

Transport for London Ethnicity Pay Gap Report 2021



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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>



- I.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).
- I.4.4. This report will contain data relating to the public sector snapshot date of 31 March.
- I.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.

I.5. Methodology

- I.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.
- I.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
- I.5.3. The consolidated TfL view covers all employees of the parent company including both operational and non-operational roles.
- I.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.
- I.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.
- I.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.
- I.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.
- I.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.
- 1.5.22. Tables have been redacted to protect anonymity and where an individual's actual salary may be identified we have written Redacted.



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, 32.8 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, 16.5 per cent (of those who have answered questions about their ethnicity) are from a Black, Asian or minority ethnic community.⁴ This compares with 15.6 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 14.4 per cent, up from 13.3 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 2021.

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

	2021		2020	
	Hourly pay	Bonus	Hourly pay	Bonus
Median	9.8%	15.8%	9.6%	38.2%
Mean	11.5%	28.2%	12.1%	50.8%

- 2.4. Our mean ethnicity pay gap has reduced from 12.1 per cent in 2020 to 11.5 per cent in 2021, back to the same level as 2019. Unfortunately, our median ethnicity pay gap has increased slightly since last year. At 31 March 2021, our consolidated median ethnicity pay gap was 9.8 per cent, compared to 9.6 per cent in 2020.
- 2.5. The median pay gap has slightly increased, owing to a greater increase in Black, Asian or minority ethnic representation in the lower pay bands and lower paid operational roles alongside a decrease in Black, Asian or minority ethnic representation at Director level.
- 2.6. For our operational staff, we have reduced both the mean and median pay gaps. At 31 March 2021, our mean ethnicity pay gap for operational staff was 8.7 per cent, compared to 9.0 per cent in 2020 and our median gap was 14.7 per cent compared to 15.6 per cent in 2020. These gaps are unfortunately still higher than our 2019 figures but have been impacted by changes in our declaration rates and higher levels of Black, Asian or minority ethnic representation in the lower pay bands.

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



2.7. For non-operational staff, our mean ethnicity pay gap has decreased from 12.5 per cent in 2020 to 11.9 per cent in 2021, we have also managed to decrease the median ethnicity pay gap from 8.2 per cent in 2020 to 8.0 per cent.

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	9.8%	11.5%	15.8%	28.2%
Black or Black British	13.6%	12.6%	63.4%	41.8%
Asian or Asian British	8.0%	10.4%	4.9%	15.8%
Other Minority Ethnic	8.0%	9.9%	13.1%	16.7%

2.9. During 2020/21 performance award payments for senior management were deferred to June 2021 which have positively impacted (reduced) the median and mean bonus gap figures. This is due to the greater proportion of Black, Asian or minority ethnic employees in the lower pay bands who still received performance awards and the larger proportion of White employees in senior management who didn't receive performance award payments in the period.

2.10. Our operational population accounts for 51.3 per cent of our total workforce, down from 51.8 per cent last year, despite around 70 operational employees from Woolwich Ferry transferring across to TfL on a Transfer of Undertakings and Protection of Earnings (TUPE) basis in 2020. Representation of Black, Asian or minority ethnic staff in our operational population has risen 0.1 percentage points since 2020 to 36.3 per cent. Of new declarations made by existing operational employees, 81.8 per cent identified as Black, Asian or minority ethnic and 18.2 per cent as White.

2.11. Our analysis continues to show that Black, Asian and minority ethnic staff working in operational roles are more likely to be employed in lower paid roles. At 31 March 2021, of all customer service assistant grades, 62.7 per cent of employees were from a Black, Asian or minority ethnic background, which has increased from 61.9 per cent in 2020. This compares to 37.3 per cent who were White employees, which has decreased from 38.1 per cent in 2020.

2.12. Of all train operator grades, 42.9 per cent employees were Black, Asian or minority ethnic, compared to 57.1 per cent who were White employees. While the proportion of Black, Asian and minority ethnic employees in these roles has increased slightly from last year, this occupational segregation significantly impacts our overall ethnicity pay gap.



Table 3 – Proportion of Black, Asian or Minority Ethnic employees in each non-operational Payband 2020 vs 2021

	2020 representation of Black, Asian or Minority Ethnic	2021 representation of Black, Asian or Minority Ethnic	Change
Board	17.4%	19.2%	1.8%
Director	6.8%	5.0%	-1.8%
Band 5	8.3%	8.5%	0.2%
Band 4	17.5%	18.5%	1.0%
Band 3	28.5%	29.3%	0.8%
Band 2	37.0%	37.8%	0.8%
Band 1	47.8%	48.2%	0.4%
Graduates	50.0%	51.9%	1.9%
Apprentices	36.1%	37.3%	1.2%

- 2.13. Since we first started reporting in 2017, the proportion of Black, Asian or minority ethnic employees in non-operational roles at most levels across the organisation has increased with only a small reduction at Director level. 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.
- 2.14. Occupational segregation can unfortunately still be seen through the analysis of our new hires and promotions and movements between 2020 and 2021. Of all new White employees hired into operational roles (33 employees), 60.6 per cent went into engineering roles. This is much lower for Black, Asian or minority ethnic employees, (17 employees) with only 29.4 per cent going into engineering roles.
- 2.15. In terms of the internal movements, of the 423 employees who declared their ethnicity, 42.3 per cent identified as Black, Asian or minority ethnic and 51.7 per cent as White. Of all White employee changes, 21.0 per cent moved into engineering, 36.1 per cent into train operators and 1.1 per cent into customer service assistant roles. In comparison, of all Black, Asian or minority ethnic employee changes, 2.3 per cent moved into engineering, 42.7 per cent into train operators and 33.8 per cent into customer service assistant roles. Therefore, internal career progression and promotion is a key area we must continue to focus on.
- 2.16. The coronavirus pandemic has impacted our graduate and apprentice schemes resulting in delayed starts from 2020 to January and April 2021, and some delayed completions. Consequently, the figures captured as at March 2021 do not give a like-for-like comparison to March 2020 as it excludes the graduates and apprentices on an April delayed start.
- 2.17. 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.




