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**LSBU**

# Ethnicity Pay Gap Report 2021/2022



## **Ethnicity Pay Gap Summary Data**

This report is based on data snapshots of 31 March 2020  
and 31 March 2021

## Foreword



As part of our wider commitment to improve the representation of Black, Asian and minority ethnic (BAME) people across the senior levels of our workforce, we monitor our ethnicity pay gap, i.e. the difference in average pay between White and BAME staff.

LSBU voluntarily publish the ethnicity pay gap and so the comparisons outlined below only relate to a small number of other universities that have chosen to publish. Increasingly HEIs are reporting on both their gender and ethnicity pay gaps and are actively trying to resolve issues that are identified through this reporting.

We are presenting and reporting our Ethnicity Pay Gap Data as both BAME/White and by six-way ethnicity split, showing "Black", "Asian", "Mixed", "Other", "White" and "Not Known". This more detailed ethnic breakdown recognises the limitations of the standard Black, Asian and Minority Ethnic (BAME) / White data reporting model and to better reflect the 1/3 staff who identify with BAME communities. Additionally, this Report will also publish our Gaps for the past four years to provide greater context and transparency.

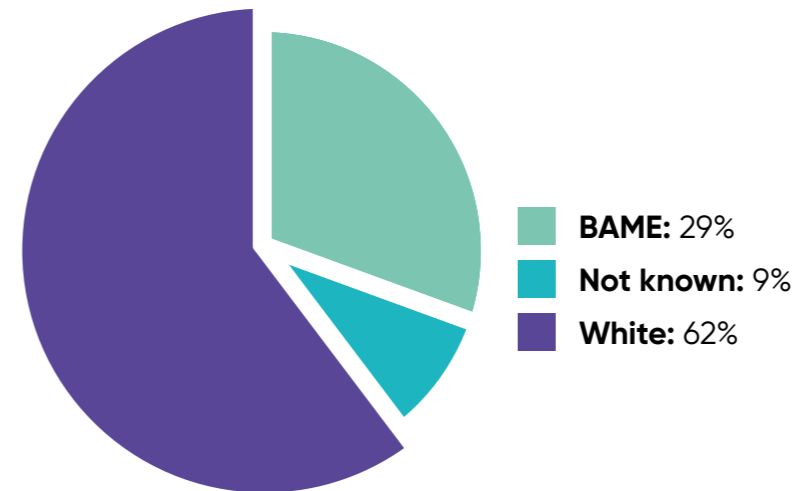
Our median ethnicity pay for 2019/20 is was 14.44% which was above the benchmark compared to other London institutions (13.4%) However we are really pleased that for 2020/21 our median pay gap reduced to 9.6% as we were successful in appointing more BAME academic staff in more senior positions.

We acknowledge that we need to do more to address barriers that BAME staff face in being appointed into more senior level positions in our institution and we will re-double our efforts to eliminate differential outcomes for staff by addressing these imbalances robustly and sustainably through our training, strategies, and behavioural framework.

### Alex Bush

Group Chief People Officer  
People and Organisational Development

## Population distribution



62% of our workforce is white and 29% BAME. The percentage of BAME employees drops to 19% in the Senior grades (above grade 10) with white in the senior grades being at 75%.

## Terms explained

The difference in average pay between White and Black, Asian and minority ethnic staff has been calculated. However it is important to note that the government does not require organisations to publish their ethnicity pay gap. We have therefore used the same approach for ethnicity reporting as for gender pay reporting, by stating the percentage difference between the comparator groups which are White and BAME staff, using the mean and median.

The mean and median are measures of central tendency within data sets, used as an industry standard to analyse pay gaps. The mean is the average of a set of numbers. It is calculated by adding up all of the values in a data set, and then dividing by the total number of values. The median is calculated by ordering all of the values in a data set from lowest to highest, and identifying the middle value.

Up-to-date national ethnicity pay gap data comparisons are not available but comparative higher education benchmarks from 2020 are included in this report.

Group	Median Ethnicity Pay Gap (%)
LSBU Snapshot 2017	16.42
LSBU Snapshot 2018	9.42
LSBU Snapshot 2019	10.24
LSBU Snapshot 2020	14.44
LSBU Snapshot 2021	9.6

Group	Mean Ethnicity Pay Gap (%)
LSBU Snapshot 2017	15.62
LSBU Snapshot 2018	11.35
LSBU Snapshot 2019	12.2
LSBU Snapshot 2020	10.99
LSBU Snapshot 2021	9.7

Group	Median hourly rate (£)	
	BAME	White
LSBU Snapshot 2017	19.33	23.36
LSBU Snapshot 2018	19.68	21.93
LSBU Snapshot 2019	20.08	22.36
LSBU Snapshot 2020	20.45	23.91
LSBU Snapshot 2021	22.69	25.20

Our 2020 mean Ethnicity Pay Gap was 10.99%, which was below the sector London average of 15.3% (Advance HE). However, our 2020 median pay gap of 14.44% was above the sector London average of 13.4% (Advance HE). Both our mean and median pay gaps reduced in 2021. Our

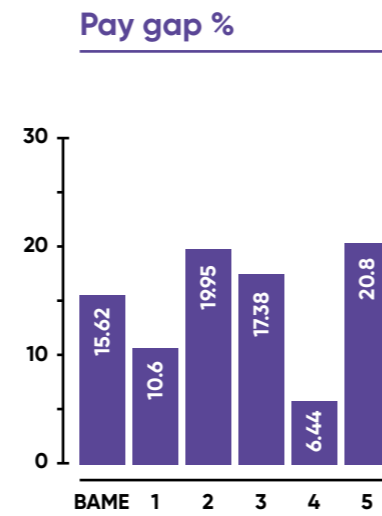
mean pay gap is 9.7% and median is 9.6%.

