.20	56.7%	£17.47	43.3%	-1.6%

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 10 – White and BAME consolidated TfL distribution by salary groups

	Salary grouping			
	1	2	3	4
Range	£17,163 - £101,858	£101,859 - £186,554	£186,555 - £271,249	£271,250 - £355,944
White	13,707	104	7	3
BAME	6,840	7	2	-

The difference between the lowest and highest salary is £338,781. When divided equally this represents a £84,695 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 11 – White and BAME consolidated TfL distribution by deciles

Decile	BAME	White	Grand total
£10k - £20k	68	145	213
£20k - £30k	479	700	1,179
£30k - £40k	2,198	2,899	5,097
£40k - £50k	1,277	2,907	4,184
£50k - £60k	2,147	4,482	6,629
£60k - £70k	495	1,597	2,092
£70k - £80k	137	643	780
£80k - £90k	26	225	251
£90k - £100k	12	93	105
£100k - £110k	4	46	50
£110k - £120k	3	23	26
£120k - £130k	1	20	21
£130k - £140k		9	9
£140k - £150k		7	7
£150k - £160k		3	3
£160k - £170k		4	4
£170k - £180k		5	5
£180k - £190k		3	3
£190k - £200k	1		1
£200k - £210k	1	2	3
£220k - £230k		3	3
£230k - £240k		1	1
£250k - £260k		1	1
£270k - £280k		2	2
£350k - £360k		1	1
Grand Total	6,849	13,821	20,670



3.2. White and Black or Black British

The following tables show the ethnicity pay gap figures for 17,895 TfL employees as at the 31 March 2017 snapshot date.

The overall ethnicity split is 79.5 per cent White and 20.5 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 12 – White and Black or Black British consolidated TfL overall hourly pay rates

	White	Black or Black British	% Pay Gap
Median Hourly Pay	£27.97	£25.02	10.6%
Mean Hourly Pay	£27.94	£24.85	11.0%

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 13 – 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	£28.07	£25.57	£28.01	£26.59
Black or Black British	£25.19	£19.90	£24.88	£24.39
Pay Gap	10.2%	22.2%	11.2%	8.3%



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

	Bonus White	Bonus Black or Black British	Bonus % pay gap
Median	£200.00	£200.00	0.0%
Mean	£769.62	£347.57	54.8%

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

	White	Black or Black British
Proportion of Employees receiving bonus	89.4%	87.7%



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 16 – 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	£156.63	13	£148.80	1	5.0%
Director	£95.01	40	£137.59	1	-44.8%
Band 5	£54.76	146	£58.78	2	-7.3%
Band 4	£40.37	737	£41.08	37	-1.8%
Band 3	£30.98	2,514	£29.78	337	3.8%
Band 2	£27.30	3,004	£27.32	830	-0.1%
Band 1	£17.74	642	£17.75	278	0.0%
Graduates	£16.01	229	£14.24	15	11.1%
Apprentices	£10.92	181	£10.67	26	2.3%
Operational	£26.91	6,366	£23.11	2,030	14.1%

Table 17 – 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	£151.97	13	£148.80	1	2.1%
Director	£101.99	40	£137.59	1	-34.9%
Band 5	£56.51	146	£58.78	2	-4.0%
Band 4	£41.41	737	£41.08	37	0.8%
Band 3	£31.89	2,514	£30.62	337	4.0%
Band 2	£27.37	3,004	£26.30	830	3.9%
Band 1	£19.67	642	£21.71	278	-10.4%
Graduates	£15.18	229	£14.67	15	3.4%
Apprentices	£10.75	181	£10.86	26	-1.0%
Operational	£25.49	6,366	£23.55	2,030	7.6%



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 18 – 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	£36.20	88.5%	£34.43	11.5%	4.9%
Upper Middle	£28.11	79.3%	£28.11	20.7%	0.0%
Lower Middle	£25.01	79.1%	£24.80	20.9%	0.8%
Lower	£17.13	71.5%	£17.18	28.5%	-0.3%

Table 19 – 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	£39.00	88.5%	£36.85	11.5%	5.5%
Upper Middle	£28.62	79.3%	£28.50	20.7%	0.4%
Lower Middle	£24.42	79.1%	£24.23	20.9%	0.8%
Lower	£17.39	71.5%	£17.81	28.5%	-2.4%

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

	Salary Grouping			
	1	2	3	4
Range	£17,163 - £101,858	£101,859 - £186,554	£186,555 - £271,249	£271,250 - £355,944
White	13,707	104	7	3
Black or Black British	3,520	1	1	-

The difference between the lowest and highest salary is £338,781. When divided equally this represents a £84,695 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 21 – White and Black or Black British consolidated TfL distribution by deciles

Decile	White	Black or Black British	Grand Total
£10k - £20k	145	21	166
£20k - £30k	700	244	944
£30k - £40k	2,899	1,200	4,099
£40k - £50k	2,907	660	3,567
£50k - £60k	4,482	1,107	5,589
£60k - £70k	1,597	234	1,831
£70k - £80k	643	41	684
£80k - £90k	225	10	235
£90k - £100k	93	3	96
£100k - £110k	46		46
£110k - £120k	23		23
£120k - £130k	20	1	21
£130k - £140k	9		9
£140k - £150k	7		7
£150k - £160k	3		3
£160k - £170k	4		4
£170k - £180k	5		5
£180k - £190k	3		3
£200k - £210k	2	1	3
£220k - £230k	3		3
£230k - £240k	1		1
£250k - £260k	1		1
£270k - £280k	2		2
£350k - £360k	1		1
Grand Total	13,821	3,522	17,343



3.3. White and Asian or Asian British

The following tables show the ethnicity pay gap figures for 16,720 TfL employees as at the 31 March 2017 snapshot date.