- 2.18. The proportion of Black, Asian or minority ethnic graduates increasing to 51.9 per cent reflects a strong 2019 intake year of 53 per cent. For apprentices the increase is reflected by a one per cent increase in Black, Asian or minority ethnic apprentices recruited in 2019 over 2018.
- 2.19. When comparing all 2020 delayed starts in comparison to 2019 we will see a slight decrease in the percentage of Black, Asian or minority ethnic people hired onto our apprenticeship schemes and an anticipated decline in Graduates.
- 2.20. 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.
- 2.21. 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 Byford, Commissioner



Tricia Wright, 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 26,104 TfL employees as at the 31 March 2021 snapshot date.

The overall ethnicity split is 52.0 per cent employees who describe themselves as White, 32.8 per cent employees who describe their ethnicity as one in the Black, Asian or Minority Ethnic category and 15.2 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	£55,923	£50,000	10.6%
Mean annual salary	£54,528	£48,273	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	£30.75	£27.74	9.8%
Mean hourly pay	£30.50	£27.00	11.5%



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	£30.98	£27.62	£30.71	£27.10
Black, Asian or Minority Ethnic	£28.28	£19.37	£27.38	£22.80
Pay gap	8.7%	29.9%	10.8%	15.9%

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	£549.00	£462.00	15.8%
Mean	£745.20	£535.02	28.2%

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	40.6%	37.2%



3.1.6. 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 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	£124.22	21	£150.38	5	-21.1%
Director	£98.56	38	£128.47	<5	-30.3%
Band 5	£54.76	162	£56.44	15	-3.1%
Band 4	£41.28	713	£41.76	162	-1.2%
Band 3	£32.15	2,634	£31.25	1,090	2.8%
Band 2	£28.92	2,983	£26.85	1,811	7.2%
Band 1	£17.71	439	£17.06	408	3.7%
Graduates	£14.78	25	£14.78	27	0.0%
Apprentices	£12.49	165	£12.49	98	0.0%
Managers	£35.96	28	£34.56	10	3.9%
Supervisors	£28.28	723	£24.56	767	13.1%
Operational	£30.91	5,337	£25.60	3,926	17.2%

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	£116.99	21	£132.58	5	-13.3%
Director	£113.72	38	£110.28	<5	3.0%
Band 5	£58.10	162	£58.35	15	-0.4%
Band 4	£42.57	713	£42.55	162	0.0%
Band 3	£33.03	2,634	£32.30	1,090	2.2%
Band 2	£29.47	2,983	£27.92	1,811	5.3%
Band 1	£18.68	439	£18.16	408	2.8%
Graduates	£15.56	25	£14.27	27	8.2%
Apprentices	£12.49	165	£12.64	98	-1.1%
Managers	£37.06	28	£36.04	10	2.8%
Operational	£28.53	5,337	£25.88	3,926	9.3%
Supervisors	£26.73	723	£25.85	767	3.3%



3.1.7. 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	£37.54	72.3%	£35.81	27.7%	4.6%
Upper middle	£31.62	63.6%	£31.78	36.4%	-0.5%
Lower middle	£25.60	60.4%	£24.57	39.6%	4.0%
Lower	£19.37	46.6%	£19.37	53.4%	0.0%

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	£40.15	72.3%	£37.57	27.7%	6.4%
Upper middle	£31.10	63.6%	£31.21	36.4%	-0.4%
Lower middle	£25.46	60.4%	£25.00	39.6%	1.8%
Lower	£18.24	46.6%	£18.40	53.4%	-0.9%

3.1.8. 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 - £102,251	£102,252 - £186,502	£186,503 - £270,753	£270,754 - £355,000
White	13,152	106	7	3
Black, Asian or Minority Ethnic	8,309	11	1	-

The difference between the lowest and highest salary is £337,000. When divided equally this represents a £84,250 range per salary group.



3.1.9. 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	11	7
£20k - £30k	573	623
£30k - £40k	2,111	2,306
£40k - £50k	1,936	1,210
£50k - £60k	4,697	2,779
£60k - £70k	2,054	872
£70k - £80k	1,184	393
£80k - £90k	379	88
£90k - £100k	158	19
£100k - £110k	43	
£110k - £120k	22	5
£120k - £130k	14	<5
£130k - £140k	23	<5
£140k - £150k	5	
£150k - £160k	4	
£160k - £170k	3	
£170k - £180k	5	
£180k - £190k	7	
£200k - £210k	1	
£220k - £230k	2	1
£230k - £240k	2	
£250k - £260k	1	
£260k - £270k	1	
£280k - £290k	1	
£290k - £300k	1	
£350k - £360k	1	



3.2. White and Black or Black British

The following tables show the ethnicity pay gap figures for 17,704 TfL employees as at the 31 March 2021 snapshot date.

