



# Transport for London Ethnicity Pay Gap Report 2020

## Contents

1.	About this report .....	3
2.	Summary.....	8
3.	Consolidated TfL view .....	12
4.	Non-operational roles.....	32
5.	Operational roles .....	52
6.	Index of tables .....	69



# 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, Minority Ethnic' (BAME) 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, Minority Ethnic' (BAME) are those used in our HR system and taken from the national census.<sup>1</sup>
- 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 BAME full-pay relevant employees
  - The difference between the median hourly rate of pay of White full-pay relevant employees and that of BAME full-pay relevant employees
  - The difference between the mean bonus paid to White relevant employees and that of BAME relevant employees

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<sup>1</sup> 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 BAME relevant employees
- The proportion of White and BAME relevant employees who were paid bonus pay
- The proportion of White and BAME 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 BAME employees by grade
- The difference between the median hourly rate of pay of full-pay relevant White and that of full-pay relevant BAME employees by grade
- The number of full-pay relevant White and BAME employees in equally sized salary groups based on the spread of pay
- The number of full-pay relevant White and BAME 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.<sup>2</sup>

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)

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).

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<sup>2</sup> <https://tfl.gov.uk/corporate/about-tfl/how-we-work/corporate-governance/subsidiary-companies>



- 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. In instances where individuals could be identified as part of the payband grouping (less than 5 employees) we have combined pay grades to retain anonymity.
- 1.5.7. '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.
- 1.5.8. 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.
- 1.5.9. 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.



- 1.5.10. '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.
- 1.5.11. '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.
- 1.5.12. 'Bonus' includes individual performance related pay, recognition scheme vouchers, long service awards and other one-off bonus payments such as retention bonuses.
- 1.5.13. 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.
- 1.5.14. 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.
- 1.5.15. 'Mean' is the average value of all figures within the data set.
- 1.5.16. 'Median' is the middle value of all figures in the data set.
- 1.5.17. 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.
- 1.5.18. All percentage pay gaps are expressed as BAME employees pay as a percentage of White employees pay using the following calculation:

$$\frac{(\text{White employee hourly rate} - \text{BAME employee hourly rate}) \times 100}{\text{White employee hourly rate}}$$

- 1.5.19. A positive percentage indicates White employees are paid more than BAME employees and a negative percentage means BAME employees are paid more than White employees. A percentage of 0 would indicate that there is no pay gap.
- 1.5.20. '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.
- 1.5.21. 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.



- 1.5.22. 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.
- 1.5.23. Tables have been redacted to protect anonymity and where an individual's actual salary may be identified we have written Redacted.
- 1.5.24. For this year's report, we have grouped 97 employees on some London Underground engineering apprenticeships to include them in the non-operational apprenticeship numbers, not in the London Underground operational employee numbers as in previous reports. We will continue this grouping in future reports.



## 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. 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 2020.

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

	2020		2019	
	Hourly pay	Bonus	Hourly pay	Bonus
<b>Median</b>	9.6%	38.2%	9.2%	38.7%
<b>Mean</b>	12.1%	50.8%	11.4%	54.6%

2.3. Unfortunately, our ethnicity pay gap has increased since last year. At 31 March 2020, our consolidated median ethnicity pay gap was 9.6 per cent, compared to 9.2 per cent in 2019. Our mean pay gap was 12.1 per cent, compared to 11.4 per cent last year.

2.4. The median pay gap has slightly increased, owing to a greater increase in Black, Asian and Minority Ethnic representation in the lower paybands and lower paid operational roles than in other pay bands. The mean figure is also impacted by a higher proportion of new diversity data declarations made by White staff within senior management compared to a higher proportion of new Black, Asian and Minority Ethnic declarations in operational roles.

2.5. At 31 March 2020, our mean ethnicity pay gap for operational staff was 9.0 per cent, compared to 7.9 per cent in 2019. This is due to an increase in Black, Asian and Minority Ethnic representation in the lower paybands and changes in declaration rates mentioned above.

