



Transport for London Ethnicity Pay Gap Report 2023

MAYOR OF LONDON



Contents

1.	About this report	3
2.	Summary.....	8
3.	Consolidated TfL view	11
4.	Non-operational roles.....	31
5.	Operational roles	51
6.	Index of tables	68



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 undertake pay disparity analysis following any organisational restructuring to enable us to identify any pay anomalies at a functional level and create 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 'Black, Asian or Minority Ethnic' (BAME)¹ staff employed by the same employer.
- 1.2.2. Staff at TfL are asked to self-classify their ethnicity voluntarily. The terms White and 'Black, Asian and Minority Ethnic' are those used in our HR system and taken from the national census.
- 1.2.3. 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 Black, Asian and Minority Ethnic full-pay relevant employees
 - The difference between the median hourly rate of pay of White full-pay relevant employees and that of Black, Asian or Minority Ethnic full-pay relevant employees
 - The difference between the mean bonus paid to White relevant employees and that of Black, Asian or Minority Ethnic relevant employees

¹ Note on our use of the term 'BAME.' While there is legitimate criticism of this term to describe the ethnic background of an individual, it is important to have a collective term that allows this kind of analysis. In this way we can identify and then tackle any disparities that exist between White and BAME groups for many different outcomes. This is the purpose for which the term 'BAME' was originally designed i.e. not to describe an individuals' identity.



- The difference between the median bonus paid to White relevant employees and that of Black, Asian or Minority Ethnic relevant employees
- The proportion of White and Black, Asian or Minority Ethnic relevant employees who were paid bonus pay
- The proportion of White and Black, Asian or Minority Ethnic 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 Black, Asian or Minority Ethnic employees by grade
- The difference between the median hourly rate of pay of full-pay relevant White and that of full-pay relevant Black, Asian or Minority Ethnic employees by grade
- The number of full-pay relevant White and Black, Asian or Minority Ethnic employees in equally sized salary groups based on the spread of pay
- The number of full-pay relevant White and Black, Asian or Minority Ethnic employees 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. ²

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)

² <https://tfl.gov.uk/corporate/about-tfl/how-we-work/corporate-governance/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.
- 1.5.2. 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. '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.
- 1.5.7. 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.
- 1.5.8. 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.

- 1.5.9. '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.
- 1.5.10. '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.
- 1.5.11. 'Bonus' includes individual performance related pay, recognition scheme vouchers, long service awards and other one-off bonus payments such as retention bonuses.
- 1.5.12. 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.
- 1.5.13. 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.
- 1.5.14. 'Mean' is the average value of all figures within the data set.
- 1.5.15. 'Median' is the middle value of all figures in the data set.
- 1.5.16. 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.
- 1.5.17. All percentage pay gaps are expressed as Black, Asian or Minority Ethnic employees pay as a percentage of White employees pay using the following calculation:
$$\frac{(\text{White employee hourly rate} - \text{Black, Asian or Minority Ethnic employee hourly rate}) \times 100}{\text{White employee hourly rate}}$$
- 1.5.18. A positive percentage indicates White employees are paid more than Black, Asian or Minority Ethnic employees and a negative percentage means Black, Asian or Minority Ethnic employees are paid more than White employees. A percentage of 0 would indicate that there is no pay gap.
- 1.5.19. '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.



1.5.20. We already publish the names and salaries of employees earning over £150,000 in the Annual Report and Accounts therefore only numbers below this threshold have been redacted.

1.5.21. Please note that some records have been redacted where there are less than 5 employees to retain an individual's privacy under Data Protection Legislation. These are shown with the following symbol: <5.



2. Summary

- 2.1. 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.
- 2.2. At TfL, 35.7 per cent of our workforce is from a Black, Asian or minority ethnic background. This is in comparison to London, where this figure is 43 per cent, with 36 per cent of economically active Londoners coming from Black, Asian or minority ethnic communities.³ When considering our senior management, 17.8 per cent (of those who have answered questions about their ethnicity) are from a Black, Asian or minority ethnic community.⁴ This compares with 16.9 per cent last year. When those who have not supplied ethnicity information are included, the proportion of Black, Asian or minority ethnic background senior management is 15.9 per cent, up from 14.4 per cent last year.
- 2.3. The table below shows the consolidated TfL median and mean hourly ethnicity pay gap and bonus gap in line with the public sector snapshot date of 31 March 2023.

Table 1 – Summary of consolidated TfL ethnicity pay and bonus gaps

	2023		2022	
	Hourly pay	Bonus	Hourly pay	Bonus
Median	11.8%	0.0%	8.1%	50.0%
Mean	11.4%	10.2%	10.8%	68.5%

- 2.4. Our mean ethnicity pay gap has increased from 10.8 per cent in 2022 to 11.4 per cent in 2023. On 31 March 2023, our consolidated median ethnicity pay gap was 11.8 per cent, compared to 8.1 per cent in 2022.
- 2.5. The median pay gap has increased slightly, owing to a slightly larger increase in Black, Asian or minority ethnic representation at director level and senior management level.
- 2.6. For our operational staff, there has been a slight increase in both our median and mean pay gaps. On 31 March 2023, our mean ethnicity pay gap for operational staff was 8.8 per cent, compared to 8.1 per cent in 2022 and our median gap was 15.3 per cent compared to 10.5 per cent in 2022.
- 2.7. For non-operational staff, our mean ethnicity pay gap has increased from 11.7 per cent in 2022 to 11.9 per cent in 2023. Our median ethnicity pay gap has also increased from 8.3 per cent in 2022 to 9.2 per cent in 2023.

³ Based on Annual Population Survey 2019 data from the Office for National Statistics and the Greater London Authority 2019 round of trend-based population projections (central variant)

⁴ At band 4 and above, including Board members



2.8. The table below summarises the median and mean hourly pay gap and bonus gap for each of the ethnicity groupings as detailed in the relevant sections of this report.

Table 2 – Summary of ethnicity pay and bonus gaps

	Median % pay gap	Mean % pay gap	Median % bonus gap	Mean % bonus gap
Black, Asian or Minority Ethnic	11.8%	11.4%	0.0%	10.2%
Asian or Asian British	10.9%	11.3%	0.0%	12.9%
Black or Black British	12.7%	11.9%	0.0%	7.4%
Other Ethnic Group	9.3%	10.3%	0.0%	11.8%

2.9. Performance awards for the 2021/22 performance year were deferred and paid with the 2022/23 performance awards in July 2023. This will not be reflected until the 2024 pay gap report.

2.10. Our operational population accounts for 50.7 per cent of our total workforce, down from 51.2 per cent last year. Representation of Black, Asian or minority ethnic staff in our operational population has increased 4.3 percentage points since 2022 to 39.2 per cent.

Table 3 – Proportion of Black, Asian or Minority Ethnic employees in each Payband 2022 vs 2023

	2022 representation of Black, Asian or Minority Ethnic	2023 representation of Black, Asian or Minority Ethnic	Change
Board	10.5%	28.6%	18.1%
Director	8.9%	7.5%	-1.4%
Band 5	9.9%	13.2%	3.3%
Band 4	18.9%	19.0%	0.1%
Band 3	30.0%	31.8%	1.8%
Band 2	38.7%	40.2%	1.5%
Band 1	48.2%	49.3%	1.1%
Graduates	43.4%	51.4%	8.0%
Apprentices	34.8%	43.2%	8.4%

2.11. Since we first started reporting in 2017, the proportion of Black, Asian or minority ethnic employees in all levels across the organisation has increased. This shows that we have made great progress in improving the ethnicity representation of our organisation and attracting diverse talent and that this will continue to be a top priority for us.



- 2.12. General under-representation of Black, Asian and minority ethnic colleagues across higher-paid senior management roles can impact our pay gaps. While our median and mean pay gaps have fluctuated, continued occupational segregation in lower-paid roles can result in the mean pay gap being higher than the median pay gap.
- 2.13. Non-operational roles, such as finance, human resources and engineering do not have fixed rates of pay, which means there is more flexibility to reward individual contribution and skills. While this is common industry practice, it can provide more scope for variation in pay between non-operational positions.
- 2.14. All graduates and apprentices are on the same pay structure aligned to the level of scheme they are on and year of scheme. Any pay gaps will be driven by the ethnicity breakdown of each cohort year and scheme level.
- 2.15. When comparing 2022 and 2023 we see a large increase in the percentage of Black, Asian or minority ethnic people hired onto our graduate and apprenticeship schemes.
- 2.16. Our early career work is crucial for ensuring we have diverse people with the critical skills and experiences to progress within the organisation and help power a sustainable economic recovery.
- 2.17. Our new pay gap action plan will continue to focus on increasing the proportion of Black, Asian or minority ethnic staff across all levels. Our activity will be sustainable, scalable, and continue to be rooted in evidence-based decision making and collaborative working. We recognise an integral part of delivering and embedding long-term change is through greater visibility and accountability of progress.