Good progress in reducing the pay gap has been made over the last year but the data still indicates that we have a concentration of BAME staff between grades three – seven and an under-representation from

grades eight and above. The differences between the mean and median pay gap between 2020 and 2021 indicate that we have gained a higher proportion of BAME staff at the senior levels over the last year (15% in 19/20 and 19% in 20/21), which is why the pay gaps have reduced.

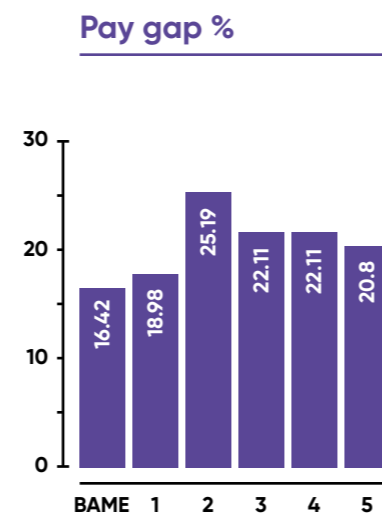
### Ethnicity pay gap 2017

Mean	Hourly rate (£)	Pay gap (£)
<b>BAME</b>	<b>20.69</b>	<b>3.83</b>
1. Asian/Asian British	21.92	2.60
2. Black/African/Caribbean/Black British	19.63	4.89
3. Mixed/Multiple ethnic groups	20.26	4.26
4. Other ethnic group	22.94	1.58
5. Not known	19.42	5.10
6. White	24.52	



Quartile	1. Asian/Asian British	2. Black/African/Caribbean/Black British	3. Mixed/Multiple ethnic groups	4. Other ethnic group	6. White	Grand Total
Lower Quartile	70	92	15	6	155	338
Lower Middle Quartile	35	49	9	5	194	292
Upper Middle Quartile	49	43	7	14	257	370
Upper Quartile	44	30	7	7	314	402
<b>Grand Total</b>	<b>198</b>	<b>214</b>	<b>38</b>	<b>32</b>	<b>920</b>	<b>1402</b>

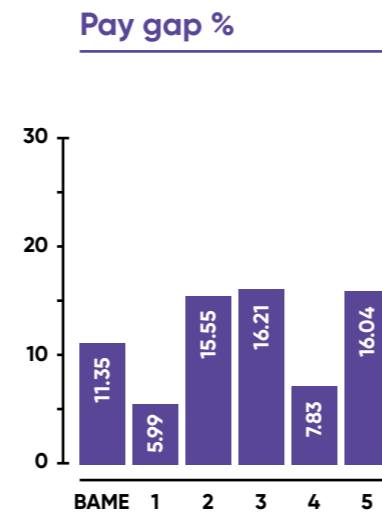
Median	Hourly rate (£)	Pay gap (£)
<b>BAME</b>	<b>19.33</b>	<b>4.03</b>
1. Asian/Asian British	19.87	4.65
2. Black/African/Caribbean/Black British	18.34	6.18
3. Mixed/Multiple ethnic groups	19.1	5.42
4. Other ethnic group	19.1	5.42
5. Not known	19.42	5.10
6. White	23.36	



Quartile	1. Asian/Asian British	2. Black/African/Caribbean/Black British	3. Mixed/Multiple ethnic groups	4. Other ethnic group	6. White	Grand Total
Lower Quartile	21%	27%	4%	2%	46%	100%
Lower Middle Quartile	12%	17%	3%	2%	66%	100%
Upper Middle Quartile	13%	12%	2%	4%	69%	100%
Upper Quartile	11%	7%	2%	2%	78%	100%
<b>Grand Total</b>	<b>14%</b>	<b>15%</b>	<b>3%</b>	<b>2%</b>	<b>66%</b>	<b>100%</b>

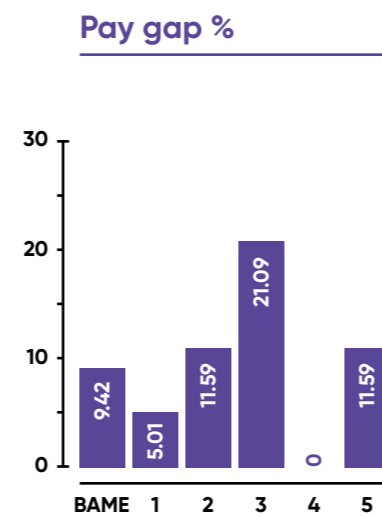
### Ethnicity pay gap 2018

Mean	Hourly rate (£)	Pay gap (£)
<b>BAME</b>	<b>21.15</b>	<b>2.71</b>
1. Asian/Asian British	22.42	1.43
2. Black/African/Caribbean/Black British	20.14	3.71
3. Mixed/Multiple ethnic groups	19.99	3.87
4. Other ethnic group	21.99	1.87
5. Not known	20.03	3.83
6. White	23.85	



Quartile	1. Asian/Asian British	2. Black/African/Caribbean/Black British	3. Mixed/Multiple ethnic groups	4. Other ethnic group	5. Not known	6. White	Grand Total
Lower Quartile	58	86	26	7	54	222	453
Lower Middle Quartile	50	61	12	9	57	265	454
Upper Middle Quartile	67	59	9	15	39	264	453
Upper Quartile	35	21	8	6	21	362	453
<b>Grand Total</b>	<b>210</b>	<b>227</b>	<b>55</b>	<b>37</b>	<b>171</b>	<b>1113</b>	<b>1813</b>