2.6. 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
<b>BAME</b>	9.6%	12.1%	38.2%	50.8%
<b>Black or Black British</b>	14.8%	13.5%	78.4%	62.3%
<b>Asian or Asian British</b>	9.2%	10.6%	12.9%	43.5%
<b>Other Minority Ethnic</b>	9.2%	11.1%	17.2%	36.8%





2.7. The bonus pay gap figures are impacted by the higher proportion of Black, Asian and Minority Ethnic employees in operational roles who receive only Make a Difference and long service awards, which are lower in value than the percentage-based bonus schemes for non-operational employees.

2.8. Our analysis shows that Black, Asian and Minority Ethnic staff working in operational roles are more likely to be employed in lower paid roles. At 31 March 2020, of all customer service assistant grades, 61.9 per cent were Black, Asian and Minority Ethnic employees, which has increased from 59.1 per cent in 2019. This compares to 38.1 per cent who were White employees, which has decreased from 40.9 per cent in 2019. Of all train operator grades, 42.3 per cent employees were Black, Asian and Minority Ethnic, compared to 57.7 per cent who were White employees. This occupational segregation significantly impacts our overall ethnicity pay gap.

2.9. Since last year, there has also been a big change in the number of employees who fall under full-pay relevant. There were 1,559 operational employees considered as relevant in 2019, compared to 478 in 2020. Of those classed as full pay relevant, the median hourly pay at 31 March 2020 for White employees was £28.83 compared to £26.80 for Black, Asian and Minority Ethnic employees.

2.10. For non-operational staff, our median ethnicity pay gap has remained the same, although the mean ethnicity pay gap has decreased slightly from 13 per cent in 2019 to 12.5 per cent.

2.11. At TfL, 32.5 per cent of our workforce is Black, Asian and Minority Ethnic (BAME). This is in comparison to London, where 40 per cent of the population is BAME, with 35 per cent of economically active Londoners coming from BAME communities.<sup>3</sup> When considering our senior management, 15.6 per cent (of those who have answered questions about their ethnicity) are from a BAME community.<sup>4</sup> This compares with 15.7 per cent last year. When those who have not supplied ethnicity information are included, the proportion of BAME senior management is 13.3 per cent, up from 12.9 per cent last year.

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<sup>3</sup> ONS Annual Population Survey July 2016 - June 2017

<sup>4</sup> At band 4 and above, including Board members



**Table 3 – Proportion of BAME employees in each Payband 2019 vs 2020**

	2019 representation of BAME	2020 representation of BAME	Change
<b>Board</b>	19.0%	17.4%	-1.7%
<b>Director</b>	6.4%	6.8%	0.4%
<b>Band 5</b>	7.2%	8.3%	1.1%
<b>Band 4</b>	18.1%	17.5%	-0.7%
<b>Band 3</b>	27.9%	28.5%	0.6%
<b>Band 2</b>	36.3%	37.0%	0.8%
<b>Band 1</b>	46.9%	47.8%	0.8%
<b>Graduates</b>	29.7%	50.0%	20.3%
<b>Apprentices</b>	37.0%	37.2%	0.8%

2.12. The under-representation of BAME employees at senior levels, and therefore in higher paid roles, along with the larger proportion of BAME employees in operational areas, also impacts on the overall average hourly pay rates and bonus figures shown in the report.

2.13. The number of Black, Asian and Minority Ethnic staff at Band 5 and Director level has increased, which is a positive sign. The table below illustrates that the proportion of Black, Asian and Minority Ethnic staff across most bands in non-operational business areas has increased, including an increase at Band 5 and Director levels, which we are very pleased about. Improving the ethnic diversity of our organisation is a top priority for us, particularly at more senior levels, and we want to continue making progress in this area.

2.14. Our under-representation of Black, Asian and Minority Ethnic staff in the higher paid roles is evident when looking into the pay quartiles. This is particularly apparent in the upper quartiles. The upper quartile equivalent begins at around Band 2. As the ethnicity pay gap is calculated based on those who have declared, it is likely that the band equivalent for the upper quartile is impacted by the proportion of employees who do not declare their ethnicity.