The overall ethnicity split is 76.6 per cent of employees who describe themselves as White and 23.4 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	£30.75	£26.56	13.6%
Mean Hourly Pay	£30.50	£26.67	12.6%

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	£30.98	£27.62	£30.71	£27.10
Black or Black British	£27.99	£19.37	£27.11	£21.68
Pay Gap	9.6%	29.9%	11.7%	20.0%



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	£549.00	£201.00	63.4%
Mean	£745.20	£433.66	41.8%

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	40.6%	33.9%



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	£124.22	21	Redacted	<5	-28.5%
Director	£98.56	38			-
Band 5	£54.76	162	£52.65	5	3.8%
Band 4	£41.28	713	£41.62	43	-0.8%
Band 3	£32.15	2,634	£31.17	370	3.0%
Band 2	£28.92	2,983	£29.01	896	-0.3%
Band 1	£17.71	439	£17.50	222	1.2%
Graduates	£14.78	25	£14.78	6	0.0%
Apprentices	£12.49	165	£12.49	30	0.0%
Managers	£35.96	28	£35.14	<5	2.3%
Supervisors	£28.28	723	£24.56	411	13.1%
Operational	£30.91	5,337	£24.77	2,042	19.9%

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	£116.99	21	Redacted	<5	-36.5%
Director	£113.72	38			-
Band 5	£58.10	162	£57.41	5	1.2%
Band 4	£42.57	713	£42.23	43	0.8%
Band 3	£33.03	2,634	£32.25	370	2.3%
Band 2	£29.47	2,983	£28.51	896	3.2%
Band 1	£18.68	439	£18.53	222	0.8%
Graduates	£15.56	25	£13.48	6	13.4%
Apprentices	£12.49	165	£12.81	30	-2.5%
Managers	£37.06	28	£34.50	<5	6.9%
Supervisors	£26.73	723	£25.88	411	3.2%
Operational	£28.53	5,337	£25.64	2,042	10.1%



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	£37.54	85.3%	£35.72	14.7%	4.9%
Upper Middle	£31.62	78.7%	£31.78	21.3%	-0.5%
Lower Middle	£25.60	75.2%	£24.36	24.8%	4.8%
Lower	£19.37	63.5%	£19.37	36.5%	0.0%

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	£40.15	85.3%	£37.19	14.7%	7.4%
Upper Middle	£31.10	78.7%	£31.26	21.3%	-0.5%
Lower Middle	£25.46	75.2%	£24.89	24.8%	2.2%
Lower	£18.24	63.5%	£18.52	36.5%	-1.5%

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

Range	Salary Grouping			
	1	2	3	4
	£18,000 - £102,251	£102,252 - £186,502	£186,503 - £270,753	£270,754 - £355,000
White	13,152	106	7	3
Black or Black British	4,028	<5	-	-

The difference between the lowest and highest salary is £337,000. When divided equally this represents a £84,250 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	11	<5
£20k - £30k	573	287
£30k - £40k	2,111	1,184
£40k - £50k	1,936	625
£50k - £60k	4,697	1,306
£60k - £70k	2,054	402
£70k - £80k	1,184	172
£80k - £90k	379	32
£90k - £100k	158	8
£100k - £110k	43	
£110k - £120k	22	<5
£120k - £130k	14	<5
£130k - £140k	23	
£140k - £150k	5	
£150k - £160k	4	
£160k - £170k	3	
£170k - £180k	5	
£180k - £190k	7	
£200k - £210k	1	
£220k - £230k	2	
£230k - £240k	2	
£250k - £260k	1	
£260k - £270k	1	
£280k - £290k	1	
£290k - £300k	1	
£350k - £360k	1	



3.3. White and Asian or Asian British

The following tables show the ethnicity pay gap figures for 16,721 TfL employees as at the 31 March 2021 snapshot date.

The overall ethnicity split is 81.2 per cent of employees who describe themselves as White and 18.9 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	£30.75	£28.28	8.0%
Mean Hourly Pay	£30.50	£27.33	10.4%

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	£30.98	£27.62	£30.71	£27.10
Asian or Asian British	£28.45	£19.86	£27.68	£23.57
Pay Gap	8.2%	28.1%	9.9%	13.0%



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	£549.00	£522.00	4.9%
Mean	£745.20	£627.55	15.8%

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	40.6%	39.9%



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	£124.22	21	£150.38	<5	-21.1%
Director	£98.56	38	Redacted	<5	-30.3%
Band 5	£54.76	162	£56.13	6	-2.5%
Band 4	£41.28	713	£41.76	83	-1.2%
Band 3	£32.15	2,634	£31.21	524	2.9%
Band 2	£28.92	2,983	£25.25	655	12.7%
Band 1	£17.71	439	£16.97	138	4.1%
Graduates	£14.78	25	£14.78	16	0.0%
Apprentices	£12.49	165	£12.49	39	0.0%
Managers	£35.96	28	£34.56	<5	3.9%
Supervisors	£28.28	723	£24.56	276	13.1%
Operational	£30.91	5,337	£27.15	1,319	12.2%

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	£116.99	21	£133.05	<5	-13.7%
Director	£113.72	38	Redacted	<5	-13.0%
Band 5	£58.10	162	£57.59	6	0.9%
Band 4	£42.57	713	£42.71	83	-0.3%
Band 3	£33.03	2,634	£32.29	524	2.2%
Band 2	£29.47	2,983	£27.30	655	7.3%
Band 1	£18.68	439	£17.42	138	6.7%
Graduates	£15.56	25	£14.18	16	8.9%
Apprentices	£12.49	165	£12.67	39	-1.4%
Managers	£37.06	28	£39.04	<5	-5.3%
Supervisors	£26.73	723	£25.74	276	3.7%
Operational	£28.53	5,337	£26.06	1,319	8.7%