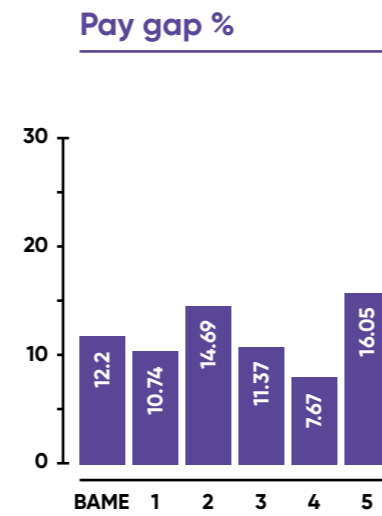
Median	Hourly rate (£)	Pay gap (£)
<b>BAME</b>	<b>19.68</b>	<b>2.25</b>
1. Asian/Asian British	20.73	1.19
2. Black/African/Caribbean/Black British	19.16	2.76
3. Mixed/Multiple ethnic groups	16.9	5.03
4. Other ethnic group	21.93	0
5. Not known	19.16	2.76
6. White	21.93	



Quartile	1. Asian/Asian British	2. Black/African/Caribbean/Black British	3. Mixed/Multiple ethnic groups	4. Other ethnic group	5. Not known	6. White	Grand Total
Lower Quartile	13%	19%	6%	2%	12%	49%	100%
Lower Middle Quartile	11%	13%	3%	2%	13%	58%	100%
Upper Middle Quartile	15%	13%	2%	3%	9%	58%	100%
Upper Quartile	8%	5%	2%	1%	5%	80%	100%
<b>Grand Total</b>	<b>12%</b>	<b>13%</b>	<b>3%</b>	<b>2%</b>	<b>9%</b>	<b>61%</b>	<b>100%</b>

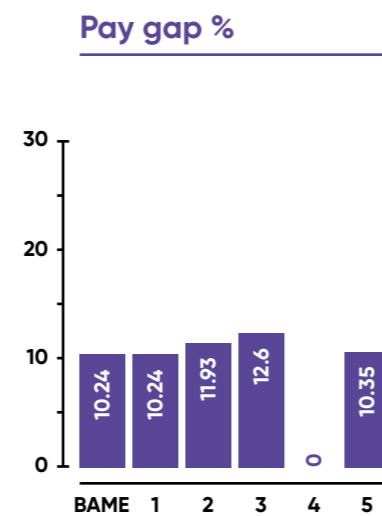
### Ethnicity pay gap 2019

Mean	Hourly rate (£)	Pay gap (£)
<b>BAME</b>	<b>21.43</b>	<b>2.98</b>
1. Asian/Asian British	21.79	2.62
2. Black/African/Caribbean/Black British	20.82	3.59
3. Mixed/Multiple ethnic groups	21.63	2.77
4. Other ethnic group	22.54	1.87
5. Not known	20.49	3.92
6. White	24.41	



Quartile	1. Asian/Asian British	2. Black/African/Caribbean/Black British	3. Mixed/Multiple ethnic groups	4. Other ethnic group	5. Not known	6. White	Grand Total
Lower Quartile	65	73	22	7	56	196	419
Lower Middle Quartile	57	54	7	10	60	231	419
Upper Middle Quartile	59	46	5	11	42	256	419
Upper Quartile	27	32	11	9	21	319	419
<b>Grand Total</b>	<b>208</b>	<b>205</b>	<b>45</b>	<b>37</b>	<b>179</b>	<b>1002</b>	<b>1676</b>

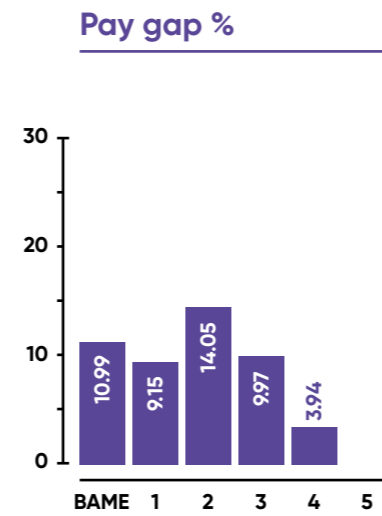
Median	Hourly rate (£)	Pay gap (£)
<b>BAME</b>	<b>20.08</b>	<b>2.29</b>
1. Asian/Asian British	20.08	2.29
2. Black/African/Caribbean/Black British	19.7	2.67
3. Mixed/Multiple ethnic groups	19.55	2.82
4. Other ethnic group	22.36	0
5. Not known	20.05	2.31
6. White	22.36	



Quartile	1. Asian/Asian British	2. Black/African/Caribbean/Black British	3. Mixed/Multiple ethnic groups	4. Other ethnic group	5. Not known	6. White	Grand Total
Lower Quartile	16%	17%	5%	2%	13%	47%	100%
Lower Middle Quartile	14%	13%	2%	2%	14%	55%	100%
Upper Middle Quartile	14%	11%	1%	3%	10%	61%	100%
Upper Quartile	6%	8%	3%	2%	5%	76%	100%
<b>Grand Total</b>	<b>12%</b>	<b>12%</b>	<b>3%</b>	<b>2%</b>	<b>11%</b>	<b>60%</b>	<b>100%</b>