We confirm that the data included in this report is accurate.



Andy Lord, Commissioner



Fiona Brunskill, Chief People Officer



3. Consolidated TfL view

3.1. White and Black, Asian or Minority Ethnic

The following tables show the ethnicity pay gap figures for 25,939 TfL employees as at the 31 March 2023 snapshot date.

The overall ethnicity split is 51.0 per cent employees who describe themselves as White, 35.7 per cent employees who describe their ethnicity as either Black, Asian or Minority Ethnic and 13.3 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 Black, Asian or Minority Ethnic employees.

Table 4 – White and Black, Asian or Minority Ethnic consolidated TfL overall annual pay rates

	White	Black, Asian or Minority Ethnic	% pay gap
Median annual salary	£60,000	£52,000	13.3%
Mean annual salary	£58,629	£51,905	11.5%

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 Black, Asian or Minority Ethnic employees.

Table 5 – White and Black, Asian or Minority Ethnic consolidated TfL overall hourly pay rates

	White	Black, Asian or Minority Ethnic	% pay gap
Median hourly pay	£32.59	£28.75	11.8%
Mean hourly pay	£32.31	£28.61	11.4%



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 Black, Asian or Minority Ethnic employees split out between full-time and part-time.

Table 6 – White and Black, Asian or Minority Ethnic 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	£32.78	£29.87	£32.49	£29.04
Black, Asian or Minority Ethnic	£29.59	£21.33	£28.92	£24.81
Pay gap	9.8%	28.6%	11.0%	14.6%

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 Black, Asian or Minority Ethnic employees.

Table 7 – White and Black, Asian or Minority Ethnic consolidated TfL single figure bonus pay gap

	Bonus White	Bonus Black, Asian or Minority Ethnic	Bonus % pay gap
Median	£30.00	£30.00	0.0%
Mean	£70.62	£63.38	10.2%

3.1.5. Proportion of employees receiving bonuses

The table below shows the proportion of relevant White and Black, Asian or Minority Ethnic employees receiving bonuses.

Table 8 – White and Black, Asian or Minority Ethnic consolidated TfL proportion of employees receiving bonuses

	White	Black, Asian or Minority Ethnic
Proportion of employees receiving bonus	36.6%	32.4%

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant White and Black, Asian or Minority Ethnic employees split out by payband.

Table 9 – White and Black, Asian or Minority Ethnic consolidated TfL median ethnicity pay gap by payband



	White		Black, Asian or Minority Ethnic		Hourly pay % pay gap
	Hourly pay median	No of employees	Hourly pay median	No of employees	
Board	£150.58	10	£126.94	4	15.7%
Director	£99.66	37	£93.09	3	6.6%
Band 5	£60.20	158	£62.64	24	-4.1%
Band 4	£43.49	762	£43.81	179	-0.7%
Band 3	£33.64	2,698	£32.58	1,257	3.2%
Band 2	£30.83	2,824	£27.66	1,899	10.3%
Band 1	£18.07	391	£17.13	380	5.2%
Graduates	£16.43	71	£16.14	75	1.7%
Apprentices	£13.75	187	£13.66	142	0.7%
Managers	£37.26	23	£37.13	10	0.3%
Supervisors	£29.59	638	£27.05	741	8.6%
Operational	£32.87	5,041	£26.79	4,265	18.5%

Table 10 – White and Black, Asian or Minority Ethnic consolidated TfL mean ethnicity pay gap by payband

	White		Black, Asian or Minority Ethnic		Hourly pay % pay gap
	Hourly pay mean	No of employees	Hourly pay mean	No of employees	
Board	£142.86	10	£112.14	4	21.5%
Director	£108.92	37	£100.70	3	7.5%
Band 5	£61.38	158	£63.45	24	-3.4%
Band 4	£44.80	762	£44.48	179	0.7%
Band 3	£34.51	2,698	£33.55	1,257	2.8%
Band 2	£31.25	2,824	£29.29	1,899	6.3%
Band 1	£19.39	391	£18.86	380	2.7%
Graduates	£17.41	71	£15.86	75	8.9%
Apprentices	£13.78	187	£13.75	142	0.2%
Managers	£39.85	23	£38.97	10	2.2%
Supervisors	£28.91	638	£28.03	741	3.1%
Operational	£30.43	5,041	£27.53	4,265	9.6%



3.1.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant White and Black, Asian or Minority Ethnic employees in each of the pay quartiles.

Table 11 – White and Black, Asian or Minority Ethnic consolidated TfL median distribution by quartiles

	White		Black, Asian or Minority Ethnic		Pay Gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£39.95	71.3%	£38.36	28.7%	4.0%
Upper middle	£33.25	60.4%	£33.25	39.6%	0.0%
Lower middle	£27.98	59.6%	£27.05	40.4%	3.3%
Lower	£20.26	43.0%	£20.47	57.0%	-1.0%

Table 12 – White and Black, Asian or Minority Ethnic consolidated TfL mean distribution by quartiles

	White		Black, Asian or Minority Ethnic		Pay Gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£42.70	71.3%	£40.45	28.7%	5.3%
Upper middle	£33.40	60.4%	£33.58	39.6%	-0.5%
Lower middle	£27.53	59.6%	£27.17	40.4%	1.3%
Lower	£19.34	43.0%	£19.62	57.0%	-1.4%

3.1.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant White and Black, Asian or Minority Ethnic employees in each of the equally sized salary groups based on the spread of pay.

Table 13 – White and Black, Asian or Minority Ethnic consolidated TfL distribution by salary groups

	Salary grouping			
	1	2	3	4
Range	£18,000 - £89,751	£89,752 - £161,502	£161,503 - £233,253	£233,254 - £305,000
White	12,379	437	18	6
Black, Asian or Minority Ethnic	8,899	78	2	0

The difference between the lowest and highest salary is £287,000. When divided equally this represents a £71,750 range per salary group.



3.1.8. Distribution by deciles

The table below shows the distribution of full-pay relevant White and Black, Asian or Minority Ethnic employees in £10,000 salary bands.

Table 14 – White and Black, Asian or Minority Ethnic consolidated TfL distribution by deciles

Decile	White	Black, Asian or Minority Ethnic
£10k - £20k	<5	<5
£20k - £30k	417	397
£30k - £40k	1870	2621
£40k - £50k	1482	1169
£50k - £60k	2633	1505
£60k - £70k	3968	2549
£70k - £80k	1399	504
£80k - £90k	595	145
£90k - £100k	258	55
£100k - £110k	70	7
£110k - £120k	54	8
£120k - £130k	11	<5
£130k - £140k	24	<5
£140k - £150k	7	
£150k - £160k	7	1
£160k - £170k	2	
£170k - £180k	4	1
£180k - £190k	10	
£190k - £200k	1	
£200k - £210k	2	
£220k - £230k		1
£230k - £240k	1	
£240k - £250k	1	
£260k - £270k	1	
£280k - £290k	1	
£290k - £300k	1	
£300k - £310k	1	



3.2. White and Black or Black British

The following tables show the ethnicity pay gap figures for 17,525 TfL employees as at the 31 March 2023 snapshot date.

The overall ethnicity split is 75.5 per cent of employees who describe themselves as White and 24.5 per cent who chose the Black or Black British category to describe their ethnicity.

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 15 – White and Black or Black British consolidated TfL overall hourly pay rates

	White	Black or Black British	% Pay Gap
Median Hourly Pay	£32.59	£28.46	12.7%
Mean Hourly Pay	£32.31	£28.45	11.9%

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 16 – 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	£32.78	£29.87	£32.49	£29.04
Black or Black British	£29.31	£21.33	£28.81	£23.73
Pay Gap	10.6%	28.6%	11.3%	18.3%



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

	Bonus White	Bonus Black or Black British	Bonus % pay gap
Median	£30.00	£30.00	0.0%
Mean	£70.62	£65.40	7.4%

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

	White	Black or Black British
Proportion of Employees receiving bonus	36.6%	31.4%



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 19 – 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	£150.58	10	£180.95	1	-20.2%
Director	£99.66	37	£0.00	0	100.0%
Band 5	£60.20	158	£57.50	6	4.5%
Band 4	£43.49	762	£44.28	48	-1.8%
Band 3	£33.64	2,698	£32.03	413	4.8%
Band 2	£30.83	2,824	£31.09	921	-0.8%
Band 1	£18.07	391	£18.60	199	-2.9%
Graduates	£16.43	71	£15.61	21	5.0%
Apprentices	£13.75	187	£13.75	51	0.0%
Managers	£37.26	23	£36.85	6	1.1%
Supervisors	£29.59	638	£28.43	403	3.9%
Operational	£32.87	5,041	£26.79	2,098	18.5%