The overall ethnicity split is 85.1 per cent White and 14.9 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 22 – White and Asian or Asian British consolidated TfL overall hourly pay rates

	White	Asian or Asian British	% Pay Gap
Median Hourly Pay	£27.97	£25.76	7.9%
Mean Hourly Pay	£27.94	£25.32	9.4%

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 23 – 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	£28.07	£25.57	£28.01	£26.59
Asian or Asian British	£25.99	£20.53	£25.48	£22.82
Pay Gap	7.4%	19.7%	9.0%	14.2%



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

	Bonus White	Bonus Asian or Asian British	Bonus % Pay Gap
Median	£200.00	£200.00	0.0%
Mean	£769.62	£469.79	39.0%

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

	White	Asian or Asian British
Proportion of Employees receiving bonus	89.4%	87.7%



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 26 – 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	£156.63	13	£183.26	1	-17.0%
Director	£95.01	40	£112.47	1	-18.4%
Band 5	£54.76	146	£61.60	4	-12.5%
Band 4	£40.37	737	£39.97	60	1.0%
Band 3	£30.98	2,514	£30.05	406	3.0%
Band 2	£27.30	3,004	£25.02	559	8.4%
Band 1	£17.74	642	£17.02	151	4.1%
Graduates	£16.01	229	£14.24	38	11.1%
Apprentices	£10.92	181	£10.92	34	0.0%
Operational	£26.91	6,366	£25.02	1,168	7.0%

Table 27 – 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	£151.97	13	£183.26	1	-20.6%
Director	£101.99	40	£112.47	1	-10.3%
Band 5	£56.51	146	£61.74	4	-9.3%
Band 4	£41.41	737	£40.97	60	1.1%
Band 3	£31.89	2,514	£30.87	406	3.2%
Band 2	£27.37	3,004	£25.55	559	6.6%
Band 1	£19.67	642	£18.11	151	7.9%
Graduates	£15.18	229	£14.55	38	4.2%
Apprentices	£10.75	181	£10.88	34	-1.1%
Operational	£25.49	6,366	£23.85	1,168	6.4%

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 28 – 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	£36.52	90.6%	£35.10	9.4%	3.9%
Upper Middle	£28.11	84.8%	£28.11	15.2%	0.0%
Lower Middle	£25.02	85.5%	£25.02	14.5%	0.0%
Lower	£17.36	79.7%	£17.13	20.3%	1.3%

Table 29 – 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	£39.37	90.6%	£37.20	9.4%	5.5%
Upper Middle	£28.77	84.8%	£28.72	15.2%	0.2%
Lower Middle	£24.70	85.5%	£24.85	14.5%	-0.6%
Lower	£17.53	79.7%	£17.59	20.3%	-0.3%

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

	Salary Grouping			
	1	2	3	4
Range	£17,163 - £101,858	£101,859 - £186,554	£186,555 - £271,249	£271,250 - £355,944
White	13,707	104	7	3
Asian or Asian British	2,413	4	1	-

The difference between the lowest and highest salary is £338,781. When divided equally this represents a £84,695 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 31 – White and Asian or Asian British consolidated TfL distribution by deciles

Decile	White	Asian or Asian British	Grand Total
£10k - £20k	145	32	177
£20k - £30k	700	167	867
£30k - £40k	2,899	722	3,621
£40k - £50k	2,907	430	3,337
£50k - £60k	4,482	787	5,269
£60k - £70k	1,597	189	1,786
£70k - £80k	643	73	716
£80k - £90k	225	9	234
£90k - £100k	93	4	97
£100k - £110k	46	2	48
£110k - £120k	23	2	25
£120k - £130k	20		20
£130k - £140k	9		9
£140k - £150k	7		7
£150k - £160k	3		3
£160k - £170k	4		4
£170k - £180k	5		5
£180k - £190k	3		3
£190k - £200k		1	1
£200k - £210k	2		2
£220k - £230k	3		3
£230k - £240k	1		1
£250k - £260k	1		1
£270k - £280k	2		2
£350k - £360k	1		1
Grand Total	13,821	2,418	16,239



3.4. White and Other Ethnic Group

The following tables show the ethnicity pay gap figures for 15,179 TfL employees as at the 31 March 2017 snapshot date.