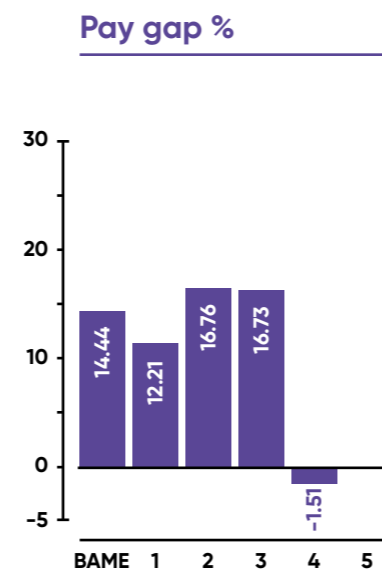
### Ethnicity pay gap 2020

Mean	Hourly rate (£)	Pay gap (£)
<b>BAME</b>	<b>22.28</b>	<b>2.75</b>
1. Asian/Asian British	22.74	2.29
2. Black/African/Caribbean/Black British	21.51	3.52
3. Mixed/Multiple ethnic groups	22.54	2.50
4. Other ethnic group	24.05	0.99
5. Not known	–	–
6. White	25.03	



Quartile	1. Asian/Asian British	2. Black/African/Caribbean/Black British	3. Mixed/Multiple ethnic groups	4. Other ethnic group	5. Not known	6. White	Grand Total
Lower Quartile	55	80	21	5	41	212	414
Lower Middle Quartile	65	64	9	8	54	213	413
Upper Middle Quartile	47	46	6	12	43	260	414
Upper Quartile	42	34	10	11	19	298	414
<b>Grand Total</b>	<b>209</b>	<b>224</b>	<b>46</b>	<b>36</b>	<b>157</b>	<b>983</b>	<b>1655</b>

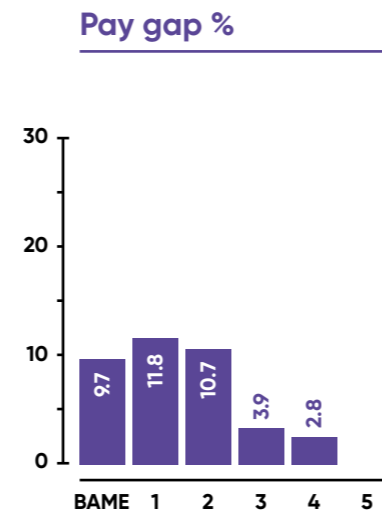
Median	Hourly rate (£)	Pay gap (£)
<b>BAME</b>	<b>20.45</b>	<b>3.45</b>
1. Asian/Asian British	20.99	2.92
2. Black/African/Caribbean/Black British	19.90	4.01
3. Mixed/Multiple ethnic groups	19.91	4.00
4. Other ethnic group	24.27	-0.36
5. Not known	–	–
6. White	23.91	



Quartile	1. Asian/Asian British	2. Black/African/Caribbean/Black British	3. Mixed/Multiple ethnic groups	4. Other ethnic group	5. Not known	6. White	Grand Total
Lower Quartile	13%	19%	5%	1%	10%	51%	100%
Lower Middle Quartile	16%	15%	2%	2%	13%	52%	100%
Upper Middle Quartile	11%	11%	1%	3%	10%	63%	100%
Upper Quartile	10%	8%	2%	3%	5%	72%	100%
<b>Grand Total</b>	<b>13%</b>	<b>14%</b>	<b>3%</b>	<b>2%</b>	<b>9%</b>	<b>59%</b>	<b>100%</b>

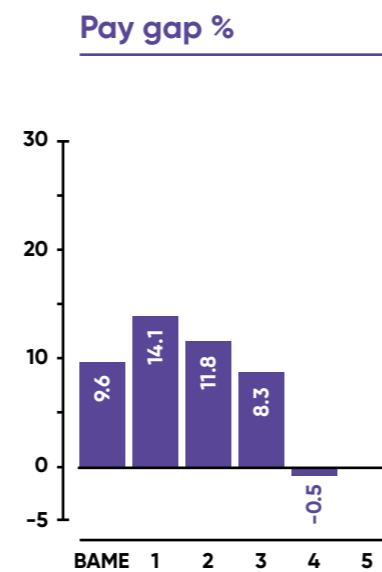
### Ethnicity pay gap 2021

Mean	Hourly rate (£)	Pay gap (£)
<b>BAME</b>	<b>23.7</b>	<b>2.5</b>
1. Asian/Asian British	23.1	3.1
2. Black/African/Caribbean/Black British	23.4	2.8
3. Mixed/Multiple ethnic groups	25.2	1.0
4. Other ethnic group	25.4	0.7
5. Not known	–	–
6. White	26.2	



Quartile	1. Asian/Asian British	2. Black/African/Caribbean/Black British	3. Mixed/Multiple ethnic groups	4. Other ethnic group	5. Not known	6. White	Grand Total
Lower Quartile	56	69	5	12	32	206	380
Lower Middle Quartile	56	54	4	19	54	194	381
Upper Middle Quartile	39	48	3	25	32	234	381
Upper Quartile	28	36	6	17	23	270	380
<b>Grand Total</b>	<b>179</b>	<b>207</b>	<b>18</b>	<b>73</b>	<b>141</b>	<b>904</b>	<b>1522</b>