Table 20 – 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	£142.86	10	£180.95	1	-26.7%
Director	£108.92	37	£0.00	0	100.0%
Band 5	£61.38	158	£60.46	6	1.5%
Band 4	£44.80	762	£44.84	48	-0.1%
Band 3	£34.51	2,698	£33.39	413	3.3%
Band 2	£31.25	2,824	£30.23	921	3.3%
Band 1	£19.39	391	£19.50	199	-0.6%
Graduates	£17.41	71	£15.20	21	12.7%
Apprentices	£13.78	187	£14.08	51	-2.2%
Managers	£39.85	23	£36.61	6	8.1%
Supervisors	£28.91	638	£28.25	403	2.3%
Operational	£30.43	5,041	£27.51	2,098	9.6%



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 21 – 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	£39.95	84.9%	£38.26	15.1%	4.2%
Upper Middle	£33.25	76.7%	£33.32	23.3%	-0.2%
Lower Middle	£27.94	75.8%	£26.93	24.2%	3.6%
Lower	£20.26	61.4%	£20.59	38.6%	-1.6%

Table 22 – 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	£42.70	84.9%	£40.13	15.1%	6.0%
Upper Middle	£33.39	76.7%	£33.57	23.3%	-0.5%
Lower Middle	£27.49	75.8%	£27.07	24.2%	1.5%
Lower	£19.31	61.4%	£19.80	38.6%	-2.5%

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

	Salary Grouping			
	1	2	3	4
Range	£18,000 - £89,751	£89,752 - £161,502	£161,503 - £233,253	£233,254 - £305,000
White	12,379	437	18	6
Black or Black British	4,134	33	-	-

The difference between the lowest and highest salary is £287,000. When divided equally this represents a £71,750 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 24 – White and Black or Black British consolidated TfL distribution by deciles

Decile	White	Black or Black British
£10k - £20k	<5	<5
£20k - £30k	417	164
£30k - £40k	1870	1254
£40k - £50k	1482	571
£50k - £60k	2633	671
£60k - £70k	3968	1168
£70k - £80k	1399	242
£80k - £90k	595	59
£90k - £100k	258	27
£100k - £110k	70	<5
£110k - £120k	54	<5
£120k - £130k	11	
£130k - £140k	24	<5
£140k - £150k	7	
£150k - £160k	7	
£160k - £170k	2	
£170k - £180k	4	
£180k - £190k	10	
£190k - £200k	1	
£200k - £210k	2	
£230k - £240k	1	
£240k - £250k	1	
£260k - £270k	1	
£280k - £290k	1	
£290k - £300k	1	
£300k - £310k	1	



3.3. White and Asian or Asian British

The following tables show the ethnicity pay gap figures for 16,758 TfL employees as at the 31 March 2023 snapshot date.

The overall ethnicity split is 79.0 per cent of employees who describe themselves as White and 21.0 per cent who chose the Asian or Asian British category to describe their ethnicity.

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 25 – White and Asian or Asian British consolidated TfL overall hourly pay rates

	White	Asian or Asian British	% Pay Gap
Median Hourly Pay	£32.59	£29.04	10.9%
Mean Hourly Pay	£32.31	£28.65	11.3%

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 26 – 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	£32.78	£29.87	£32.49	£29.04
Asian or Asian British	£29.61	£21.33	£28.99	£24.87
Pay Gap	9.7%	28.6%	10.8%	14.1%



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

	Bonus White	Bonus Asian or Asian British	Bonus % Pay Gap
Median	£30.00	£30.00	0.0%
Mean	£70.62	£61.52	12.9%

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

	White	Asian or Asian British
Proportion of Employees receiving bonus	36.6%	32.9%



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 29 – 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	£150.58	10	£96.15	2	36.1%
Director	£99.66	37	£128.46	1	-28.9%
Band 5	£60.20	158	£62.64	11	-4.1%
Band 4	£43.49	762	£42.96	82	1.2%
Band 3	£33.64	2,698	£32.85	627	2.3%
Band 2	£30.83	2,824	£25.32	702	17.9%
Band 1	£18.07	391	£17.11	126	5.3%
Graduates	£16.43	71	£16.43	42	0.0%
Apprentices	£13.75	187	£13.13	59	4.5%
Managers	£37.26	23	£46.26	2	-24.2%
Supervisors	£29.59	638	£25.77	261	12.9%
Operational	£32.87	5,041	£26.12	1,501	20.5%

Table 30 – 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	£142.86	10	£96.15	2	32.7%
Director	£108.92	37	£128.46	1	-17.9%
Band 5	£61.38	158	£65.38	11	-6.5%
Band 4	£44.80	762	£44.32	82	1.1%
Band 3	£34.51	2,698	£33.65	627	2.5%
Band 2	£31.25	2,824	£28.33	702	9.3%
Band 1	£19.39	391	£17.95	126	7.4%
Graduates	£17.41	71	£15.95	42	8.3%
Apprentices	£13.78	187	£13.46	59	2.3%
Managers	£39.85	23	£46.26	2	-16.1%
Supervisors	£28.91	638	£27.58	261	4.6%
Operational	£30.43	5,041	£27.45	1,501	9.8%



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 31 – 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	£39.95	86.3%	£38.31	13.7%	4.1%
Upper Middle	£33.25	80.0%	£33.25	20.0%	0.0%
Lower Middle	£27.94	80.0%	£27.26	20.0%	2.4%
Lower	£20.26	66.3%	£20.40	33.7%	-0.7%

Table 32 – 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	£42.70	86.3%	£40.53	13.7%	5.1%
Upper Middle	£33.39	80.0%	£33.56	20.0%	-0.5%
Lower Middle	£27.49	80.0%	£27.13	20.0%	1.3%
Lower	£19.31	66.3%	£19.48	33.7%	-0.9%

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

	Salary Grouping			
	1	2	3	4
Range	£18,000 - £89,751	£89,752 - £161,502	£161,503 - £233,253	£233,254 - £305,000
White	12,379	437	18	6
Asian or Asian British	3,388	27	1	-

The difference between the lowest and highest salary is £287,000. When divided equally this represents a £71,750 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 34 – White and Asian or Asian British consolidated TfL distribution by deciles

Decile	White	Asian or Asian British
£10k - £20k	<5	
£20k - £30k	417	162
£30k - £40k	1870	998
£40k - £50k	1482	424
£50k - £60k	2633	568
£60k - £70k	3968	1000
£70k - £80k	1399	180
£80k - £90k	595	55
£90k - £100k	258	17
£100k - £110k	70	<5
£110k - £120k	54	5
£120k - £130k	11	<5
£130k - £140k	24	<5
£140k - £150k	7	
£150k - £160k	7	
£160k - £170k	2	
£170k - £180k	4	
£180k - £190k	10	
£190k - £200k	1	
£200k - £210k	2	
£220k - £230k		1
£230k - £240k	1	
£240k - £250k	1	
£260k - £270k	1	
£280k - £290k	1	
£290k - £300k	<5	
£300k - £310k	1	



3.4. White and Other Ethnic Group

The following tables show the ethnicity pay gap figures for 14,678 TfL employees as at the 31 March 2023 snapshot date.

The overall ethnicity split is 90.2 per cent who describe themselves as White and 9.8 per cent who chose a category that sits under the Other Ethnic Group – as set out in the national census.

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 35 – White and Other Ethnic Group consolidated TfL overall hourly pay rates

	White	Other Ethnic Group	% Pay Gap
Median Hourly Pay	£32.59	£29.58	9.3%
Mean Hourly Pay	£32.31	£28.99	10.3%

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 36 – 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	£32.78	£29.87	£32.49	£29.04
Other Ethnic Group	£29.62	£26.10	£29.09	£27.70
Pay Gap	9.6%	12.6%	10.5%	4.6%



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

	Bonus White	Bonus Other Ethnic Group	Bonus % Pay Gap
Median	£30.00	£30.00	0.0%
Mean	£70.62	£62.27	11.8%

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

	White	Other Ethnic Group
Proportion of Employees receiving bonus	36.6%	34.2%



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 39 – 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	£150.58	10	£75.30	1	50.0%
Director	£99.66	37	£86.82	2	12.9%
Band 5	£60.20	158	£65.49	7	-8.8%
Band 4	£43.49	762	£44.06	49	-1.3%
Band 3	£33.64	2,698	£32.85	217	2.3%
Band 2	£30.83	2,824	£26.16	276	15.1%
Band 1	£18.07	391	£17.11	55	5.3%
Graduates	£16.43	71	£16.43	12	0.0%
Apprentices	£13.75	187	£13.27	32	3.5%
Managers	£37.26	23	£38.76	2	-4.0%
Supervisors	£29.59	638	£27.43	77	7.3%
Operational	£32.87	5,041	£28.46	666	13.4%