2.15. The increase in Black, Asian and Minority Ethnic people on our graduate scheme reflects moves to target primarily London universities and continued improvements in our assessment process, focusing on evaluating potential and motivation. This has resulted in an increase in the proportion of Black, Asian and Minority Ethnic graduates by over 20 per cent, to 50 per cent from 29.7 per cent compared to last year.

2.16. Our median ethnicity pay gap for operational staff has increased more significantly from 8.3 per cent in 2019 to 15.6 per cent in 2020. As the number of Black, Asian and Minority Ethnic staff in lower paid roles has increased, this has impacted the proportion of staff in the two lower quartiles, which has not been offset by the increase of Black, Asian and Minority Ethnic staff in the upper quartile. The upper quartile, increase has grown by 1.9 percentage points, whereas the lower two quartiles have increased by 9.0 percentage points. This therefore brings a greater proportion of Black, Asian and Minority Ethnic employees into the bottom half of the spread of pay.



- 2.17. Occupational segregation can be seen through the analysis of our new hires and promotions and movements between 2019 and 2020. Of all new White employees hired into operational roles, 35.5 per cent went into engineering roles. This is much lower for Black, Asian and Minority Ethnic employees, with only 6.3 per cent going into engineering roles. In terms of the 969 internal movements, the proportion of White employees who moved into an engineering role was 83.3 per cent compared to 16.7 per cent of Black, Asian and Minority Ethnic employees. Therefore, internal career progression and promotion is a key area we must focus on.
- 2.18. The majority of our work to address the ethnicity pay gap is focused on the medium to long-term. This past year has shown us how fundamentally important it is for our workforce to represent the city we serve. We are also committed to harnessing this diversity and helping our talented BAME employees to progress and harnessing their talents through more inclusive leadership, cultures, behaviours and ways of working across our organisation.
- 2.19. Of particular note, over the last year, has been progress on our apprenticeship programmes. The targeted pre-employment course, Route into Work, which is delivered by London Transport Museum, included a focus on Black, Asian and Minority Ethnic people who were not in employment education or training. As a result two thirds of our apprenticeship offers made through this route were to Black, Asian and Minority Ethnic people.

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 BAME

The following tables show the ethnicity pay gap figures for 26,515 TfL employees as at the 31 March 2020 snapshot date.

The overall ethnicity split is 52.3 per cent employees who describe themselves as White, 32.5 per cent employees who describe their ethnicity as one in the BAME 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 BAME employees.

**Table 4 – White and BAME consolidated TfL overall annual pay rates**

	White	BAME	% pay gap
Median annual salary	£53,664	£48,486	9.6%
Mean annual salary	£52,238	£46,019	11.9%

#### 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 BAME employees.

**Table 5 – White and BAME consolidated TfL overall hourly pay rates**

	White	BAME	% pay gap
Median hourly pay	£29.54	£26.69	9.6%
Mean hourly pay	£29.12	£25.59	12.1%



### 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 BAME employees split out between full-time and part-time.

**Table 6 – White and BAME 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	£29.56	£26.81	£29.30	£26.17
BAME	£26.81	£18.36	£25.93	£22.13
Pay gap	9.3%	31.5%	11.5%	15.4%

### 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 BAME employees.

**Table 7 – White and BAME consolidated TfL single figure bonus pay gap**

	Bonus White	Bonus BAME	Bonus % pay gap
Median	£696.00	£430.00	38.2%
Mean	£1,544.77	£760.32	50.8%

### 3.1.5. Proportion of employees receiving bonuses

The table below shows the proportion of relevant White and BAME employees receiving bonuses.

