

MERTON BAME PAY GAP FOR PUBLICATION AS AT 31/03/2020

Hourly Rate

BAME employee's hourly rate is

12.1 % lower (mean)	11.2 % lower (median)
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Pay quartiles

How many BAME and White employees are in each quarter of the employer's payroll

Top quartile

73% White	27% BAME
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Upper quartile

70% White	30% BAME
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Lower middle quartile

64% White	36% BAME
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Lower quartile

52% White	48% BAME
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Bonus Pay

BAME employee's bonus pay is

53.8% higher* (mean)	400.0% higher* (median)
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** Caused in Merton by a number of BAME bailiffs amongst a small data set earning high levels of bonus*

Who received bonus pay

9.6%* of White employees	7.1%* of BAME employees
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** Noting bonus includes retention payments, merit pay, and long service awards as well as Bailiff's commission.*