Table 40 – 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	£142.86	10	£75.30	1	47.3%
Director	£108.92	37	£86.82	2	20.3%
Band 5	£61.38	158	£62.98	7	-2.6%
Band 4	£44.80	762	£44.39	49	0.9%
Band 3	£34.51	2,698	£33.61	217	2.6%
Band 2	£31.25	2,824	£28.63	276	8.4%
Band 1	£19.39	391	£18.64	55	3.8%
Graduates	£17.41	71	£16.68	12	4.2%
Apprentices	£13.78	187	£13.76	32	0.2%
Managers	£39.85	23	£38.76	2	2.7%
Supervisors	£28.91	638	£28.35	77	1.9%
Operational	£30.43	5,041	£27.77	666	8.8%



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 41 – 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	£39.95	93.8%	£39.17	6.2%	1.9%
Upper Middle	£33.25	90.4%	£33.25	9.6%	0.0%
Lower Middle	£27.94	90.3%	£27.03	9.7%	3.2%
Lower	£20.26	83.9%	£20.26	16.1%	0.0%

Table 42 – 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	£42.70	93.8%	£41.13	6.2%	3.7%
Upper Middle	£33.39	90.4%	£33.50	9.6%	-0.3%
Lower Middle	£27.49	90.3%	£27.17	9.7%	1.2%
Lower	£19.31	83.9%	£19.28	16.1%	0.2%

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

	Salary Grouping			
	1	2	3	4
Range	£18,000 - £89,751	£89,752 - £161,502	£161,503 - £233,253	£233,254 - £305,000
White	12,379	437	18	6
Other Ethnic Group	1,377	18	1	-

The difference between the lowest and highest salary is £287,000. When divided equally this represents a £71,750 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 44 – White and Other Ethnic Group consolidated TfL distribution by deciles

Decile	White	Other Ethnic Group
£10k - £20k	<5	
£20k - £30k	417	71
£30k - £40k	1870	369
£40k - £50k	1482	174
£50k - £60k	2633	266
£60k - £70k	3968	381
£70k - £80k	1399	82
£80k - £90k	595	31
£90k - £100k	258	11
£100k - £110k	70	<5
£110k - £120k	54	<5
£120k - £130k	11	<5
£130k - £140k	24	<5
£140k - £150k	7	
£150k - £160k	7	1
£160k - £170k	2	
£170k - £180k	4	1
£180k - £190k	10	
£190k - £200k	1	
£200k - £210k	2	
£230k - £240k	1	
£240k - £250k	1	
£260k - £270k	1	
£280k - £290k	1	
£290k - £300k	1	
£300k - £310k	1	



4. Non-operational roles

4.1. White and Black, Asian or Minority Ethnic

The following tables show the ethnicity pay gap figures for 12,786 TfL employees in non-operational roles as at the 31 March 2023 snapshot date.

The overall ethnicity split is 57.4 per cent of employees who describe themselves as White, 32.0 per cent who chose Black, Asian or Minority Ethnic categories to describe their ethnicity and 10.5 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 Black, Asian or Minority Ethnic employees.

Table 45 – White and Black, Asian or Minority Ethnic non-operational TfL overall hourly pay rates

	Hourly Pay White	Hourly Pay Black, Asian or Minority Ethnic	Hourly Pay % Pay Gap
Median	£33.18	£30.12	9.2%
Mean	£33.91	£29.86	11.9%

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 Black, Asian or Minority Ethnic employees split out between full-time and part-time.

Table 46 – White and Black, Asian or Minority Ethnic 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	£33.46	£30.29	£34.09	£30.30
Black, Asian or Minority Ethnic	£30.15	£23.72	£29.95	£26.84
Pay Gap	9.9%	21.7%	12.1%	11.4%



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 Black, Asian or Minority Ethnic employees.

Table 47 – White and Black, Asian or Minority Ethnic non-operational TfL single figure bonus pay gap

	Bonus White	Bonus Black, Asian or Minority Ethnic	Bonus % Pay Gap
Median	£30.00	£30.00	0.0%
Mean	£71.08	£63.74	10.3%

4.1.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant White and Black, Asian or Minority Ethnic employees receiving bonuses.

Table 48 – White and Black, Asian or Minority Ethnic non-operational TfL proportion of employees receiving bonuses

	White	Black, Asian or Minority Ethnic
Proportion of Employees receiving bonus	44.5%	38.1%



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 Black, Asian or Minority Ethnic employees split out by payband.

Table 49 – White and Black, Asian or Minority Ethnic non-operational TfL median ethnicity pay gap by payband

	White		Black, Asian or Minority Ethnic		Hourly Pay % Pay Gap
	Hourly Pay White Median	No of Employees	Hourly Pay Black, Asian or Minority Ethnic Median	No of Employees	
Board	£150.58	10	£126.94	4	15.7%
Director	£99.66	37	£93.09	3	6.6%
Band 5	£60.20	158	£62.64	24	-4.1%
Band 4	£43.49	762	£43.81	179	-0.7%
Band 3	£33.64	2,698	£32.58	1,257	3.2%
Band 2	£30.83	2,824	£27.66	1,899	10.3%
Band 1	£18.07	391	£17.13	380	5.2%
Graduates	£16.43	71	£16.14	75	1.7%
Apprentices	£13.75	187	£13.66	142	0.7%

Table 50 – White and Black, Asian or Minority Ethnic non-operational TfL mean ethnicity pay gap by payband

	White		Black, Asian or Minority Ethnic		Hourly Pay % Pay Gap
	Hourly Pay White Mean	No of Employees	Hourly Pay Black, Asian or Minority Ethnic Mean	No of Employees	
Board	£142.86	10	£112.14	4	21.5%
Director	£108.92	37	£100.70	3	7.5%
Band 5	£61.38	158	£63.45	24	-3.4%
Band 4	£44.80	762	£44.48	179	0.7%
Band 3	£34.51	2,698	£33.55	1,257	2.8%
Band 2	£31.25	2,824	£29.29	1,899	6.3%
Band 1	£19.39	391	£18.86	380	2.7%
Graduates	£17.41	71	£15.86	75	8.9%
Apprentices	£13.78	187	£13.75	142	0.2%



4.1.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant White and Black, Asian or Minority Ethnic employees in each of the pay quartiles.

Table 51 – White and Black, Asian or Minority Ethnic non-operational TfL median distribution by quartiles

	White		Black, Asian or Minority Ethnic		Pay Gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£41.07	72.6%	£39.30	27.4%	4.3%
Upper Middle	£33.03	63.0%	£33.27	37.0%	-0.7%
Lower Middle	£28.13	63.1%	£27.83	36.9%	1.1%
Lower	£19.16	51.7%	£19.06	48.3%	0.5%

Table 52 – White and Black, Asian or Minority Ethnic non-operational TfL mean distribution by quartiles

	White		Black, Asian or Minority Ethnic		Pay Gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£44.05	72.6%	£41.45	27.4%	5.9%
Upper Middle	£33.07	63.0%	£33.17	37.0%	-0.3%
Lower Middle	£27.53	63.1%	£27.31	36.9%	0.8%
Lower	£18.41	51.7%	£18.40	48.3%	0.0%

4.1.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant White and Black, Asian or Minority Ethnic employees in each of the equally sized salary groups based on the spread of pay.

Table 53 – White and Black, Asian or Minority Ethnic non-operational TfL distribution by salary groups

	Salary Grouping			
	1	2	3	4
Range	£18,000 -£89,751	£89,752 - £161,502	£161,503 - £233,253	£233,254 - £305,000
White	6,677	437	18	6
Black, Asian or Minority Ethnic	3,883	78	2	0

The difference between the lowest and highest salary is £287,000. When divided equally this represents a £71,750 range per salary group.



4.1.8. Distribution by deciles

The table below shows the distribution of full-pay relevant White and Black, Asian or Minority Ethnic employees in £10,000 salary bands.

Table 54 – White and Black, Asian or Minority Ethnic non-operational TfL distribution by deciles

Decile	White	Black, Asian or Minority Ethnic
£10k - £20k	<5	<5
£20k - £30k	317	294
£30k - £40k	971	876
£40k - £50k	775	475
£50k - £60k	1480	832
£60k - £70k	1477	871
£70k - £80k	1150	408
£80k - £90k	492	118
£90k - £100k	258	55
£100k - £110k	70	7
£110k - £120k	54	8
£120k - £130k	11	<5
£130k - £140k	24	<5
£140k - £150k	7	
£150k - £160k	7	1
£160k - £170k	2	
£170k - £180k	4	1
£180k - £190k	10	
£190k - £200k	1	
£200k - £210k	2	
£220k - £230k		1
£230k - £240k	1	
£240k - £250k	1	
£260k - £270k	1	
£280k - £290k	1	
£290k - £300k	1	



4.2. White and Black or Black British

The following tables show the ethnicity pay gap figures for 9,054 TfL employees as at the 31 March 2023 snapshot date.

The overall ethnicity split is 81.1 per cent of employees who describe themselves as White and 18.9 per cent who chose the Black or Black British category to describe their ethnicity.