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	£37.54	86.8%	£35.86	13.2%	4.5%
Upper Middle	£31.62	82.1%	£31.78	17.9%	-0.5%
Lower Middle	£25.60	81.3%	£24.74	18.7%	3.4%
Lower	£19.37	71.0%	£19.37	29.0%	0.0%

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	£40.15	86.8%	£37.90	13.2%	5.6%
Upper Middle	£31.10	82.1%	£31.20	17.9%	-0.3%
Lower Middle	£25.46	81.3%	£25.15	18.7%	1.2%
Lower	£18.24	71.0%	£18.26	29.0%	-0.1%

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 - £102,251	£102,252 - £186,502	£186,503 - £270,753	£270,754 - £355,000
White	13,152	106	7	3
Asian or Asian British	3,058	<5	1	-

The difference between the lowest and highest salary is £337,000. When divided equally this represents a £84,250 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	11	<5
£20k - £30k	573	249
£30k - £40k	2,111	795
£40k - £50k	1,936	407
£50k - £60k	4,697	1,068
£60k - £70k	2,054	327
£70k - £80k	1,184	163
£80k - £90k	379	38
£90k - £100k	158	7
£100k - £110k	43	
£110k - £120k	22	<5
£120k - £130k	14	<5
£130k - £140k	23	
£140k - £150k	5	
£150k - £160k	4	
£160k - £170k	3	
£170k - £180k	5	
£180k - £190k	7	
£200k - £210k	1	
£220k - £230k	2	1
£230k - £240k	2	
£250k - £260k	1	
£260k - £270k	1	
£280k - £290k	1	
£290k - £300k	1	
£350k - £360k	1	



3.4. White and Other Ethnic Group

The following tables show the ethnicity pay gap figures for 14,818 TfL employees as at the 31 March 2021 snapshot date.

The overall ethnicity split is 91.6 per cent who describe themselves as White and 8.4 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	£30.75	£28.28	8.0%
Mean Hourly Pay	£30.50	£27.49	9.9%

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	£30.98	£27.62	£30.71	£27.10
Other Ethnic Group	£28.54	£23.21	£27.62	£25.82
Pay Gap	7.9%	16.0%	10.1%	4.7%



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	£549.00	£477.00	13.1%
Mean	£745.20	£620.96	16.7%

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	40.6%	41.1%



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	£124.22	21	Redacted	<5	38.4%
Director	£98.56	38	Redacted	<5	25.0%
Band 5	£54.76	162	£64.34	<5	-17.5%
Band 4	£41.28	713	£42.16	35	-2.1%
Band 3	£32.15	2,634	£31.41	189	2.3%
Band 2	£28.92	2,983	£24.12	258	16.6%
Band 1	£17.71	439	£17.30	46	2.3%
Graduates	£14.78	25	£16.97	5	-14.8%
Apprentices	£12.49	165	£12.45	29	0.3%
Managers	£35.96	28	£33.92	<5	5.7%
Supervisors	£28.28	723	£25.12	80	11.2%
Operational	£30.91	5,337	£28.87	558	6.6%

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	£116.99	21	Redacted	<5	34.6%
Director	£113.72	38	Redacted	<5	35.0%
Band 5	£58.10	162	£62.97	<5	-8.4%
Band 4	£42.57	713	£42.38	35	0.4%
Band 3	£33.03	2,634	£32.53	189	1.5%
Band 2	£29.47	2,983	£27.08	258	8.1%
Band 1	£18.68	439	£18.73	46	-0.3%
Graduates	£15.56	25	£16.04	5	-3.1%
Apprentices	£12.49	165	£12.23	29	2.1%
Managers	£37.06	28	£34.14	<5	7.9%
Supervisors	£26.73	723	£26.18	80	2.1%
Operational	£28.53	5,337	£26.55	558	7.0%



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	£37.54	94.5%	£36.13	5.5%	3.8%
Upper Middle	£31.62	92.2%	£31.74	7.8%	-0.4%
Lower Middle	£25.60	91.3%	£24.78	8.7%	3.2%
Lower	£19.37	86.2%	£19.37	13.8%	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	£40.15	94.5%	£37.95	5.5%	5.5%
Upper Middle	£31.10	92.2%	£30.99	7.8%	0.3%
Lower Middle	£25.46	91.3%	£25.08	8.7%	1.5%
Lower	£18.24	86.2%	£18.30	13.8%	-0.3%

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 - £102,251	£102,252 - £186,502	£186,503 - £270,753	£270,754 - £355,000
White	13,152	106	7	3
Other Ethnic Group	1,204	5	-	-

The difference between the lowest and highest salary is £337,000. When divided equally this represents a £84,250 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	11	
£20k - £30k	573	85
£30k - £40k	2,111	321
£40k - £50k	1,936	174
£50k - £60k	4,697	400
£60k - £70k	2,054	142
£70k - £80k	1,184	58
£80k - £90k	379	17
£90k - £100k	158	<5
£100k - £110k	43	
£110k - £120k	22	<5
£120k - £130k	14	<5
£130k - £140k	23	<5
£140k - £150k	5	
£150k - £160k	4	
£160k - £170k	3	
£170k - £180k	5	
£180k - £190k	7	
£200k - £210k	1	
£220k - £230k	2	
£230k - £240k	2	
£250k - £260k	1	
£260k - £270k	1	
£280k - £290k	1	
£290k - £300k	1	
£350k - £360k	1	



4. Non-operational roles

4.1. White and Black, Asian or Minority Ethnic

The following tables show the ethnicity pay gap figures for 12,707 TfL employees in non-operational roles as at the 31 March 2021 snapshot date.

