

**MERTON GENDER PAY GAP FOR PUBLICATION AS AT 31/03/2021**

**Hourly Rate**

BAME employee's hourly rate is

11.4 % lower (mean)	8.5 % lower (median)
------------------------	-------------------------

**Pay quartiles**

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

Top quartile

73% White	27% BAME
-----------	----------

Upper quartile

67% White	33% BAME
-----------	----------

Lower middle quartile

65% White	35% BAME
-----------	----------

Lower quartile

52% White	48% BAME
-----------	----------

**Bonus Pay**

BAME employee's bonus pay is

125.0% higher* (mean)	650.0% higher* (median)
--------------------------	----------------------------

*\* Caused in Merton by a number of BAME bailiffs amongst a small data set earning high levels of bonus*

Who received bonus pay

9.7%* of White employees	5.3%* of BAME employees
-----------------------------	----------------------------

*\* Noting bonus includes retention payments, merit pay, and long service awards.*

This page is intentionally left blank