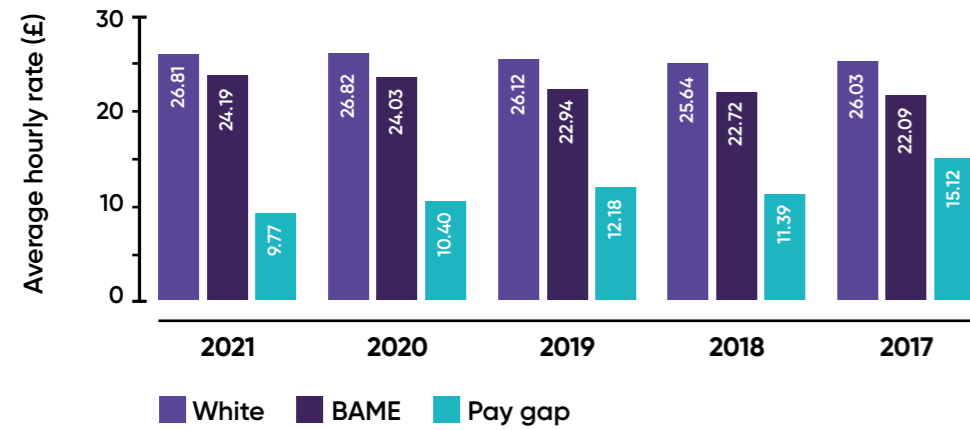
Median	Hourly rate (£)	Pay gap (£)
<b>BAME</b>	<b>22.69</b>	<b>2.52</b>
1. Asian/Asian British	21.53	3.68
2. Black/African/Caribbean/Black British	22.12	3.09
3. Mixed/Multiple ethnic groups	23.03	2.18
4. Other ethnic group	25.34	-0.13
5. Not known	22.12	3.09
6. White	25.2	



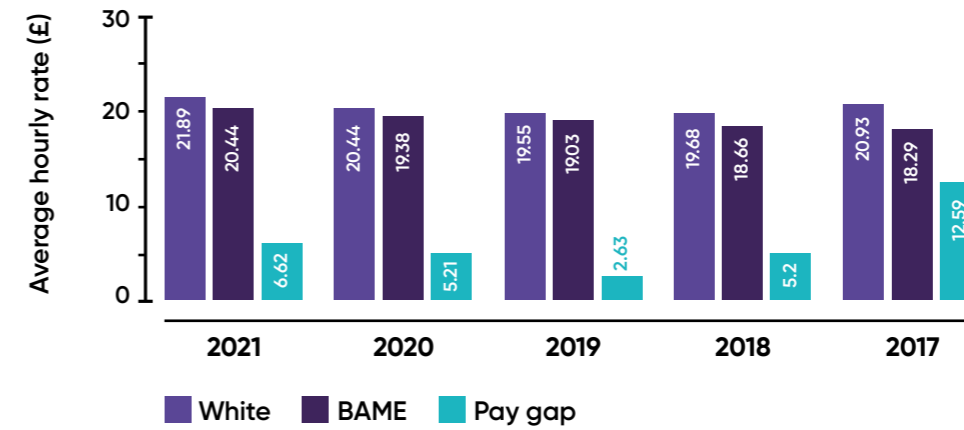
Quartile	1. Asian/Asian British	2. Black/African/Caribbean/Black British	3. Mixed/Multiple ethnic groups	4. Other ethnic group	5. Not known	6. White	Grand Total
Lower Quartile	15%	18%	1%	3%	8%	54%	100%
Lower Middle Quartile	15%	14%	1%	5%	14%	51%	100%
Upper Middle Quartile	10%	13%	1%	7%	8%	61%	100%
Upper Quartile	7%	9%	2%	4%	6%	71%	100%
<b>Grand Total</b>	<b>12%</b>	<b>14%</b>	<b>1%</b>	<b>5%</b>	<b>9%</b>	<b>59%</b>	<b>100%</b>



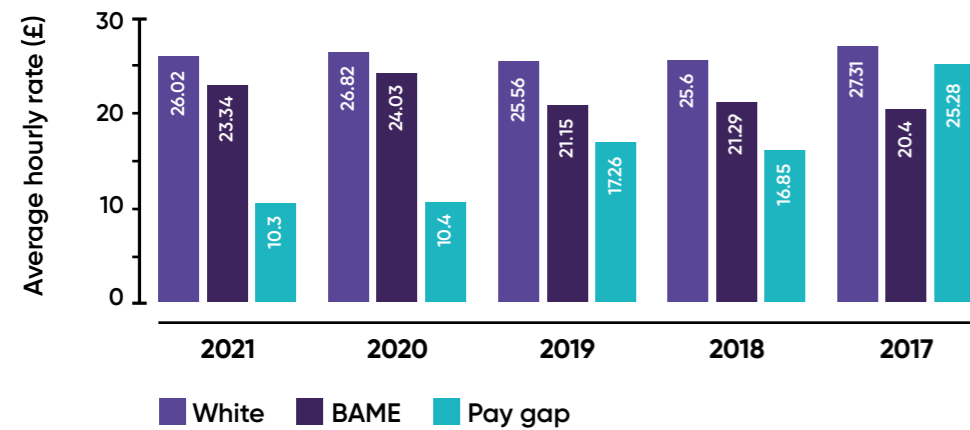
### Mean ethnicity pay gap full time staff