The overall ethnicity split is 57.6 per cent of employees who describe themselves as White, 29.1 per cent who chose Black, Asian or Minority Ethnic categories to describe their ethnicity and 13.3 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	£31.36	£28.85	8.0%
Mean	£32.32	£28.49	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	£31.54	£28.19	£32.51	£28.84
Black, Asian or Minority Ethnic	£29.02	£22.58	£28.62	£24.56
Pay Gap	8.0%	19.9%	12.0%	14.9%



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	£716.00	£591.00	17.5%
Mean	£902.36	£706.66	21.7%

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	60.3%	61.5%



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	£124.22	21	£150.38	5	-21.1%
Director	£98.56	38	£128.47	<5	-30.3%
Band 5	£54.76	162	£56.44	15	-3.1%
Band 4	£41.28	713	£41.76	162	-1.2%
Band 3	£32.15	2,634	£31.25	1,090	2.8%
Band 2	£28.92	2,983	£26.85	1,811	7.2%
Band 1	£17.71	439	£17.06	408	3.7%
Graduates	£14.78	25	£14.78	27	0.0%
Apprentices	£12.49	165	£12.49	98	0.0%

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	£116.99	21	£132.58	5	-13.3%
Director	£113.72	38	£110.28	<5	3.0%
Band 5	£58.10	162	£58.35	15	-0.4%
Band 4	£42.57	713	£42.55	162	0.0%
Band 3	£33.03	2,634	£32.30	1,090	2.2%
Band 2	£29.47	2,983	£27.92	1,811	5.3%
Band 1	£18.68	439	£18.16	408	2.8%
Graduates	£15.56	25	£14.27	27	8.2%
Apprentices	£12.49	165	£12.64	98	-1.1%



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	£38.50	73.7%	£36.41	26.3%	5.4%
Upper Middle	£30.94	65.0%	£31.10	35.0%	-0.5%
Lower Middle	£25.77	65.0%	£25.16	35.0%	2.3%
Lower	£18.21	53.8%	£18.28	46.2%	-0.4%

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	£41.43	73.7%	£38.32	26.3%	7.5%
Upper Middle	£30.82	65.0%	£30.81	35.0%	0.0%
Lower Middle	£25.45	65.0%	£25.14	35.0%	1.2%
Lower	£17.47	53.8%	£17.63	46.2%	-0.9%

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 - £102,251	£102,252 - £186,502	£186,503 - £270,753	£270,754 - £355,000
White	7,064	106	7	3
Black, Asian or Minority Ethnic	3,606	11	1	-

The difference between the lowest and highest salary is £337,000. When divided equally this represents a £84,250 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	11	7
£20k - £30k	303	269
£30k - £40k	1,067	833
£40k - £50k	978	494
£50k - £60k	1,716	927
£60k - £70k	1,526	665
£70k - £80k	877	292
£80k - £90k	379	88
£90k - £100k	158	19
£100k - £110k	43	
£110k - £120k	22	5
£120k - £130k	14	<5
£130k - £140k	23	<5
£140k - £150k	5	
£150k - £160k	4	
£160k - £170k	3	
£170k - £180k	5	
£180k - £190k	7	
£200k - £210k	1	
£220k - £230k	2	1
£230k - £240k	2	
£250k - £260k	1	
£260k - £270k	1	
£280k - £290k	1	
£290k - £300k	1	
£350k - £360k	1	



4.2. White and Black or Black British

The following tables show the ethnicity pay gap figures for 8,932 TfL employees as at the 31 March 2021 snapshot date.

The overall ethnicity split is 82.0 per cent of employees who describe themselves as White and 18.0 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	£31.36	£28.61	8.8%
Mean	£32.32	£28.18	12.8%

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	£31.54	£28.19	£32.51	£28.84
Black or Black British	£28.84	£21.77	£28.33	£22.00
Pay Gap	8.5%	22.8%	12.9%	23.7%



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	£716.00	£551.00	23.0%
Mean	£902.36	£594.91	34.1%

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	60.3%	57.3%



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	£124.22	21	Redacted	<5	-28.5%
Director	£98.56	38			-
Band 5	£54.76	162	£52.65	5	3.8%
Band 4	£41.28	713	£41.62	43	-0.8%
Band 3	£32.15	2,634	£31.17	370	3.0%
Band 2	£28.92	2,983	£29.01	896	-0.3%
Band 1	£17.71	439	£17.50	222	1.2%
Graduates	£14.78	25	£14.78	6	0.0%
Apprentices	£12.49	165	£12.49	30	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	£116.99	21	Redacted	<5	-36.5%
Director	£113.72	38			-
Band 5	£58.10	162	£57.41	5	1.2%
Band 4	£42.57	713	£42.23	43	0.8%
Band 3	£33.03	2,634	£32.25	370	2.3%
Band 2	£29.47	2,983	£28.51	896	3.2%
Band 1	£18.68	439	£18.53	222	0.8%
Graduates	£15.56	25	£13.48	6	13.4%
Apprentices	£12.49	165	£12.81	30	-2.5%



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	£38.50	86.7%	£36.35	13.3%	5.6%
Upper Middle	£30.94	81.2%	£31.15	18.8%	-0.7%
Lower Middle	£25.77	81.1%	£24.71	18.9%	4.1%
Lower	£18.21	72.3%	£18.33	27.7%	-0.6%