**Table 8 – White and BAME consolidated TfL proportion of employees receiving bonuses**

	White	BAME
Proportion of employees receiving bonus	43.8%	35.6%



### 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 BAME employees split out by payband.

**Table 9 – White and BAME consolidated TfL median ethnicity pay gap by payband**

	White		BAME		Hourly pay % pay gap
	Hourly pay median	No of employees	Hourly pay median	No of employees	
Board	£125.00	19	£148.39	<5	-18.7%
Director	£96.88	41	£75.56	<5	22.0%
Band 5	£54.78	155	£60.23	14	-10.0%
Band 4	£41.43	695	£41.20	147	0.5%
Band 3	£31.52	2,586	£30.45	1,033	3.4%
Band 2	£27.48	3,055	£25.89	1,796	5.8%
Band 1	£16.86	483	£16.65	442	1.3%
Graduates	£14.78	25	£14.78	25	0.0%
Apprentices	£11.51	189	£11.47	112	0.4%
Operational	£28.71	6,298	£24.22	4,771	15.6%

**Table 10 – White and BAME consolidated TfL mean ethnicity pay gap by payband**

	White		BAME		Hourly pay % pay gap
	Hourly pay mean	No of employees	Hourly pay mean	No of employees	
Board	£115.28	19	£137.40	<5	-19.2%
Director	£105.69	41	£92.65	<5	12.3%
Band 5	£58.03	155	£60.70	14	-4.6%
Band 4	£42.68	695	£42.29	147	0.9%
Band 3	£32.24	2,586	£31.55	1,033	2.2%
Band 2	£28.23	3,055	£26.61	1,796	5.7%
Band 1	£17.42	483	£16.97	442	2.6%
Graduates	£15.79	25	£14.26	25	9.7%
Apprentices	£11.87	189	£11.72	112	1.3%
Operational	£26.77	6,298	£24.35	4,771	9.0%



### 3.1.7. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant White and BAME employees in each of the pay quartiles.

**Table 11 – White and BAME consolidated TfL median distribution by quartiles**

	White		BAME		Pay Gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£36.78	74.1%	£34.91	25.9%	5.1%
Upper middle	£30.13	62.5%	£30.13	37.5%	0.0%
Lower middle	£25.73	62.9%	£24.50	37.1%	4.8%
Lower	£18.36	47.9%	£18.36	52.1%	0.0%

**Table 12 – White and BAME consolidated TfL mean distribution by quartiles**

	White		BAME		Pay Gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£39.07	74.1%	£36.52	25.9%	6.5%
Upper middle	£30.01	62.5%	£29.96	37.5%	0.2%
Lower middle	£25.14	62.9%	£24.65	37.1%	1.9%
Lower	£17.80	47.9%	£17.69	52.1%	0.6%

### 3.1.8. Distribution by salary groups

The table below shows the distribution of full-pay relevant White and BAME employees in each of the equally sized salary groups based on the spread of pay.

**Table 13 – White and BAME consolidated TfL distribution by salary groups**

	Salary grouping			
	1	2	3	4
Range	£18,000 - £102,486	£102,487 - £186,972	£186,973 - £271,458	£271,459 - £355,944
White	13,381	107	7	3
BAME	8,293	11	1	

The difference between the lowest and highest salary is £337,944. When divided equally this represents a £84,486 range per salary group.



### 3.1.9. Distribution by deciles

The table below shows the distribution of full-pay relevant White and BAME employees in £10,000 salary bands.

**Table 14 – White and BAME consolidated TfL distribution by deciles**

Decile	White	BAME
£10k - £20k	42	37
£20k - £30k	628	713
£30k - £40k	2,306	2,305
£40k - £50k	2,546	1,563
£50k - £60k	4,837	2,756
£60k - £70k	1,725	621
£70k - £80k	819	229
£80k - £90k	328	54
£90k - £100k	132	14
£100k - £110k	40	<5
£110k - £120k	23	5
£120k - £130k	15	<5
£130k - £140k	22	<5
£140k - £150k	6	
£150k - £160k	4	
£160k - £170k	5	
£170k - £180k	4	
£180k - £190k	6	
£200k - £210k	1	
£220k - £230k	2	1
£230k - £240k	2	
£270k - £280k	1	
£250k - £260k	1	
£260k - £270k	1	
£280k - £290k	1	
£350k - £360k	1	





## 3.2. White and Black or Black British

The following tables show the ethnicity pay gap figures for 18,081 TfL employees as at the 31 March 2020 snapshot date.