The overall ethnicity split is 93.7 per cent White and 6.3 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 32 – White and Other Ethnic Group consolidated TfL overall hourly pay rates

	White	Other Ethnic Group	% Pay Gap
Median Hourly Pay	£27.97	£25.38	9.3%
Mean Hourly Pay	£27.94	£25.41	9.0%

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 33 – 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	£28.07	£25.57	£28.01	£26.59
Other Ethnic Group	£25.59	£23.66	£25.45	£24.69
Pay Gap	8.8%	7.5%	9.1%	7.1%



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

	Bonus White	Bonus Other Ethnic Group	Bonus % Pay Gap
Median	£200.00	£200.00	0.0%
Mean	£769.62	£510.16	33.7%

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

	White	Other Ethnic Group
Proportion of Employees receiving bonus	89.4%	86.3%



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 36 – 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	£156.63	13	£156.63	1	0.0%
Director	£95.01	40	£60.23	1	36.6%
Band 5	£54.76	146	£52.99	6	3.2%
Band 4	£40.37	737	£41.06	27	-1.7%
Band 3	£30.98	2,514	£30.83	156	0.5%
Band 2	£27.30	3,004	£24.10	190	11.7%
Band 1	£17.74	642	£17.28	58	2.6%
Graduates	£16.01	229	£16.43	25	-2.6%
Apprentices	£10.92	181	£10.42	21	4.6%
Operational	£26.91	6,366	£25.02	427	7.0%

Table 37 – 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	£151.97	13	£156.63	1	-3.1%
Director	£101.99	40	£60.23	1	40.9%
Band 5	£56.51	146	£53.36	6	5.6%
Band 4	£41.41	737	£40.76	27	1.6%
Band 3	£31.89	2,514	£31.45	156	1.4%
Band 2	£27.37	3,004	£25.46	190	7.0%
Band 1	£19.67	642	£18.99	58	3.4%
Graduates	£15.18	229	£15.43	25	-1.7%
Apprentices	£10.75	181	£10.63	21	1.2%
Operational	£25.49	6,366	£23.61	427	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 38 – 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	£36.82	95.7%	£36.19	4.3%	1.7%
Upper Middle	£28.18	94.6%	£28.39	5.4%	-0.7%
Lower Middle	£25.17	93.9%	£25.16	6.1%	0.1%
Lower	£17.46	91.1%	£17.13	8.9%	1.9%

Table 39 – 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	£39.73	95.7%	£38.50	4.3%	3.1%
Upper Middle	£28.91	94.6%	£28.97	5.4%	-0.2%
Lower Middle	£24.92	93.9%	£24.85	6.1%	0.3%
Lower	£17.66	91.1%	£17.37	8.9%	1.7%

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

	Salary Grouping			
	1	2	3	4
Range	£17,163 - £101,858	£101,859 - £186,554	£186,555 - £271,249	£271,250 - £355,944
White	13,707	104	7	3
Other Ethnic Group	907	2	-	-

The difference between the lowest and highest salary is £338,781. When divided equally this represents a £84,695 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 41 – White and Other Ethnic Group consolidated TfL distribution by deciles

Decile	White	Other Ethnic Group	Grand Total
£10k - £20k	145	15	160
£20k - £30k	700	68	768
£30k - £40k	2,899	276	3,175
£40k - £50k	2,907	187	3,094
£50k - £60k	4,482	253	4,735
£60k - £70k	1,597	72	1,669
£70k - £80k	643	23	666
£80k - £90k	225	7	232
£90k - £100k	93	5	98
£100k - £110k	46	2	48
£110k - £120k	23	1	24
£120k - £130k	20		20
£130k - £140k	9		9
£140k - £150k	7		7
£150k - £160k	3		3
£160k - £170k	4		4
£170k - £180k	5		5
£180k - £190k	3		3
£200k - £210k	2		2
£220k - £230k	3		3
£230k - £240k	1		1
£250k - £260k	1		1
£270k - £280k	2		2
£350k - £360k	1		1
Grand Total	13,821	909	14,730



4. Non-operational roles

4.1. White and BAME

The following tables show the ethnicity pay gap figures for 13,723 TfL employees in non-operational roles as at the 31 March 2017 snapshot date.

The overall ethnicity split is 55.5 per cent White, 24.3 per cent BAME and 20.2 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 42 – White and BAME non-operational TfL overall hourly pay rates

	Hourly Pay White	Hourly Pay BAME	Hourly Pay % Pay Gap
Median	£29.27	£26.82	8.4%
Mean	£30.01	£26.69	11.1%

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 43 – 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	£29.41	£27.59	£30.04	£29.54
BAME	£26.89	£22.46	£26.59	£28.75
Pay Gap	8.6%	18.6%	11.5%	2.7%

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

	Bonus White	Bonus BAME	Bonus % Pay Gap
Median	£250.00	£200.00	20.0%
Mean	£1,256.27	£656.36	47.8%

4.1.4. Proportion of employees receiving bonuses

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

Table 45 – White and BAME non-operational TfL proportion of employees receiving bonuses