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 55 – 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	£33.18	£29.84	10.1%
Mean	£33.91	£29.67	12.5%

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 56 – 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	£33.46	£30.29	£34.09	£30.30
Black or Black British	£30.13	£19.84	£29.83	£22.27
Pay Gap	9.9%	34.5%	12.5%	26.5%



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 57 – 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	£30.00	£30.00	0.0%
Mean	£71.08	£62.99	11.4%

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

	White	Black or Black British
Proportion of Employees receiving bonus	44.5%	37.0%



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 59 – 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	£150.58	10	£180.95	1	-20.2%
Director	£99.66	37	£0.00	0	100.0%
Band 5	£60.20	158	£57.50	6	4.5%
Band 4	£43.49	762	£44.28	48	-1.8%
Band 3	£33.64	2,698	£32.03	413	4.8%
Band 2	£30.83	2,824	£31.09	921	-0.8%
Band 1	£18.07	391	£18.60	199	-2.9%
Graduates	£16.43	71	£15.61	21	5.0%
Apprentices	£13.75	187	£13.75	51	0.0%

Table 60 – 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	£142.86	10	£180.95	1	-26.7%
Director	£108.92	37	£0.00	0	100.0%
Band 5	£61.38	158	£60.46	6	1.5%
Band 4	£44.80	762	£44.84	48	-0.1%
Band 3	£34.51	2,698	£33.39	413	3.3%
Band 2	£31.25	2,824	£30.23	921	3.3%
Band 1	£19.39	391	£19.50	199	-0.6%
Graduates	£17.41	71	£15.20	21	12.7%
Apprentices	£13.78	187	£14.08	51	-2.2%



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 61 – 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	£41.07	86.6%	£39.34	13.4%	4.2%
Upper Middle	£33.03	80.4%	£33.47	19.6%	-1.3%
Lower Middle	£28.12	80.1%	£27.44	19.9%	2.4%
Lower	£19.16	71.6%	£19.20	28.4%	-0.2%

Table 62 – 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	£44.05	86.6%	£41.11	13.4%	6.7%
Upper Middle	£33.07	80.4%	£33.25	19.6%	-0.5%
Lower Middle	£27.52	80.1%	£27.16	19.9%	1.3%
Lower	£18.40	71.6%	£18.59	28.4%	-1.0%

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

	Salary Grouping			
	1	2	3	4
Range	£18,000 - £89,751	£89,752 - £161,502	£161,503 - £233,253	£233,254 - £305,000
White	6,677	437	18	6
Black or Black British	1,627	33	-	-

The difference between the lowest and highest salary is £287,000. When divided equally this represents a £71,750 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 64 – White and Black or Black British non-operational TfL distribution by deciles

Decile	White	Black or Black British
£10k - £20k	<5	<5
£20k - £30k	317	112
£30k - £40k	971	389
£40k - £50k	775	211
£50k - £60k	1480	318
£60k - £70k	1477	367
£70k - £80k	1150	182
£80k - £90k	492	43
£90k - £100k	258	27
£100k - £110k	70	<5
£110k - £120k	54	<5
£120k - £130k	11	
£130k - £140k	24	<5
£140k - £150k	7	
£150k - £160k	7	
£160k - £170k	2	
£170k - £180k	4	
£180k - £190k	10	
£190k - £200k	1	
£200k - £210k	2	
£230k - £240k	1	
£240k - £250k	1	
£260k - £270k	1	
£280k - £290k	1	
£290k - £300k	1	
£300k - £310k	1	



4.3. White and Asian or Asian British

The following tables show the ethnicity pay gap figures for 9,045 TfL employees as at the 31 March 2023 snapshot date.

The overall ethnicity split is 81.2 per cent of employees who describe themselves as White and 18.8 per cent who chose the Asian or Asian British category to describe their ethnicity.

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 65 – 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	£33.18	£30.12	9.2%
Mean	£33.91	£29.89	11.8%

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 66 – 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	£33.46	£30.29	£34.09	£30.30
Asian or Asian British	£30.12	£25.12	£29.97	£27.40
Pay Gap	10.0%	17.1%	12.1%	9.6%



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 67 – 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	£30.00	£30.00	0.0%
Mean	£71.08	£64.62	9.1%

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

	White	Asian or Asian British
Proportion of Employees receiving bonus	44.5%	38.0%



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 69 – 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	£150.58	10	£96.15	2	36.1%
Director	£99.66	37	£128.46	1	-28.9%
Band 5	£60.20	158	£62.64	11	-4.1%
Band 4	£43.49	762	£42.96	82	1.2%
Band 3	£33.64	2,698	£32.85	627	2.3%
Band 2	£30.83	2,824	£25.32	702	17.9%
Band 1	£18.07	391	£17.11	126	5.3%
Graduates	£16.43	71	£16.43	42	0.0%
Apprentices	£13.75	187	£13.13	59	4.5%

Table 70 – 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	£13.78	187	£13.46	59	2.3%
Director	£19.39	391	£17.95	126	7.4%
Band 5	£31.25	2,824	£28.33	702	9.3%
Band 4	£34.51	2,698	£33.65	627	2.5%
Band 3	£44.80	762	£44.32	82	1.1%
Band 2	£61.38	158	£65.38	11	-6.5%
Band 1	£142.86	10	£96.15	2	32.7%
Graduates	£108.92	37	£128.46	1	-17.9%
Apprentices	£17.41	71	£15.95	42	8.3%



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 71 – 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	£41.07	86.6%	£39.29	13.4%	4.3%
Upper Middle	£33.03	79.7%	£33.17	20.3%	-0.4%
Lower Middle	£28.12	80.5%	£28.11	19.5%	0.0%
Lower	£19.16	72.1%	£19.04	27.9%	0.7%

Table 72 – 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	£44.05	86.6%	£41.47	13.4%	5.9%
Upper Middle	£33.07	79.7%	£33.16	20.3%	-0.3%
Lower Middle	£27.52	80.5%	£27.41	19.5%	0.4%
Lower	£18.40	72.1%	£18.33	27.9%	0.4%

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

	Salary Grouping			
	1	2	3	4
Range	£18,000 - £89,751	£89,752 - £161,502	£161,503 - £233,253	£233,254 - £305,000
White	6,677	437	18	6
Asian or Asian British	1,624	27	1	-

The difference between the lowest and highest salary is £287,000. When divided equally this represents a £71,750 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 74 – White and Asian or Asian British non-operational TfL distribution by deciles

Decile	White	Asian or Asian British
£10k - £20k	<5	
£20k - £30k	317	125
£30k - £40k	971	357
£40k - £50k	775	185
£50k - £60k	1480	372
£60k - £70k	1477	383
£70k - £80k	1150	155
£80k - £90k	492	46
£90k - £100k	258	17
£100k - £110k	70	<5
£110k - £120k	54	5
£120k - £130k	11	<5
£130k - £140k	24	<5
£140k - £150k	7	
£150k - £160k	7	
£160k - £170k	2	
£170k - £180k	4	
£180k - £190k	10	
£190k - £200k	1	
£200k - £210k	2	
£220k - £230k		1
£230k - £240k	1	
£240k - £250k	1	
£260k - £270k	1	
£280k - £290k	1	
£290k - £300k	1	
£300k - £310k	1	



4.4. White and Other Ethnic Group

The following tables show the ethnicity pay gap figures for 8,026 TfL employees as at the 31 March 2023 snapshot date.

The overall ethnicity split is 91.5 per cent who describe themselves as White and 8.5 per cent who chose a category that sits under the Other Ethnic Group – as set out in the national census.