The overall ethnicity split is 76.7 per cent of employees who describe themselves as White and 23.3 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	£29.54	£25.17	14.8%
Mean Hourly Pay	£29.13	£25.19	13.5%

### 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	£29.56	£26.81	£29.31	£26.24
Black or Black British	£26.60	£18.36	£25.58	£21.14
Pay Gap	10.0%	31.5%	12.7%	19.5%



### 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	£696.00	£150.00	78.4%
Mean	£1,544.77	£581.78	62.3%

### 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	43.8%	31.9%



### 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	£125.00	19	£178.56	<5	-42.8%
Director	£96.88	41	£75.56	<5	22.0%
Band 5	£54.78	155	£52.65	5	3.9%
Band 4	£41.44	697	£41.62	42	-0.4%
Band 3	£31.52	2,588	£30.31	345	3.8%
Band 2	£27.48	3,057	£27.53	892	-0.2%
Band 1	£16.86	484	£16.70	247	1.0%
Graduates	£14.78	25	£14.78	6	0.0%
Apprentices	£11.51	189	£11.50	38	0.1%
Operational	£28.75	6,302	£23.32	2,496	18.9%

**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	£115.28	19	£178.56	<5	-54.9%
Director	£105.69	41	£75.56	<5	28.5%
Band 5	£58.03	155	£57.21	5	1.4%
Band 4	£42.69	697	£42.42	42	0.6%
Band 3	£32.24	2,588	£31.42	345	2.6%
Band 2	£28.23	3,057	£27.21	892	3.6%
Band 1	£17.44	484	£17.03	247	2.4%
Graduates	£15.79	25	£13.46	6	14.7%
Apprentices	£11.87	189	£11.82	38	0.4%
Operational	£26.78	6,302	£24.22	2,496	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	£37.01	86.8%	£34.99	13.2%	5.4%
Upper Middle	£30.13	77.8%	£30.13	22.2%	0.0%
Lower Middle	£26.33	78.1%	£24.93	21.9%	5.3%
Lower	£18.36	64.9%	£18.36	35.1%	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	£39.55	86.8%	£36.37	13.2%	8.0%
Upper Middle	£30.20	77.8%	£30.09	22.2%	0.4%
Lower Middle	£25.61	78.1%	£25.00	21.9%	2.4%
Lower	£18.12	64.9%	£18.03	35.1%	0.5%

### 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 - £102,486	£102,487 - £186,972	£186,973 - £271,458	£271,459 - £355,944
White	13,392	107	7	3
Black or Black British	4,040	<5		

The difference between the lowest and highest salary is £337,944. When divided equally this represents a £84,486 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	42	18
£20k - £30k	631	332
£30k - £40k	2,307	1,190
£40k - £50k	2,549	804
£50k - £60k	4,839	1,298
£60k - £70k	1,727	287
£70k - £80k	819	87
£80k - £90k	328	18
£90k - £100k	132	6
£100k - £110k	40	
£110k - £120k	23	<5
£120k - £130k	15	<5
£130k - £140k	22	<5
£140k - £150k	6	
£150k - £160k	4	
£160k - £170k	5	
£170k - £180k	4	
£180k - £190k	6	
£200k - £210k	1	
£220k - £230k	2	
£230k - £240k	2	
£250k - £260k	1	
£270k - £280k	1	
£260k - £270k	1	
£280k - £290k	1	
£350k - £360k	1	



### 3.3. White and Asian or Asian British

The following tables show the ethnicity pay gap figures for 17,036 TfL employees as at the 31 March 2020 snapshot date.