	White	BAME
Proportion of Employees receiving bonus	87.5%	84.2%



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 46 – 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	£156.63	13	£156.63	3	0.0%
Director	£95.01	40	£112.47	3	-18.4%
Band 5	£54.76	146	£55.31	12	-1.0%
Band 4	£40.37	737	£40.52	124	-0.4%
Band 3	£30.98	2,514	£30.12	899	2.8%
Band 2	£27.30	3,004	£25.86	1,579	5.3%
Band 1	£17.74	642	£17.48	487	1.5%
Graduates	£16.01	229	£14.24	78	11.1%
Apprentices	£10.92	181	£10.67	81	2.3%

Table 47 – 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	£151.97	13	£162.90	3	-7.2%
Director	£101.99	40	£103.43	3	-1.4%
Band 5	£56.51	146	£57.05	12	-1.0%
Band 4	£41.41	737	£40.95	124	1.1%
Band 3	£31.89	2,514	£30.88	899	3.2%
Band 2	£27.37	3,004	£25.93	1,579	5.3%
Band 1	£19.67	642	£20.27	487	-3.1%
Graduates	£15.18	229	£14.86	78	2.2%
Apprentices	£10.75	181	£10.81	81	-0.5%



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 48 – 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	81.2%	£37.77	18.8%	3.5%
Upper Middle	£30.71	70.3%	£30.59	29.7%	0.4%
Lower Middle	£25.19	64.6%	£25.44	35.4%	-1.0%
Lower	£17.83	62.6%	£17.85	37.4%	-0.1%

Table 49 – 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	£42.89	81.2%	£41.22	18.8%	3.9%
Upper Middle	£30.96	70.3%	£30.88	29.7%	0.3%
Lower Middle	£25.18	64.6%	£25.34	35.4%	-0.6%
Lower	£17.23	62.6%	£17.35	37.4%	-0.7%

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

Range	Salary Grouping			
	1	2	3	4
	£17,163 - £101,858	£101,859 - £186,554	£186,555 - £271,249	£271,250 - £355,944
White	7,341	104	7	3
BAME	3,215	7	2	-

The difference between the lowest and highest salary is £338,781. When divided equally this represents a £84,695 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 51 – White and BAME non-operational TfL distribution by deciles

Decile	BAME	White	Grand Total
£10k - £20k	67	141	208
£20k - £30k	314	451	765
£30k - £40k	731	1,239	1,970
£40k - £50k	629	1,362	1,991
£50k - £60k	931	1,938	2,869
£60k - £70k	368	1,240	1,608
£70k - £80k	136	636	772
£80k - £90k	26	225	251
£90k - £100k	12	93	105
£100k - £110k	4	46	50
£110k - £120k	3	23	26
£120k - £130k	1	20	21
£130k - £140k		9	9
£140k - £150k		7	7
£150k - £160k		3	3
£160k - £170k		4	4
£170k - £180k		5	5
£180k - £190k		3	3
£190k - £200k	1		1
£200k - £210k	1	2	3
£220k - £230k		3	3
£230k - £240k		1	1
£250k - £260k		1	1
£270k - £280k		2	2
£350k - £360k		1	1
Grand Total	3,224	7,455	10,679



4.2. White and Black or Black British

The following tables show the ethnicity pay gap figures for 9,178 TfL employees as at the 31 March 2017 snapshot date.

The overall ethnicity split is 83.0 per cent White and 17.0 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 52 – 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	£29.27	£26.77	8.5%
Mean	£30.01	£26.59	11.4%

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 53 – 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	£29.41	£27.59	£30.04	£29.54
Black or Black British	£26.89	£21.77	£26.29	£32.54
Pay Gap	8.6%	21.1%	12.5%	-10.2%



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 54 – 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	£250.00	£200.00	20.0%
Mean	£1,256.27	£552.80	56.0%

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

	White	Black or Black British
Proportion of Employees receiving bonus	87.5%	84.5%



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 56 – 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	£156.63	13	£148.80	1	5.0%
Director	£95.01	40	£137.59	1	-44.8%
Band 5	£54.76	146	£58.78	2	-7.3%
Band 4	£40.37	737	£41.08	37	-1.8%
Band 3	£30.98	2,514	£29.78	337	3.8%
Band 2	£27.30	3,004	£27.32	830	-0.1%
Band 1	£17.74	642	£17.75	278	0.0%
Graduates	£16.01	229	£14.24	15	11.1%
Apprentices	£10.92	181	£10.67	26	2.3%

Table 57 – 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	£151.97	13	£148.80	1	2.1%
Director	£101.99	40	£137.59	1	-34.9%
Band 5	£56.51	146	£58.78	2	-4.0%
Band 4	£41.41	737	£41.08	37	0.8%
Band 3	£31.89	2,514	£30.62	337	4.0%
Band 2	£27.37	3,004	£26.30	830	3.9%
Band 1	£19.67	642	£21.71	278	-10.4%
Graduates	£15.18	229	£14.67	15	3.4%
Apprentices	£10.75	181	£10.86	26	-1.0%