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 75 – 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	£33.18	£30.46	8.2%
Mean	£33.91	£30.30	10.7%

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 76 – 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	£33.46	£30.29	£34.09	£30.30
Other Ethnic Group	£30.33	£32.20	£30.21	£32.76
Pay Gap	9.4%	-6.3%	11.4%	-8.1%



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

	Bonus White	Bonus Other Ethnic Group	Bonus % Pay Gap
Median	£30.00	£30.00	0.0%
Mean	£71.08	£63.40	10.8%

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

	White	Other Ethnic Group
Proportion of Employees receiving bonus	44.5%	41.3%



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 79 – 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	£150.58	10	£75.30	1	50.0%
Director	£99.66	37	£86.82	2	12.9%
Band 5	£60.20	158	£65.49	7	-8.8%
Band 4	£43.49	762	£44.06	49	-1.3%
Band 3	£33.64	2,698	£32.85	217	2.3%
Band 2	£30.83	2,824	£26.16	276	15.1%
Band 1	£18.07	391	£17.11	55	5.3%
Graduates	£16.43	71	£16.43	12	0.0%
Apprentices	£13.75	187	£13.27	32	3.5%

Table 80 – 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	£142.86	10	£75.30	1	47.3%
Director	£108.92	37	£86.82	2	20.3%
Band 5	£61.38	158	£62.98	7	-2.6%
Band 4	£44.80	762	£44.39	49	0.9%
Band 3	£34.51	2,698	£33.61	217	2.6%
Band 2	£31.25	2,824	£28.63	276	8.4%
Band 1	£19.39	391	£18.64	55	3.8%
Graduates	£17.41	71	£16.68	12	4.2%
Apprentices	£13.78	187	£13.76	32	0.2%

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 81 – 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	£41.07	93.7%	£39.64	6.3%	3.5%
Upper Middle	£33.03	91.9%	£32.85	8.1%	0.5%
Lower Middle	£28.12	91.1%	£27.54	8.9%	2.1%
Lower	£19.16	87.3%	£18.37	12.7%	4.1%

Table 82 – 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	£44.05	93.7%	£42.17	6.3%	4.3%
Upper Middle	£33.07	91.9%	£32.98	8.1%	0.3%
Lower Middle	£27.52	91.1%	£27.15	8.9%	1.3%
Lower	£18.40	87.3%	£17.84	12.7%	3.0%

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

	Salary Grouping			
	1	2	3	4
Range	£18,000 - £89,751	£89,752 - £161,502	£161,503 - £233,253	£233,254 - £305,000
White	6,677	437	18	6
Other Ethnic Group	632	18	1	-

The difference between the lowest and highest salary is £287,000. When divided equally this represents a £71,750 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 84 – White and Other Ethnic Group non-operational TfL distribution by deciles

Decile	White	Other Ethnic Group
£10k - £20k	<5	
£20k - £30k	317	57
£30k - £40k	971	130
£40k - £50k	775	79
£50k - £60k	1480	142
£60k - £70k	1477	121
£70k - £80k	1150	71
£80k - £90k	492	29
£90k - £100k	258	11
£100k - £110k	70	<5
£110k - £120k	54	<5
£120k - £130k	11	<5
£130k - £140k	24	<5
£140k - £150k	7	
£150k - £160k	7	1
£160k - £170k	2	
£170k - £180k	4	1
£180k - £190k	10	
£190k - £200k	1	
£200k - £210k	2	
£230k - £240k	1	
£240k - £250k	1	
£260k - £270k	1	
£280k - £290k	1	
£290k - £300k	1	
£300k - £310k	1	



5. Operational roles

5.1. White and Black, Asian or Minority Ethnic

The following tables show the ethnicity pay gap figures for all 13,153 TfL employees as at the 31 March 2023 snapshot date.

The overall ethnicity split is 44.8 per cent of employees who describe themselves as White, 39.2 per cent of employees who chose a Black, Asian or Minority Ethnic category to describe their ethnicity and 16.0 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 Black, Asian or Minority Ethnic employees.

Table 85 – White and Black, Asian or Minority Ethnic operational TfL overall hourly pay rates

	Hourly Pay White	Hourly Pay Black, Asian or Minority Ethnic	Hourly Pay % Pay Gap
Median	£31.85	£26.98	15.3%
Mean	£30.30	£27.62	8.8%

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 Black, Asian or Minority Ethnic employees split out between full-time and part-time.

Table 86 – White and Black, Asian or Minority Ethnic 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	£31.98	£28.26	£30.46	£27.85
Black, Asian or Minority Ethnic	£28.46	£21.33	£28.03	£24.41
Pay Gap	11.0%	24.5%	8.0%	12.3%



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 Black, Asian or Minority Ethnic employees.

Table 87 – White and Black, Asian or Minority Ethnic operational TfL single figure bonus pay gap

	Performance Bonus White	Performance Bonus Black, Asian or Minority Ethnic	Performance Bonus % Pay Gap
Median	£30.00	£30.00	0.0%
Mean	£69.66	£63.00	9.6%

5.1.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant White and Black, Asian or Minority Ethnic employees receiving bonuses.

Table 88 – White and Black, Asian or Minority Ethnic operational TfL proportion of employees receiving bonuses

	White	Black, Asian or Minority Ethnic
Proportion of Employees receiving bonus	26.8%	27.9%

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 Black, Asian or Minority Ethnic employees split out by payband.

Table 89 – White and Black, Asian or Minority Ethnic operational TfL median ethnicity pay gap by payband

	White		Black, Asian or Minority Ethnic		Hourly Pay % Pay Gap
	Hourly Pay White Median	No of Employees	Hourly Pay Black, Asian or Minority Ethnic Median	No of Employees	
Managers	£37.26	23	£37.13	10	0.3%
Supervisors	£32.87	5,041	£26.79	4,265	18.5%
Operational	£29.59	638	£27.05	741	8.6%



Table 90 – White and Black, Asian or Minority Ethnic operational TfL mean ethnicity pay gap by payband

	White		Black, Asian or Minority Ethnic		Hourly Pay % Pay Gap
	Hourly Pay White Mean	No of Employees	Hourly Pay Black, Asian or Minority Ethnic Mean	No of Employees	
Managers	£39.85	23	£38.97	10	2.2%
Supervisors	£30.43	5,041	£27.53	4,265	9.6%
Operational	£28.91	638	£28.03	741	3.1%

5.1.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant White and Black, Asian or Minority Ethnic employees in each of the pay quartiles.

Table 91 – White and Black, Asian or Minority Ethnic operational TfL median distribution by quartiles

	White		Black, Asian or Minority Ethnic		Pay Gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£36.93	67.2%	£36.58	32.8%	1.0%
Upper Middle	£33.25	59.1%	£33.25	40.9%	0.0%
Lower Middle	£27.55	56.1%	£26.15	43.9%	5.1%
Lower	£21.33	35.9%	£21.33	64.1%	0.0%

Table 92 – White and Black, Asian or Minority Ethnic operational TfL mean distribution by quartiles

	White		Black, Asian or Minority Ethnic		Pay Gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£38.26	67.2%	£37.92	32.8%	0.9%
Upper Middle	£33.57	59.1%	£33.76	40.9%	-0.6%
Lower Middle	£27.54	56.1%	£27.06	43.9%	1.7%
Lower	£20.44	35.9%	£20.37	64.1%	0.4%



5.1.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant White and Black, Asian or Minority Ethnic employees in each of the equally sized salary groups based on the spread of pay.

Table 93 – White and Black, Asian or Minority Ethnic operational TfL distribution by salary groups

Range	Salary Grouping			
	1	2	3	4
	£26,178 - £41,440.25	£41,441.25 - £56,702.50	£56,703.50 - £71,964.75	£71,965.75 - £87,223
White	1,027	1,128	3,284	263
Black, Asian or Minority Ethnic	1,903	823	2,193	97

The difference between the lowest and highest salary is £61,045. When divided equally this represents a £15,261.25 range per salary group.

5.1.8. Distribution by deciles

The table below shows the distribution of full-pay relevant White and Black, Asian or Minority Ethnic employees in £10,000 salary bands.

Table 94 – White and Black, Asian or Minority Ethnic operational TfL distribution by deciles

Decile	White	Black, Asian or Minority Ethnic
£20k - £30k	100	103
£30k - £40k	899	1745
£40k - £50k	707	694
£50k - £60k	1153	673
£60k - £70k	2491	1678
£70k - £80k	249	96
£80k - £90k	103	27



5.2. White and Black or Black British

The following tables show the ethnicity pay gap figures for 8,471 TfL employees as at the 31 March 2022 snapshot date.

The overall ethnicity split is 69.6 per cent of employees who describe themselves as White and 30.4 per cent who chose the Black or Black British category to describe their ethnicity.

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 95 – 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	£31.85	£26.97	15.3%
Mean	£30.30	£27.65	8.8%

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 96 – 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	£31.98	£28.26	£30.46	£27.85
Black or Black British	£28.43	£21.33	£28.08	£23.93
Pay Gap	11.1%	24.5%	7.8%	14.1%



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 97 – 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	£30.00	£30.00	0.0%
Mean	£69.66	£67.53	3.1%

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

	White	Black or Black British
Proportion of Employees receiving bonus	26.8%	27.8%

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 99 – 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	
Managers	£37.26	23	£36.85	6	1.1%
Operational	£32.87	5,041	£26.79	2,098	18.5%
Supervisors	£29.59	638	£28.43	403	3.9%



Table 100 – 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	
Managers	£39.85	23	£36.61	6	8.1%
Operational	£30.43	5,041	£27.51	2,098	9.6%
Supervisors	£28.91	638	£28.25	403	2.3%

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 101 – 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	£36.93	79.6%	£36.99	20.4%	-0.1%
Upper Middle	£33.25	74.9%	£33.25	25.1%	0.0%
Lower Middle	£27.30	71.6%	£26.27	28.4%	3.8%
Lower	£21.33	52.5%	£21.33	47.5%	0.0%

Table 102 – 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	£38.26	79.6%	£38.18	20.4%	0.2%
Upper Middle	£33.55	74.9%	£33.69	25.1%	-0.4%
Lower Middle	£27.45	71.6%	£27.02	28.4%	1.6%
Lower	£20.40	52.5%	£20.43	47.5%	-0.2%



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

	Salary Grouping			
	1	2	3	4
Range	£26,178 - £41,440.25	£41,441.25 - £56,702.50	£56,703.50 - £71,964.75	£71,965.75 - £87,223
White	1,027	1,128	3,284	263
Black or Black British	945	434	1,069	59

The difference between the lowest and highest salary is £61,045. When divided equally this represents a £15,261.25 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 104 – White and Black or Black British operational TfL distribution by deciles

Decile	White	Black or Black British
£20k - £30k	100	52
£30k - £40k	899	865
£40k - £50k	707	360
£50k - £60k	1153	353
£60k - £70k	2491	801
£70k - £80k	249	60
£80k - £90k	103	16



5.3. White and Asian or Asian British

The following tables show the ethnicity pay gap figures for 7,713 TfL employees as at the 31 March 2023 snapshot date.

