

**MERTON ETHNICITY PAY GAP FOR PUBLICATION AS AT 31/03/2023**

**Hourly Rate**

BAME employee's hourly rate is

9.4 % lower (mean)	8.1 % lower (median)
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**Pay quartiles**

How many Black, Asian and Minority Ethnic, and how many White employees are in each quarter of the employer's payroll

Top quartile

69% White	31% Black Asian and Minority Ethnic
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Upper quartile

64% White	36% Black Asian and Minority Ethnic
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Lower middle quartile

62% White	38% Black Asian and Minority Ethnic
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Lower quartile

50% White	50% Black Asian and Minority Ethnic
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**Bonus Pay**

Black Asian and Minority Ethnic employee's bonus pay is

30.3% higher* (mean)	250% 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

8.62%* of White employees	6.98%* of Black Asian and Minority Ethnic employees
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*\* Noting bonus includes retention payments, merit pay, and long service awards.*

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