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 58 – 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	£39.69	91.9%	£38.54	8.1%	2.9%
Upper Middle	£31.07	83.1%	£30.62	16.9%	1.4%
Lower Middle	£25.59	79.6%	£25.95	20.4%	-1.4%
Lower	£18.07	77.8%	£18.45	22.2%	-2.1%

Table 59 – 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	£43.34	91.9%	£42.98	8.1%	0.8%
Upper Middle	£31.34	83.1%	£31.24	16.9%	0.3%
Lower Middle	£25.53	79.6%	£25.76	20.4%	-0.9%
Lower	£17.42	77.8%	£17.88	22.2%	-2.6%

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

	Salary Grouping			
	1	2	3	4
Range	£17,163 - £101,858	£101,859 - £186,554	£186,555 - £271,249	£271,250 - £355,944
White	7,341	104	7	3
Black or Black British	1,490	1	1	-

The difference between the lowest and highest salary is £338,781. When divided equally this represents a £84,695 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 61 – White and Black or Black British non-operational TfL distribution by deciles

Decile	White	Black or Black British	Grand Total
£10k - £20k	141	21	162
£20k - £30k	451	150	601
£30k - £40k	1,239	361	1,600
£40k - £50k	1,362	281	1,643
£50k - £60k	1,938	466	2,404
£60k - £70k	1,240	157	1,397
£70k - £80k	636	41	677
£80k - £90k	225	10	235
£90k - £100k	93	3	96
£100k - £110k	46		46
£110k - £120k	23		23
£120k - £130k	20	1	21
£130k - £140k	9		9
£140k - £150k	7		7
£150k - £160k	3		3
£160k - £170k	4		4
£170k - £180k	5		5
£180k - £190k	3		3
£200k - £210k	2	1	3
£220k - £230k	3		3
£230k - £240k	1		1
£250k - £260k	1		1
£270k - £280k	2		2
£350k - £360k	1		1
Grand Total	7,455	1,492	8,947



4.3. White and Asian or Asian British

The following tables show the ethnicity pay gap figures for 8,900 TfL employees as at the 31 March 2017 snapshot date.

The overall ethnicity split is 85.6 per cent White and 14.4 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 62 – 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	£29.27	£26.89	8.1%
Mean	£30.01	£26.69	11.1%

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 63 – 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	£29.41	£27.59	£30.04	£29.54
Asian or Asian British	£27.16	£21.89	£26.80	£24.67
Pay Gap	7.6%	20.7%	10.8%	16.5%



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 64 – 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	£250.00	£200.00	20.0%
Mean	£1,256.27	£727.22	42.1%

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

	White	Asian or Asian British
Proportion of Employees receiving bonus	87.5%	84.4%



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 66 – 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	£156.63	13	£183.26	1	-17.0%
Director	£95.01	40	£112.47	1	-18.4%
Band 5	£54.76	146	£61.60	4	-12.5%
Band 4	£40.37	737	£39.97	60	1.0%
Band 3	£30.98	2,514	£30.05	406	3.0%
Band 2	£27.30	3,004	£25.02	559	8.4%
Band 1	£17.74	642	£17.02	151	4.1%
Graduates	£16.01	229	£14.24	38	11.1%
Apprentices	£10.92	181	£10.92	34	0.0%

Table 67 – 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	£151.97	13	£183.26	1	-20.6%
Director	£101.99	40	£112.47	1	-10.3%
Band 5	£56.51	146	£61.74	4	-9.3%
Band 4	£41.41	737	£40.97	60	1.1%
Band 3	£31.89	2,514	£30.87	406	3.2%
Band 2	£27.37	3,004	£25.55	559	6.6%
Band 1	£19.67	642	£18.11	151	7.9%
Graduates	£15.18	229	£14.55	38	4.2%
Apprentices	£10.75	181	£10.88	34	-1.1%



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 68 – 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	£39.92	92.0%	£38.94	8.0%	2.5%
Upper Middle	£31.20	86.2%	£30.78	13.8%	1.3%
Lower Middle	£25.74	82.7%	£25.97	17.3%	-0.9%
Lower	£18.19	81.9%	£18.06	18.1%	0.7%

Table 69 – 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	£43.62	92.0%	£41.24	8.0%	5.5%
Upper Middle	£31.52	86.2%	£31.42	13.8%	0.3%
Lower Middle	£25.68	82.7%	£25.81	17.3%	-0.5%
Lower	£17.52	81.9%	£17.49	18.1%	0.2%

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

	Salary Grouping			
	1	2	3	4
Range	£17,163 - £101,858	£101,859 - £186,554	£186,555 - £271,249	£271,250 - £355,944
White	7,341	104	7	3
Asian or Asian British	1,245	4	1	-

The difference between the lowest and highest salary is £338,781. When divided equally this represents a £84,695 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 71 – White and Asian or Asian British non-operational TfL distribution by deciles