The overall ethnicity split is 76.4 per cent of employees who describe themselves as White and 23.6 per cent of employees who chose the Asian or Asian British category to describe their ethnicity.

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 105 – 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	£31.85	£25.93	18.6%
Mean	£30.30	£27.49	9.3%

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 106 – 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	£31.98	£28.26	£30.46	£27.85
Asian or Asian British	£28.70	£21.33	£27.96	£24.42
Pay Gap	10.3%	24.5%	8.2%	12.3%



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 107 – 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	£30.00	£30.00	0.0%
Mean	£69.66	£57.60	17.3%

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

	White	Asian or Asian British
Proportion of Employees receiving bonus	26.8%	28.1%

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 109 – 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	
Managers	£37.26	23	£46.26	2	-24.2%
Operational	£32.87	5,041	£26.12	1,501	20.5%
Supervisors	£29.59	638	£25.77	261	12.9%



Table 110 – 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	
Managers	£39.85	23	£46.26	2	-16.1%
Operational	£30.43	5,041	£27.45	1,501	9.8%
Supervisors	£28.91	638	£27.58	261	4.6%

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 111 – 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	£36.93	85.5%	£36.50	14.5%	1.2%
Upper Middle	£33.25	80.2%	£33.25	19.8%	0.0%
Lower Middle	£27.30	79.5%	£25.72	20.5%	5.8%
Lower	£21.33	60.4%	£21.33	39.6%	0.0%

Table 112 – 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	£38.26	85.5%	£37.70	14.5%	1.5%
Upper Middle	£33.55	80.2%	£33.79	19.8%	-0.7%
Lower Middle	£27.45	79.5%	£26.83	20.5%	2.3%
Lower	£20.40	60.4%	£20.30	39.6%	0.5%



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

	Salary Grouping			
	1	2	3	4
Range	£26,178 - £41,440.25	£41,441.25 - £56,702.50	£56,703.50 - £71,964.75	£71,965.75 - £87,223
White	1,027	1,128	3,284	263
Asian or Asian British	694	265	776	29

The difference between the lowest and highest salary is £61,045. When divided equally this represents a £15,261.25 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 114 – White and Asian or Asian British operational TfL distribution by deciles

Decile	White	Asian or Asian British
£20k - £30k	100	37
£30k - £40k	899	641
£40k - £50k	707	239
£50k - £60k	1153	196
£60k - £70k	2491	617
£70k - £80k	249	25
£80k - £90k	103	9



5.4. White and Other Ethnic Group

The following tables show the ethnicity pay gap figures for 6,652 TfL employees as at the 31 March 2023 snapshot date.

The overall ethnicity split is 88.6 per cent who describe themselves as White and 11.4 per cent who chose a category that sits under the Other Ethnic Group – as set out in the national census.

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 115 – White and Other Ethnic Group operational TfL overall hourly pay rates

	Hourly Pay White	Hourly Pay Other Ethnic Group	Hourly Pay % Pay Gap
Median	£31.85	£28.46	10.7%
Mean	£30.30	£27.86	8.1%

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 116 – 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	£31.98	£28.26	£30.46	£27.85
Other Ethnic Group	£29.47	£24.28	£28.05	£26.10
Pay Gap	7.9%	14.1%	7.9%	6.3%



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 117 – 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	£30.00	£30.00	0.0%
Mean	£69.66	£60.75	12.8%

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

	White	Other Ethnic Group
Proportion of Employees receiving bonus	26.8%	27.9%



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 119 – 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	
Managers	£37.26	23	£38.76	2	-4.0%
Operational	£32.87	5,041	£28.46	666	13.4%
Supervisors	£29.59	638	£27.43	77	7.3%

Table 120 – 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	
Managers	£39.85	23	£38.76	2	2.7%
Operational	£30.43	5,041	£27.77	666	8.8%
Supervisors	£28.91	638	£28.35	77	1.9%

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 121 – 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	£36.93	94.2%	£36.44	5.8%	1.3%
Upper Middle	£33.25	89.7%	£33.27	10.3%	-0.1%
Lower Middle	£27.30	89.5%	£26.79	10.5%	1.9%
Lower	£21.33	80.0%	£20.97	20.0%	1.7%

Table 122 – 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	£38.26	94.2%	£37.40	5.8%	2.3%
Upper Middle	£33.55	89.7%	£33.71	10.3%	-0.5%
Lower Middle	£27.45	89.5%	£27.18	10.5%	1.0%
Lower	£20.40	80.0%	£20.28	20.0%	0.6%

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

	Salary Grouping			
	1	2	3	4
Range	£26,863 - £41,954	£41,955 - £57,045	£57,046 - £72,136	£72,137 - £87,223
White	1,135	1,276	3,028	263
Other Ethnic Group	270	150	316	9

The difference between the lowest and highest salary is £60,360. When divided equally this represents a £15,090 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 124 – White and Other Ethnic Group operational TfL distribution by deciles

Decile	White	Other Ethnic Group
£20k - £30k	100	14
£30k - £40k	899	239
£40k - £50k	707	95
£50k - £60k	1153	124
£60k - £70k	2491	260
£70k - £80k	249	11
£80k - £90k	103	<5



6. Index of tables

Table 1 – Summary of consolidated TfL ethnicity pay and bonus gaps	8
Table 2 – Summary of ethnicity pay and bonus gaps.....	9
Table 3 – Proportion of Black, Asian or Minority Ethnic employees in each non-operational Payband 2022 vs 2023	9
Table 4 – White and Black, Asian or Minority Ethnic consolidated TfL overall annual pay rates	11
Table 5 – White and Black, Asian or Minority Ethnic consolidated TfL overall hourly pay rates.....	11
Table 6 – White and Black, Asian or Minority Ethnic consolidated TfL hourly pay rates	12
Table 7 – White and Black, Asian or Minority Ethnic consolidated TfL single figure bonus pay gap	12
Table 8 – White and Black, Asian or Minority Ethnic consolidated TfL proportion of employees receiving bonuses.....	12
Table 9 – White and Black, Asian or Minority Ethnic consolidated TfL median ethnicity pay gap by payband	12
Table 10 – White and Black, Asian or Minority Ethnic consolidated TfL mean ethnicity pay gap by payband	13
Table 11 – White and Black, Asian or Minority Ethnic consolidated TfL median distribution by quartiles	14
Table 12 – White and Black, Asian or Minority Ethnic consolidated TfL mean distribution by quartiles	14
Table 13 – White and Black, Asian or Minority Ethnic consolidated TfL distribution by salary groups	14
Table 14 – White and Black, Asian or Minority Ethnic consolidated TfL distribution by deciles.....	15
Table 15 – White and Black or Black British consolidated TfL overall hourly pay rates	16
Table 16 – White and Black or Black British consolidated TfL hourly pay rates	16
Table 17 – White and Black or Black British consolidated TfL single figure bonus pay gap	17
Table 18 – White and Black or Black British consolidated TfL proportion of employees receiving bonuses	17
Table 19 – White and Black or Black British consolidated TfL median ethnicity pay gap by payband	18
Table 20 – White and Black or Black British consolidated TfL mean ethnicity pay gap by payband .	18
Table 21 – White and Black or Black British consolidated TfL median distribution by quartiles	19
Table 22 – White and Black or Black British consolidated TfL mean distribution by quartiles.....	19
Table 23 – White and Black or Black British consolidated TfL distribution by salary groups	19
Table 24 – White and Black or Black British consolidated TfL distribution by deciles.....	20
Table 25 – White and Asian or Asian British consolidated TfL overall hourly pay rates	21
Table 26 – White and Asian or Asian British consolidated TfL hourly pay rates.....	21
Table 27 – White and Asian or Asian British consolidated TfL single figure bonus pay gap.....	22
Table 28 – White and Asian or Asian British consolidated TfL proportion of employees receiving bonuses	22
Table 29 – White and Asian or Asian British consolidated TfL median ethnicity pay gap by payband	23
Table 30 – White and Asian or Asian British consolidated TfL mean ethnicity pay gap by payband	23
Table 31 – White and Asian or Asian British consolidated TfL median distribution by quartiles	24
Table 32 – White and Asian or Asian British consolidated TfL mean distribution by quartiles	24
Table 33 – White and Asian or Asian British consolidated TfL distribution by salary groups.....	24
Table 34 – White and Asian or Asian British consolidated TfL distribution by deciles	25