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	£41.43	86.7%	£37.81	13.3%	8.7%
Upper Middle	£30.82	81.2%	£30.90	18.8%	-0.3%
Lower Middle	£25.45	81.1%	£24.96	18.9%	1.9%
Lower	£17.47	72.3%	£17.77	27.7%	-1.7%

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 - £102,251	£102,252 - £186,502	£186,503 - £270,753	£270,754 - £355,000
White	7,064	106	7	3
Black or Black British	1,571	<5	-	-

The difference between the lowest and highest salary is £337,000. When divided equally this represents a £84,250 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	11	<5
£20k - £30k	303	106
£30k - £40k	1,067	380
£40k - £50k	978	229
£50k - £60k	1,716	390
£60k - £70k	1,526	293
£70k - £80k	877	121
£80k - £90k	379	32
£90k - £100k	158	8
£100k - £110k	43	
£110k - £120k	22	<5
£120k - £130k	14	<5
£130k - £140k	23	
£140k - £150k	5	
£150k - £160k	4	
£160k - £170k	3	
£170k - £180k	5	
£180k - £190k	7	
£200k - £210k	1	
£220k - £230k	2	
£230k - £240k	2	
£250k - £260k	1	
£260k - £270k	1	
£280k - £290k	1	
£290k - £300k	1	
£350k - £360k	1	



4.3. White and Asian or Asian British

The following tables show the ethnicity pay gap figures for 8,819 TfL employees as at the 31 March 2021 snapshot date.

The overall ethnicity split is 83.1 per cent of employees who describe themselves as White and 16.9 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	£31.36	£29.11	7.2%
Mean	£32.32	£28.78	11.0%

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	£31.54	£28.19	£32.51	£28.84
Asian or Asian British	£29.27	£22.81	£28.95	£24.91
Pay Gap	7.2%	19.1%	10.9%	13.7%



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	£716.00	£650.00	9.2%
Mean	£902.36	£788.83	12.6%

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	60.3%	64.4%



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	£124.22	21	£150.38	<5	-21.1%
Director	£98.56	38	Redacted	<5	-30.3%
Band 5	£54.76	162	£56.13	6	-2.5%
Band 4	£41.28	713	£41.76	83	-1.2%
Band 3	£32.15	2,634	£31.21	524	2.9%
Band 2	£28.92	2,983	£25.25	655	12.7%
Band 1	£17.71	439	£16.97	138	4.1%
Graduates	£14.78	25	£14.78	16	0.0%
Apprentices	£12.49	165	£12.49	39	0.0%

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	£116.99	21	£133.05	<5	-13.7%
Director	£113.72	38	Redacted	<5	-13.0%
Band 5	£58.10	162	£57.59	6	0.9%
Band 4	£42.57	713	£42.71	83	-0.3%
Band 3	£33.03	2,634	£32.29	524	2.2%
Band 2	£29.47	2,983	£27.30	655	7.3%
Band 1	£18.68	439	£17.42	138	6.7%
Graduates	£15.56	25	£14.18	16	8.9%
Apprentices	£12.49	165	£12.67	39	-1.4%



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	£38.50	87.4%	£36.45	12.6%	5.3%
Upper Middle	£30.94	80.8%	£30.74	19.2%	0.7%
Lower Middle	£25.77	82.6%	£25.56	17.4%	0.8%
Lower	£18.21	74.9%	£18.28	25.1%	-0.4%

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	£41.43	87.4%	£38.77	12.6%	6.4%
Upper Middle	£30.82	80.8%	£30.75	19.2%	0.2%
Lower Middle	£25.45	82.6%	£25.40	17.4%	0.2%
Lower	£17.47	74.9%	£17.57	25.1%	-0.6%

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 - £102,251	£102,252 - £186,502	£186,503 - £270,753	£270,754 - £355,000
White	7,064	106	7	3
Asian or Asian British	1,460	<5	1	-

The difference between the lowest and highest salary is £337,000. When divided equally this represents a £84,250 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	11	<5
£20k - £30k	303	112
£30k - £40k	1,067	319
£40k - £50k	978	185
£50k - £60k	1,716	404
£60k - £70k	1,526	268
£70k - £80k	877	123
£80k - £90k	379	38
£90k - £100k	158	7
£100k - £110k	43	
£110k - £120k	22	<5
£120k - £130k	14	<5
£130k - £140k	23	
£140k - £150k	5	
£150k - £160k	4	
£160k - £170k	3	
£170k - £180k	5	
£180k - £190k	7	
£200k - £210k	1	
£220k - £230k	2	1
£230k - £240k	2	
£250k - £260k	1	
£260k - £270k	1	
£280k - £290k	1	
£290k - £300k	1	
£350k - £360k	1	



4.4. White and Other Ethnic Group

The following tables show the ethnicity pay gap figures for 7,911 TfL employees as at the 31 March 2021 snapshot date.