Decile	White	Asian or Asian British	Grand Total
£10k - £20k	141	31	172
£20k - £30k	451	114	565
£30k - £40k	1,239	256	1,495
£40k - £50k	1,362	265	1,627
£50k - £60k	1,938	350	2,288
£60k - £70k	1,240	143	1,383
£70k - £80k	636	73	709
£80k - £90k	225	9	234
£90k - £100k	93	4	97
£100k - £110k	46	2	48
£110k - £120k	23	2	25
£120k - £130k	20		20
£130k - £140k	9		9
£140k - £150k	7		7
£150k - £160k	3		3
£160k - £170k	4		4
£170k - £180k	5		5
£180k - £190k	3		3
£190k - £200k		1	1
£200k - £210k	2		2
£220k - £230k	3		3
£230k - £240k	1		1
£250k - £260k	1		1
£270k - £280k	2		2
£350k - £360k	1		1
Grand Total	7,455	1,250	8,705



4.4. White and Other Ethnic Group

The following tables show the ethnicity pay gap figures for 8,117 TfL employees as at the 31 March 2017 snapshot date.

The overall ethnicity split is 93.9 per cent White and 6.1 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 72 – 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	£29.27	£26.57	9.2%
Mean	£30.01	£27.00	10.1%

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 73 – 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	£29.41	£27.59	£30.04	£29.54
Other Ethnic Group	£26.57	£25.80	£26.98	£27.39
Pay Gap	9.7%	6.5%	10.2%	7.3%

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

	Bonus White	Bonus Other Ethnic Group	Bonus % Pay Gap
Median	£250.00	£200.00	20.0%
Mean	£1,256.27	£798.31	36.5%

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

	White	Other Ethnic Group
Proportion of Employees receiving bonus	87.5%	82.7%



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 76 – 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	£156.63	13	£156.63	1	0.0%
Director	£95.01	40	£60.23	1	36.6%
Band 5	£54.76	146	£52.99	6	3.2%
Band 4	£40.37	737	£41.06	27	-1.7%
Band 3	£30.98	2,514	£30.83	156	0.5%
Band 2	£27.30	3,004	£24.10	190	11.7%
Band 1	£17.74	642	£17.28	58	2.6%
Graduates	£16.01	229	£16.43	25	-2.6%
Apprentices	£10.92	181	£10.42	21	4.6%

Table 77 – 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	£151.97	13	£156.63	1	-3.1%
Director	£101.99	40	£60.23	1	40.9%
Band 5	£56.51	146	£53.36	6	5.6%
Band 4	£41.41	737	£40.76	27	1.6%
Band 3	£31.89	2,514	£31.45	156	1.4%
Band 2	£27.37	3,004	£25.46	190	7.0%
Band 1	£19.67	642	£18.99	58	3.4%
Graduates	£15.18	229	£15.43	25	-1.7%
Apprentices	£10.75	181	£10.63	21	1.2%

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 78 – 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	£40.36	95.9%	£39.16	4.1%	3.0%
Upper Middle	£31.48	94.3%	£31.57	5.7%	-0.3%
Lower Middle	£26.01	94.2%	£25.75	5.8%	1.0%
Lower	£18.24	91.2%	£17.68	8.8%	3.1%

Table 79 – 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	£44.07	95.9%	£42.86	4.1%	2.7%
Upper Middle	£31.83	94.3%	£31.85	5.7%	-0.1%
Lower Middle	£25.90	94.2%	£25.81	5.8%	0.4%
Lower	£17.60	91.2%	£17.27	8.8%	1.9%

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

	Salary Grouping			
	1	2	3	4
Range	£17,163 - £101,858	£101,859 - £186,554	£186,555 - £271,249	£271,250 - £355,944
White	7,341	104	7	3
Other Ethnic Group	480	2	-	-

The difference between the lowest and highest salary is £338,781. When divided equally this represents a £84,695 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 81 – White and Other Ethnic Group non-operational TfL distribution by deciles

Decile	White	Other Ethnic Group	Grand Total
£10k - £20k	141	15	156
£20k - £30k	451	50	501
£30k - £40k	1,239	114	1,353
£40k - £50k	1,362	83	1,445
£50k - £60k	1,938	115	2,053
£60k - £70k	1,240	68	1,308
£70k - £80k	636	22	658
£80k - £90k	225	7	232
£90k - £100k	93	5	98
£100k - £110k	46	2	48
£110k - £120k	23	1	24
£120k - £130k	20		20
£130k - £140k	9		9
£140k - £150k	7		7
£150k - £160k	3		3
£160k - £170k	4		4
£170k - £180k	5		5
£180k - £190k	3		3
£200k - £210k	2		2
£220k - £230k	3		3
£230k - £240k	1		1
£250k - £260k	1		1
£270k - £280k	2		2
£350k - £360k	1		1
Grand Total	7,455	482	7,937



5. Operational roles

5.1. White and BAME

The following tables show the ethnicity pay gap figures for all 13,453 TfL employees as at the 31 March 2017 snapshot date.