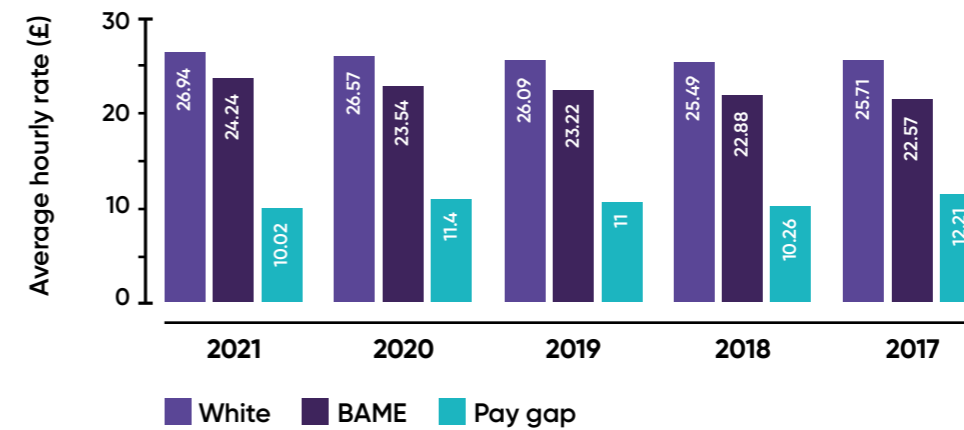
### Median ethnicity pay gap part time staff



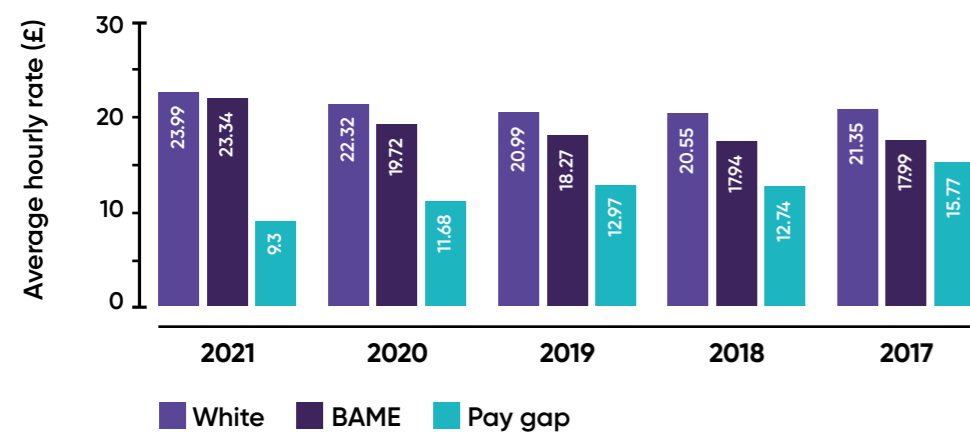
### Median ethnicity pay gap full time staff



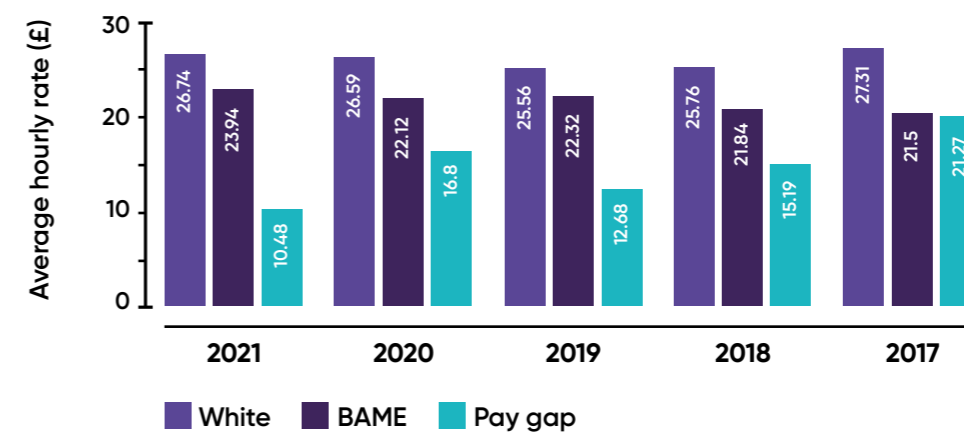
### Mean ethnicity pay gap permanent staff



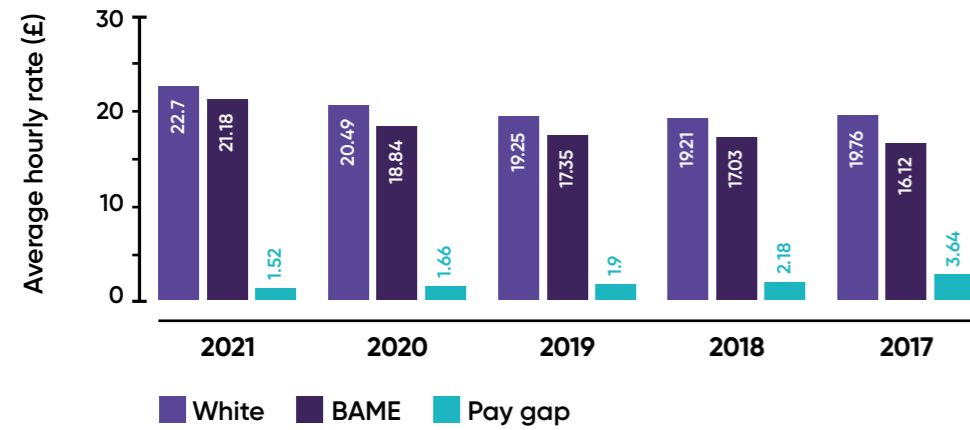
### Mean ethnicity pay gap part time staff