The overall ethnicity split is 92.6 per cent who describe themselves as White and 7.4 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	£31.36	£28.71	8.5%
Mean	£32.32	£28.66	11.3%

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	£31.54	£28.19	£32.51	£28.84
Other Ethnic Group	£28.71	£28.69	£28.60	£30.21
Pay Gap	9.0%	-1.8%	12.0%	-4.7%



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	£716.00	£635.00	11.3%
Mean	£902.36	£816.60	9.5%

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	60.3%	65.5%



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	£124.22	21	Redacted	<5	38.4%
Director	£98.56	38	Redacted	<5	25.0%
Band 5	£54.76	162	£64.34	<5	-17.5%
Band 4	£41.28	713	£42.16	35	-2.1%
Band 3	£32.15	2,634	£31.41	189	2.3%
Band 2	£28.92	2,983	£24.12	258	16.6%
Band 1	£17.71	439	£17.30	46	2.3%
Graduates	£14.78	25	£16.97	5	-14.8%
Apprentices	£12.49	165	£12.45	29	0.3%

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	£116.99	21	Redacted	<5	34.6%
Director	£113.72	38	Redacted	<5	35.0%
Band 5	£58.10	162	£62.97	<5	-8.4%
Band 4	£42.57	713	£42.38	35	0.4%
Band 3	£33.03	2,634	£32.53	189	1.5%
Band 2	£29.47	2,983	£27.08	258	8.1%
Band 1	£18.68	439	£18.73	46	-0.3%
Graduates	£15.56	25	£16.04	5	-3.1%
Apprentices	£12.49	165	£12.23	29	2.1%



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	£38.50	94.5%	£36.90	5.5%	4.1%
Upper Middle	£30.94	93.5%	£30.69	6.5%	0.8%
Lower Middle	£25.77	91.7%	£24.57	8.3%	4.7%
Lower	£18.21	88.0%	£18.25	12.0%	-0.2%

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	£41.43	94.5%	£38.67	5.5%	6.7%
Upper Middle	£30.82	93.5%	£30.60	6.5%	0.7%
Lower Middle	£25.45	91.7%	£24.93	8.3%	2.0%
Lower	£17.47	88.0%	£17.22	12.0%	1.4%

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 - £102,251	£102,252 - £186,502	£186,503 - £270,753	£270,754 - £355,000
White	7,064	106	7	3
Other Ethnic Group	563	5	-	-

The difference between the lowest and highest salary is £337,000. When divided equally this represents a £84,250 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	11	
£20k - £30k	303	50
£30k - £40k	1,067	132
£40k - £50k	978	77
£50k - £60k	1,716	129
£60k - £70k	1,526	103
£70k - £80k	877	48
£80k - £90k	379	17
£90k - £100k	158	<5
£100k - £110k	43	
£110k - £120k	22	<5
£120k - £130k	14	<5
£130k - £140k	23	<5
£140k - £150k	5	
£150k - £160k	4	
£160k - £170k	3	
£170k - £180k	5	
£180k - £190k	7	
£200k - £210k	1	
£220k - £230k	2	
£230k - £240k	2	
£250k - £260k	1	
£260k - £270k	1	
£280k - £290k	1	
£290k - £300k	1	
£350k - £360k	1	



5. Operational roles

5.1. White and Black, Asian or Minority Ethnic

The following tables show the ethnicity pay gap figures for all 13,397 TfL employees as at the 31 March 2021 snapshot date.

The overall ethnicity split is 46.6 per cent of employees who describe themselves as White, 36.3 per cent of employees who chose a Black, Asian or Minority Ethnic category to describe their ethnicity and 17.1 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	£29.93	£25.52	14.7%
Mean	£28.36	£25.89	8.7%

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	£30.27	£23.21	£28.56	£25.51
Black, Asian or Minority Ethnic	£27.15	£19.37	£26.36	£22.44
Pay Gap	10.3%	16.5%	7.7%	12.0%



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	£109.80	£118.77	-8.2%

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	17.5%	18.6%

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	£35.96	28	£34.56	10	3.9%
Supervisors	£28.28	723	£24.56	767	13.1%
Operational	£30.91	5,337	£25.60	3,926	17.2%



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	£37.06	28	£36.04	10	2.8%
Supervisors	£26.73	723	£25.85	767	3.3%
Operational	£28.53	5,337	£25.88	3,926	9.3%

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	£34.79	68.2%	£34.50	31.8%	0.8%
Upper Middle	£31.78	62.9%	£31.78	37.1%	0.0%
Lower Middle	£25.60	55.9%	£24.03	44.1%	6.2%
Lower	£19.37	41.5%	£19.37	58.5%	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	£36.34	68.2%	£35.90	31.8%	1.2%
Upper Middle	£31.24	62.9%	£31.40	37.1%	-0.5%
Lower Middle	£25.47	55.9%	£24.90	44.1%	2.2%
Lower	£18.95	41.5%	£18.82	58.5%	0.7%



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
	£20,961 - £35,521	£35,522 - £50,081	£50,082 - £64,641	£64,642 - £79,197
White	1,102	1,171	3,429	386
Black, Asian or Minority Ethnic	1,675	868	2,035	125

The difference between the lowest and highest salary is £58,236. When divided equally this represents a £14,559 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	270	354
£30k - £40k	1,044	1,473
£40k - £50k	958	716
£50k - £60k	2,981	1,852
£60k - £70k	528	207
£70k - £80k	307	101



5.2. White and Black or Black British

The following tables show the ethnicity pay gap figures for 8,772 TfL employees as at the 31 March 2021 snapshot date.