The overall ethnicity split is 49.1 per cent White, 28.0 per cent BAME and 22.8 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 82 – White and BAME operational TfL overall hourly pay rates

	Hourly Pay White	Hourly Pay BAME	Hourly Pay % Pay Gap
Median	£26.91	£24.86	7.6%
Mean	£25.49	£23.65	7.2%

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 83 – 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	£26.91	£20.53	£25.65	£22.15
BAME	£25.02	£19.76	£23.86	£20.71
Pay Gap	7.0%	3.7%	7.0%	6.5%



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 84 – White and BAME operational TfL single figure bonus pay gap

	Performance Bonus White	Performance Bonus BAME	Performance Bonus % Pay Gap
Median	£200.00	£200.00	0.0%
Mean	£208.59	£196.05	6.0%

5.1.4. Proportion of employees receiving bonuses

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

Table 85 – White and BAME operational TfL proportion of employees receiving bonuses

	White	BAME
Proportion of Employees receiving bonus	91.6%	90.5%

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 86 – 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	£28.11	5,827	£25.59	3,115	9.0%
Supervisors	£24.74	782	£20.53	657	17.0%



Table 87 – 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	£25.83	5,606	£23.88	2,988	7.5%
Supervisors	£23.46	760	£22.35	637	4.8%

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 88 – 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	£29.32	72.2%	£28.74	27.8%	2.0%
Upper Middle	£28.11	66.3%	£28.11	33.7%	0.0%
Lower Middle	£22.86	62.7%	£21.89	37.3%	4.3%
Lower	£17.13	53.7%	£17.13	46.3%	0.0%

Table 89 – 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	£31.55	72.2%	£30.50	27.8%	3.3%
Upper Middle	£27.65	66.3%	£27.75	33.7%	-0.3%
Lower Middle	£23.09	62.7%	£22.56	37.3%	2.3%
Lower	£17.49	53.7%	£17.43	46.3%	0.3%



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 90 – White and BAME operational TfL distribution by salary groups

Range	Salary Grouping			
	1	2	3	4
	£19,022 - £31,782	£31,783 - £44,542	£44,543 - £57,302	£57,303 - £70,062
White	1,036	1,329	3,600	401
BAME	948	865	1,679	133

The difference between the lowest and highest salary is £51,040. When divided equally this represents a £12,760 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 91 – White and BAME operational TfL distribution by deciles

Decile	BAME	White	Grand Total
£10k - £20k	1	4	5
£20k - £30k	165	249	414
£30k - £40k	1,467	1,660	3,127
£40k - £50k	648	1,545	2,193
£50k - £60k	1,216	2,544	3,760
£60k - £70k	127	357	484
£70k - £80k	1	7	8
Grand Total	3,625	6,366	9,991



5.2. White and Black or Black British

The following tables show the ethnicity pay gap figures for 8,717 TfL employees as at the 31 March 2017 snapshot date.

The overall ethnicity split is 75.8 per cent White and 24.2 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 92 – 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	£26.91	£23.11	14.1%
Mean	£25.49	£23.55	7.6%

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 93 – 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	£26.91	£20.53	£25.65	£22.15
Black or Black British	£24.93	£17.13	£23.81	£19.96
Pay Gap	7.3%	16.5%	7.2%	9.9%



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 94 – 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	£200.00	£200.00	0.0%
Mean	£208.59	£195.79	6.1%

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

	White	Black or Black British
Proportion of Employees receiving bonus	91.6%	90.1%

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 96 – 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	£28.11	5,827	£25.36	1,736	9.8%
Supervisors	£24.74	782	£20.53	372	17.0%



Table 97 – 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	£25.83	5,606	£23.87	1,670	7.6%
Supervisors	£23.46	760	£22.20	360	5.4%

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 98 – 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	£29.32	83.3%	£28.93	16.7%	1.3%
Upper Middle	£28.11	77.8%	£28.11	22.2%	0.0%
Lower Middle	£23.46	75.0%	£22.65	25.0%	3.4%
Lower	£17.13	67.2%	£17.13	32.8%	0.0%

Table 99 – 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	£31.65	83.3%	£30.69	16.7%	3.0%
Upper Middle	£27.76	77.8%	£27.77	22.2%	-0.1%
Lower Middle	£23.34	75.0%	£22.73	25.0%	2.6%
Lower	£17.64	67.2%	£17.67	32.8%	-0.1%

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

	Salary Grouping			
	1	2	3	4
Range	£19,022 - £31,782	£31,783 - £44,542	£44,543 - £57,302	£57,303 - £70,062
White	1,036	1,329	3,600	401
Black or Black British	513	534	905	78

The difference between the lowest and highest salary is £51,040. When divided equally this represents a £12,760 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 101 – White and Black or Black British operational TfL distribution by deciles

Decile	White	Black or Black British	Grand Total
£10k - £20k	4		4
£20k - £30k	249	94	343
£30k - £40k	1,660	839	2,499
£40k - £50k	1,545	379	1,924
£50k - £60k	2,544	641	3,185
£60k - £70k	357	77	434
£70k - £80k	7		7
Grand Total	6,366	2,030	8,396



5.3. White and Asian or Asian British

The following tables show the ethnicity pay gap figures for 7,820 TfL employees as at the 31 March 2017 snapshot date.