Table 35 – White and Other Ethnic Group consolidated TfL overall hourly pay rates.....	26
Table 36 – White and Other Ethnic Group consolidated TfL hourly pay rates	26
Table 37 – White and Other Ethnic Group consolidated TfL single figure bonus pay gap	27
Table 38 – White and Other Ethnic Group consolidated TfL proportion of employees receiving bonuses	27
Table 39 – White and Other Ethnic Group consolidated TfL median ethnicity pay gap by payband	28
Table 40 – White and Other Ethnic Group consolidated TfL mean ethnicity pay gap by payband ..	28
Table 41 – White and Other Ethnic Group consolidated TfL median distribution by quartiles.....	29
Table 42 – White and Other Ethnic Group consolidated TfL mean distribution by quartiles.....	29
Table 43 – White and Other Ethnic Group consolidated TfL distribution by salary groups	29
Table 44 – White and Other Ethnic Group consolidated TfL distribution by deciles.....	30
Table 45 – White and Black, Asian or Minority Ethnic non-operational TfL overall hourly pay rates	31
Table 46 – White and Black, Asian or Minority Ethnic non-operational TfL hourly pay rates	31
Table 47 – White and Black, Asian or Minority Ethnic non-operational TfL single figure bonus pay gap	32
Table 48 – White and Black, Asian or Minority Ethnic non-operational TfL proportion of employees receiving bonuses.....	32
Table 49 – White and Black, Asian or Minority Ethnic non-operational TfL median ethnicity pay gap by payband.....	33
Table 50 – White and Black, Asian or Minority Ethnic non-operational TfL mean ethnicity pay gap by payband.....	33
Table 51 – White and Black, Asian or Minority Ethnic non-operational TfL median distribution by quartiles	34
Table 52 – White and Black, Asian or Minority Ethnic non-operational TfL mean distribution by quartiles	34
Table 53 – White and Black, Asian or Minority Ethnic non-operational TfL distribution by salary groups.....	34
Table 54 – White and Black, Asian or Minority Ethnic non-operational TfL distribution by deciles.	35
Table 55 – White and Black or Black British non-operational TfL overall hourly pay rates	36
Table 56 – White and Black or Black British non-operational TfL hourly pay rates	36
Table 57 – White and Black or Black British non-operational TfL single figure bonus pay gap	37
Table 58 – White and Black or Black British non-operational TfL proportion of employees receiving bonuses	37
Table 59 – White and Black or Black British non-operational TfL median ethnicity pay gap by payband	38
Table 60 – White and Black or Black British non-operational TfL mean ethnicity pay gap by payband	38
Table 61 – White and Black or Black British non-operational TfL median distribution by quartiles .	39
Table 62 – White and Black or Black British non-operational TfL mean distribution by quartiles	39
Table 63 – White and Black or Black British non-operational TfL distribution by salary groups	39
Table 64 – White and Black or Black British non-operational TfL distribution by deciles.....	40
Table 65 – White and Asian or Asian British non-operational TfL overall hourly pay rates	41
Table 66 – White and Asian or Asian British non-operational TfL hourly pay rates.....	41
Table 67 – White and Asian or Asian British non-operational TfL single figure bonus pay gap.....	42
Table 68 – White and Asian or Asian British non-operational TfL proportion of employees receiving bonuses	42



Table 69 – White and Asian or Asian British non-operational TfL median ethnicity pay gap by payband	43
Table 70 – White and Asian or Asian British non-operational TfL mean ethnicity pay gap by payband	43
Table 71 – White and Asian or Asian British non-operational TfL median distribution by quartiles	44
Table 72 – White and Asian or Asian British non-operational TfL mean distribution by quartiles ...	44
Table 73 – White and Asian or Asian British non-operational TfL distribution by salary groups.....	44
Table 74 – White and Asian or Asian British non-operational TfL distribution by deciles	45
Table 75 – White and Other Ethnic Group non-operational TfL overall hourly pay rates.....	46
Table 76 – White and Other Ethnic Group non-operational TfL hourly pay rates	46
Table 77 – White and Other Ethnic Group non-operational TfL single figure bonus pay gap	47
Table 78 – White and Other Ethnic Group non-operational TfL proportion of employees receiving bonuses	47
Table 79 – White and Other Ethnic Group non-operational TfL median ethnicity pay gap by payband	48
Table 80 – White and Other Ethnic Group non-operational TfL mean ethnicity pay gap by payband	48
Table 81 – White and Other Ethnic Group non-operational TfL median distribution by quartiles...	49
Table 82 – White and Other Ethnic Group non-operational TfL mean distribution by quartiles.....	49
Table 83 – White and Other Ethnic Group non-operational TfL distribution by salary groups	49
Table 84 – White and Other Ethnic Group non-operational TfL distribution by deciles.....	50
Table 85 – White and Black, Asian or Minority Ethnic operational TfL overall hourly pay rates	51
Table 86 – White and Black, Asian or Minority Ethnic operational TfL hourly pay rates.....	51
Table 87 – White and Black, Asian or Minority Ethnic operational TfL single figure bonus pay gap.	52
Table 88 – White and Black, Asian or Minority Ethnic operational TfL proportion of employees receiving bonuses.....	52
Table 89 – White and Black, Asian or Minority Ethnic operational TfL median ethnicity pay gap by payband	52
Table 90 – White and Black, Asian or Minority Ethnic operational TfL mean ethnicity pay gap by payband	53
Table 91 – White and Black, Asian or Minority Ethnic operational TfL median distribution by quartiles	53
Table 92 – White and Black, Asian or Minority Ethnic operational TfL mean distribution by quartiles	53
Table 93 – White and Black, Asian or Minority Ethnic operational TfL distribution by salary groups	54
Table 94 – White and Black, Asian or Minority Ethnic operational TfL distribution by deciles	54
Table 95 – White and Black or Black British operational TfL overall hourly pay rates.....	55
Table 96 – White and Black or Black British operational TfL hourly pay rates	55
Table 97 – White and Black or Black British operational TfL single figure bonus pay gap.....	56
Table 98 – White and Black or Black British operational TfL proportion of employees receiving bonuses	56
Table 99 – White and Black or Black British operational TfL median ethnicity pay gap by payband	56
Table 100 – White and Black or Black British operational TfL mean ethnicity pay gap by payband .	57
Table 101 – White and Black or Black British operational TfL median distribution by quartiles.....	57
Table 102 – White and Black or Black British operational TfL mean distribution by quartiles	57
Table 103 – White and Black or Black British operational TfL distribution by salary groups	58
Table 104 – White and Black or Black British operational TfL distribution by deciles	58



Table 105 – White and Asian or Asian British operational TfL overall hourly pay rates.....	59
Table 106 – White and Asian or Asian British operational TfL hourly pay rates	59
Table 107 – White and Asian or Asian British operational TfL single figure bonus pay gap	60
Table 108 – White and Asian or Asian British operational TfL proportion of employees receiving bonuses	60
Table 109 – White and Asian or Asian British operational TfL median ethnicity pay gap by payband	60
Table 110 – White and Asian or Asian British operational TfL mean ethnicity pay gap by payband.	61
Table 111 – White and Asian or Asian British operational TfL median distribution by quartiles.....	61
Table 112 – White and Asian or Asian British operational TfL mean distribution by quartiles.....	61
Table 113 – White and Asian or Asian British operational TfL distribution by salary groups	62
Table 114 – White and Asian or Asian British operational TfL distribution by deciles.....	62
Table 115 – White and Other Ethnic Group operational TfL overall hourly pay rates	63
Table 116 – White and Other Ethnic Group operational TfL hourly pay rates.....	63
Table 117 – White and Other Ethnic Group operational TfL single figure bonus pay gap.....	64
Table 118 – White and Other Ethnic Group operational TfL proportion of employees receiving bonuses	64
Table 119 – White and Other Ethnic Group operational TfL median ethnicity pay gap by payband	65
Table 120 – White and Other Ethnic Group operational TfL mean ethnicity pay gap by payband ...	65
Table 121 – White and Other Ethnic Group operational TfL median distribution by quartiles	66
Table 122 – White and Other Ethnic Group operational TfL mean distribution by quartiles	66
Table 123 – White and Other Ethnic Group operational TfL distribution by salary groups.....	66
Table 124 – White and Other Ethnic Group operational TfL distribution by deciles	67



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