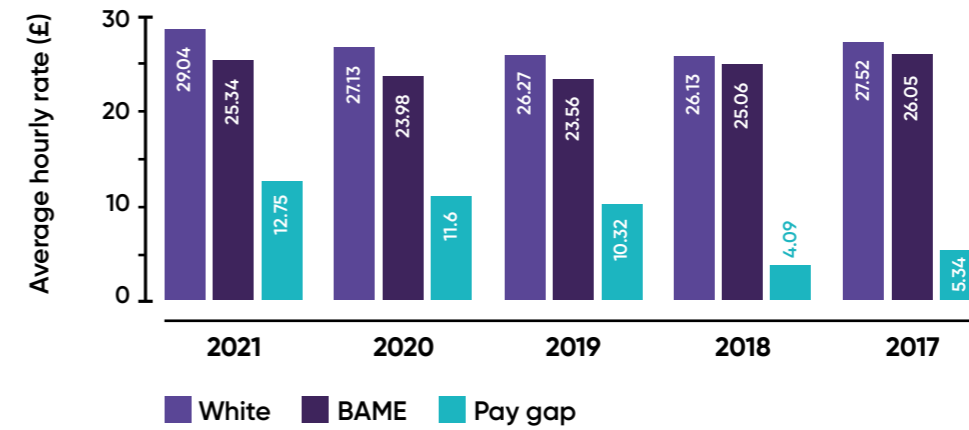
### Median ethnicity pay gap permanent staff



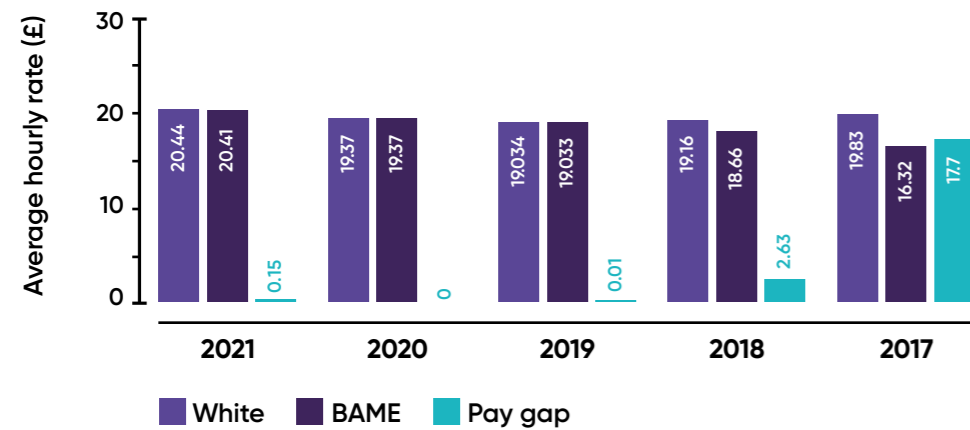
### Mean ethnicity pay gap FTC staff



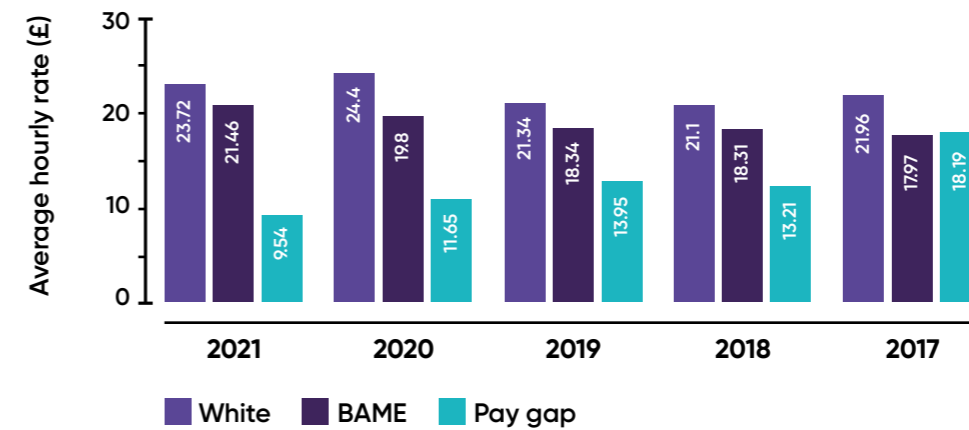
### Median ethnicity pay gap academic staff