The overall ethnicity split is 84.5 per cent White and 15.5 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 102 – 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	£26.91	£25.02	7.0%
Mean	£25.49	£23.85	6.4%

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 103 – 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	£26.91	£20.53	£25.65	£22.15
Asian or Asian British	£25.02	£20.53	£24.03	£21.28
Pay Gap	7.0%	0.0%	6.3%	3.9%



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 104 – 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	£200.00	£200.00	0.0%
Mean	£208.59	£197.48	5.3%

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

	White	Asian or Asian British
Proportion of Employees receiving bonus	91.6%	91.2%

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 106 – 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	£28.11	5,827	£27.59	976	1.8%
Supervisors	£24.74	782	£20.53	235	17.0%



Table 107 – 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	£25.83	5,606	£24.13	940	6.6%
Supervisors	£23.46	760	£22.41	228	4.5%

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 108 – 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	£29.32	88.7%	£29.01	11.3%	1.1%
Upper Middle	£28.11	84.0%	£28.11	16.0%	0.0%
Lower Middle	£24.27	87.6%	£23.17	12.4%	4.5%
Lower	£17.13	77.7%	£17.13	22.3%	0.0%

Table 109 – 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	£31.82	88.7%	£30.77	11.3%	3.3%
Upper Middle	£27.91	84.0%	£27.98	16.0%	-0.3%
Lower Middle	£23.65	87.6%	£23.12	12.4%	2.2%
Lower	£17.75	77.7%	£17.77	22.3%	-0.1%



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

	Salary Grouping			
	1	2	3	4
Range	£19,022 - £31,782	£31,783 - £44,542	£44,543 - £57,302	£57,303 - £70,062
White	1,036	1,329	3,600	401
Asian or Asian British	313	244	562	49

The difference between the lowest and highest salary is £51,040. When divided equally this represents a £12,760 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 111 – White and Asian or Asian British operational TfL distribution by deciles

Decile	White	Asian or Asian British	Grand Total
£10k - £20k	4	1	5
£20k - £30k	249	53	302
£30k - £40k	1,660	466	2,126
£40k - £50k	1,545	165	1,710
£50k - £60k	2,544	437	2,981
£60k - £70k	357	46	403
£70k - £80k	7		7
Grand Total	6,366	1,168	7,534



5.4. White and Other Ethnic Group

The following tables show the ethnicity pay gap figures for 7,062 TfL employees as at the 31 March 2017 snapshot date.

The overall ethnicity split is 93.6 per cent White and 6.4 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 112 – White and Other Ethnic Group operational TfL overall hourly pay rates

	Hourly Pay White	Hourly Pay Other Ethnic Group	Hourly Pay % Pay Gap
Median	£26.91	£25.02	7.0%
Mean	£25.49	£23.61	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 113 – 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	£26.91	£20.53	£25.65	£22.15
Other Ethnic Group	£25.02	£21.35	£23.67	£22.83
Pay Gap	7.0%	-4.0%	7.7%	-3.1%



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 114 – 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	£200.00	£200.00	0.0%
Mean	£208.59	£193.40	7.3%

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

	White	Other Ethnic Group
Proportion of Employees receiving bonus	91.6%	90.3%

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 116 – 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	£28.11	5,827	£25.36	403	9.8%
Supervisors	£24.74	782	£20.53	50	17.0%



Table 117 – 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	£25.83	5,606	£23.33	378	9.7%
Supervisors	£23.46	760	£23.16	49	1.3%

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 118 – 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	£29.32	95.5%	£29.32	4.5%	0.0%
Upper Middle	£28.11	94.9%	£28.11	5.1%	0.0%
Lower Middle	£24.78	93.8%	£25.02	6.2%	-1.0%
Lower	£17.13	90.6%	£17.13	9.4%	0.0%

Table 119 – 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	£31.93	95.5%	£30.56	4.5%	4.3%
Upper Middle	£27.93	94.9%	£27.92	5.1%	0.0%
Lower Middle	£23.84	93.8%	£23.97	6.2%	-0.6%
Lower	£17.89	90.6%	£17.68	9.4%	1.1%

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

	Salary Grouping			
	1	2	3	4
Range	£19,022 - £31,782	£31,783 - £44,542	£44,543 - £57,302	£57,303 - £70,062
White	1,036	1,329	3,600	401
Other Ethnic Group	122	87	212	6

The difference between the lowest and highest salary is £51,040. When divided equally this represents a £12,760 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 121 – White and Other Ethnic Group operational TfL distribution by deciles

Decile	White	Other Ethnic Group	Grand Total
£10k - £20k	4		4
£20k - £30k	249	18	267
£30k - £40k	1,660	162	1,822
£40k - £50k	1,545	104	1,649
£50k - £60k	2,544	138	2,682
£60k - £70k	357	4	361
£70k - £80k	7	1	8
Grand Total	6,366	427	6,793



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February 2018

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