The overall ethnicity split is 71.2 per cent of employees who describe themselves as White and 28.8 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	£29.93	£24.74	17.4%
Mean	£28.36	£25.70	9.4%

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	£30.27	£23.21	£28.56	£25.51
Black or Black British	£25.84	£19.37	£26.24	£21.64
Pay Gap	14.6%	16.5%	8.1%	15.2%



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	£109.80	£123.62	-12.6%

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	17.5%	18.9%

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	£35.96	28	£35.14	<5	2.3%
Supervisors	£28.28	723	£24.56	411	13.1%
Operational	£30.91	5,337	£24.77	2,042	19.9%



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	£37.06	28	£34.50	<5	6.9%
Supervisors	£26.73	723	£25.88	411	3.2%
Operational	£28.53	5,337	£25.64	2,042	10.1%

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	£34.79	81.2%	£34.52	18.8%	0.8%
Upper Middle	£31.78	77.4%	£31.78	22.6%	0.0%
Lower Middle	£25.60	69.6%	£24.02	30.4%	6.2%
Lower	£19.37	57.2%	£19.37	42.8%	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	£36.34	81.2%	£35.98	18.8%	1.0%
Upper Middle	£31.24	77.4%	£31.41	22.6%	-0.6%
Lower Middle	£25.47	69.6%	£24.84	30.4%	2.4%
Lower	£18.95	57.2%	£18.87	42.8%	0.4%



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

Range	Salary Grouping			
	1	2	3	4
	£20,961 - £35,521	£35,522 - £50,081	£50,082 - £64,641	£64,642 - £79,197
White	1,102	1,171	3,429	386
Black or Black British	887	494	1,005	71

The difference between the lowest and highest salary is £58,236. When divided equally this represents a £14,559 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	270	181
£30k - £40k	1,044	804
£40k - £50k	958	396
£50k - £60k	2,981	916
£60k - £70k	528	109
£70k - £80k	307	51



5.3. White and Asian or Asian British

The following tables show the ethnicity pay gap figures for 7,902 TfL employees as at the 31 March 2021 snapshot date.

The overall ethnicity split is 79.0 per cent of employees who describe themselves as White and 21.0 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	£29.93	£25.84	13.7%
Mean	£28.36	£26.03	8.2%

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	£30.27	£23.21	£28.56	£25.51
Asian or Asian British	£28.28	£19.37	£26.44	£23.18
Pay Gap	6.6%	16.5%	7.4%	9.1%



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	£109.80	£120.19	-9.5%

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	17.5%	17.8%

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	£35.96	28	£34.56	<5	3.9%
Supervisors	£28.28	723	£24.56	276	13.1%
Operational	£30.91	5,337	£27.15	1,319	12.2%



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	£37.06	28	£39.04	<5	-5.3%
Supervisors	£26.73	723	£25.74	276	3.7%
Operational	£28.53	5,337	£26.06	1,319	8.7%

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	£34.79	85.1%	£33.83	14.9%	2.7%
Upper Middle	£31.78	82.9%	£31.78	17.1%	0.0%
Lower Middle	£25.60	80.1%	£23.53	19.9%	8.1%
Lower	£19.37	67.7%	£19.37	32.3%	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	£36.34	85.1%	£35.77	14.9%	1.5%
Upper Middle	£31.24	82.9%	£31.47	17.1%	-0.7%
Lower Middle	£25.47	80.1%	£24.92	19.9%	2.2%
Lower	£18.95	67.7%	£18.70	32.3%	1.3%



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	£20,961 - £35,521	£35,522 - £50,081	£50,082 - £64,641	£64,642 - £79,197
White	1,102	1,171	3,429	386
Asian or Asian British	576	259	720	43

The difference between the lowest and highest salary is £58,236. When divided equally this represents a £14,559 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	270	137
£30k - £40k	1,044	476
£40k - £50k	958	222
£50k - £60k	2,981	664
£60k - £70k	528	59
£70k - £80k	307	40



5.4. White and Other Ethnic Group

The following tables show the ethnicity pay gap figures for 6,907 TfL employees as at the 31 March 2021 snapshot date.

The overall ethnicity split is 90.4 per cent who describe themselves as White and 9.6 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	£29.93	£28.28	5.5%
Mean	£28.36	£26.53	6.5%

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	£30.27	£23.21	£28.56	£25.51
Other Ethnic Group	£28.28	£23.20	£26.75	£24.48
Pay Gap	6.6%	0.0%	6.3%	4.0%



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	£109.80	£84.91	22.7%

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	17.5%	19.6%



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	£35.96	28	£33.92	<5	5.7%
Supervisors	£28.28	723	£25.12	80	11.2%
Operational	£30.91	5,337	£28.87	558	6.6%

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	£37.06	28	£34.14	<5	7.9%
Supervisors	£26.73	723	£26.18	80	2.1%
Operational	£28.53	5,337	£26.55	558	7.0%



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	£34.79	94.4%	£34.52	5.6%	0.8%
Upper Middle	£31.78	91.6%	£31.78	8.4%	0.0%
Lower Middle	£25.60	90.9%	£24.92	9.1%	2.7%
Lower	£19.37	84.6%	£19.37	15.4%	0.0%

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	£36.34	94.4%	£36.03	5.6%	0.8%
Upper Middle	£31.24	91.6%	£31.13	8.4%	0.3%
Lower Middle	£25.47	90.9%	£25.21	9.1%	1.0%
Lower	£18.95	84.6%	£18.99	15.4%	-0.2%



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	£23,850 - £37,687	£37,688 - £51,525	£51,526 - £65,363	£65,364 - £79,197
White	1,170	1,173	3,372	373
Other Ethnic Group	209	116	305	11

The difference between the lowest and highest salary is £55,347. When divided equally this represents a £13,837 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	270	35
£30k - £40k	1,044	189
£40k - £50k	958	97
£50k - £60k	2,981	271
£60k - £70k	528	39
£70k - £80k	307	10



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