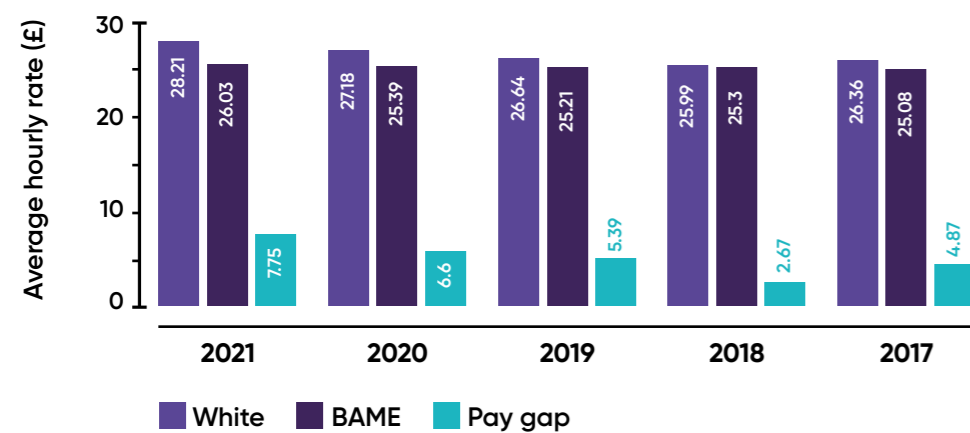
### Median ethnicity pay gap FTC staff



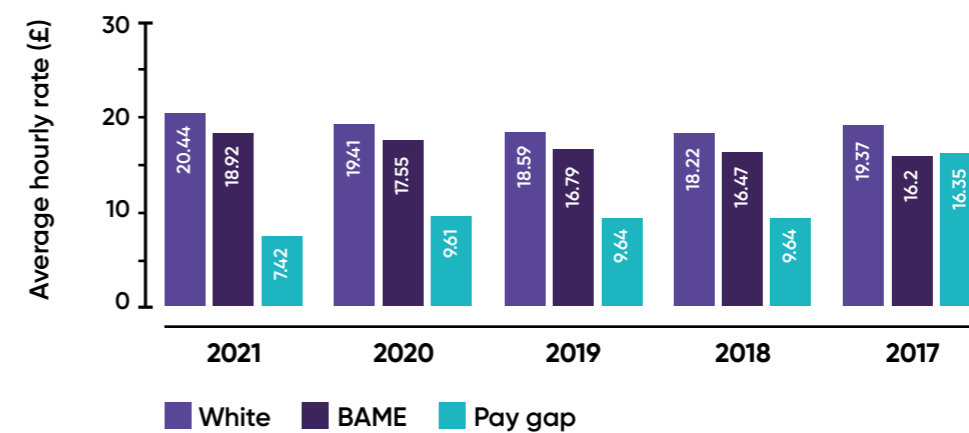
### Mean ethnicity pay gap support staff



### Mean ethnicity pay gap academic staff



### Median ethnicity pay gap support staff



## Factors contributing to our ethnicity pay gap

Initial analysis has shown that there may be two reasons for our pay gap. The majority of BAME staff are concentrated in the lower grades particularly at grade four and below. We can also see that BAME staff seem to reach a plateau between grades seven to eight and so are not progressing to grades nine and above at the same rate as their white counterparts. We can also see from our recruitment data that we have a diverse base of applicants but at appointment stage there is some disparity between the proportion of BAME staff who apply and between those who are appointed. We also need to investigate further the starting salaries of new staff who are appointed to see whether there is a disparity between the salaries of BAME and white staff.

We also analysed the progression of BAME staff (PSG and academic) compared to white staff by looking at how they progressed through the grades. We compared the grade shift of individuals between 2018 and 2020 and compared the difference. From the 311 BAME employees that were employed by LSBU between these two years, 33 were promoted 1 grade, 5 were promoted two grades and one was promoted three grades. From the 595 white employees during the same period, the proportion was 88 were promoted one grade, 10 were promoted two grades and two were promoted three grades.

If we analyse the proportion of staff going up just one grade compared with the population that we have at LSBU, there is a disparity. There is an over-representation of white staff being promoted by 11% and an under-representation of BAME staff being promoted by 24%. The analysis from the academic promotion rounds from 2020 and 2021 show that academic BAME staff are successful in achieving promotion in proportion to the BAME academic population. As part of our action plan we will conduct a detailed analysis of grade changes with both PSG and academic staff to see where the disparities lie. We will also review the starting salaries of new staff who are appointed to see whether there is a disparity between the salaries of BAME and white staff.

## Work to close the gap: ways we are embedding inclusive HR practices across the University

The Ethnicity Pay Gap is one way that we measure the effectiveness of ongoing activity to build a more diverse and inclusive organisation.

### In the short term we will:

- Conduct an analysis of our recent race equality survey to explore the staff experience
- Support staff with leadership development as part of the Advance HE Diversifying leadership programme for BAME staff as well as mentoring support and tracking of career progression
- Roll out anti-racism training across the group and measure the impact of behaviour change in the 2022/23 academic year
- Continue to run BAME academic promotion workshops and monitor the outcomes of the annual academic promotion round
- For Professional staff, new progression and promotion routes are being explored as part of a wider-ranging package of work through the PSG pathways project which aims to equip LSBU with staff structures that are future ready and inclusive by design
- As a member of Advance HE's Race Equality Charter, this activity is now being integrated into a comprehensive evaluation of race equality across the institution to demonstrate that we have a solid foundation for eliminating racial inequalities. We will review actions emerging from the Race equality charter to see if they can support this work



### In the long term we will:

- Monitor the impact of the inclusive recruitment project with our external partner Get Optimal and introduce workshops on good practice on inclusive recruitment. Review the data throughout the recruitment life cycle to evaluate where issues are occurring
- Continue to support Let's talk sessions led with our BAME staff network
- Localised pay gap reporting divided by PSG and academic staff as well as by department/school
- Working with colleagues across the University to develop targeted and evidence-based approaches to improving the representation of Black, Asian and minority ethnic staff with a particular focus on improving the pipeline to Professorial staff and leadership roles across Professional Services.
- Conduct a review of starting salaries to see whether there is a disparity between the salaries of BAME and white staff
- Conduct an analysis of staff who have moved up through the grades with both PSG and academic staff to identify the differences in the rate of promotion.

Further data analysis will be undertaken to see if we can identify any other factors that have caused the pay gap to rise this where, which will allow us to target any interventions needed. This will have a focus on the recruitment process in terms of identifying where BAME candidates fall out and starting salaries. We will also work to track promotion outcomes and any disparities in the length of time it takes for BAME staff to achieve promotion in comparison to their white counterparts.