The overall ethnicity split is 81.5 per cent of employees who describe themselves as White and 18.5 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	£29.54	£26.81	9.2%
Mean Hourly Pay	£29.13	£26.04	10.6%

#### 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	£29.56	£26.81	£29.31	£26.24
Asian or Asian British	£27.21	£18.43	£26.38	£22.78
Pay Gap	8.0%	31.3%	10.0%	13.2%



### 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	£696.00	£606.00	12.9%
Mean	£1,544.77	£872.48	43.5%

### 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	43.8%	39.5%



### 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	£125.00	19	£148.39	<5	-18.7%
Director	£96.88	41	£128.47	<5	-32.6%
Band 5	£54.78	155	Redacted	<5	-10.0%
Band 4	£41.44	697	£41.14	72	0.7%
Band 3	£31.52	2,588	£30.64	508	2.8%
Band 2	£27.48	3,057	£24.72	651	10.0%
Band 1	£16.86	484	£16.53	142	2.0%
Graduates	£14.78	25	£14.78	12	0.0%
Apprentices	£11.51	189	£11.51	43	0.0%
Operational	£28.75	6,302	£25.43	1,624	11.5%

**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	£115.28	19	£148.39	<5	-28.7%
Director	£105.69	41	£128.47	<5	-21.6%
Band 5	£58.03	155	Redacted	<5	-7.3%
Band 4	£42.69	697	£42.42	72	0.6%
Band 3	£32.24	2,588	£31.65	508	1.8%
Band 2	£28.23	3,057	£26.09	651	7.6%
Band 1	£17.44	484	£16.90	142	3.1%
Graduates	£15.79	25	£14.78	12	6.4%
Apprentices	£11.87	189	£11.78	43	0.8%
Operational	£26.78	6,302	£24.49	1,624	8.5%





### 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	£37.34	88.1%	£36.04	11.9%	3.5%
Upper Middle	£30.13	81.5%	£30.13	18.5%	0.0%
Lower Middle	£26.73	83.8%	£26.81	16.2%	-0.3%
Lower	£18.36	73.1%	£18.36	26.9%	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	£39.91	88.1%	£37.60	11.9%	5.8%
Upper Middle	£30.36	81.5%	£30.24	18.5%	0.4%
Lower Middle	£25.99	83.8%	£25.86	16.2%	0.5%
Lower	£18.35	73.1%	£18.13	26.9%	1.2%

### 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 - £102,486	£102,487 - £186,972	£186,973 - £271,458	£271,459 - £355,944
White	13,392	107	7	3
Asian or Asian British	3,050	<5	1	

The difference between the lowest and highest salary is £337,944. When divided equally this represents a £84,486 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	42	9
£20k - £30k	631	286
£30k - £40k	2,307	773
£40k - £50k	2,549	550
£50k - £60k	4,839	1,063
£60k - £70k	1,727	235
£70k - £80k	819	106
£80k - £90k	328	23
£90k - £100k	132	5
£100k - £110k	40	
£110k - £120k	23	<5
£120k - £130k	15	<5
£130k - £140k	22	
£140k - £150k	6	
£150k - £160k	4	
£160k - £170k	5	
£170k - £180k	4	
£180k - £190k	6	
£200k - £210k	1	
£220k - £230k	2	1
£230k - £240k	2	
£250k - £260k	1	
£270k - £280k	1	
£260k - £270k	1	
£280k - £290k	1	
£350k - £360k	1	



### 3.4. White and Other Ethnic Group

The following tables show the ethnicity pay gap figures for 15,149 TfL employees as at the 31 March 2020 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	£29.54	£26.81	9.2%
Mean Hourly Pay	£29.13	£25.88	11.1%

#### 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	£29.56	£26.81	£29.31	£26.24
Other Ethnic Group	£26.81	£22.00	£26.02	£24.39
Pay Gap	9.3%	17.9%	11.2%	7.1%



### 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	£696.00	£576.00	17.2%
Mean	£1,544.77	£975.58	36.8%

### 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	43.8%	38.8%



### 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-time 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	£125.00	19	£74.29	<5	40.6%
Director	£96.88	41	£73.92	<5	23.7%
Band 5	£54.78	155	£64.91	5	-18.5%
Band 4	£41.44	697	£41.61	34	-0.4%
Band 3	£31.52	2,588	£30.44	186	3.4%
Band 2	£27.48	3,057	£23.14	257	15.8%
Band 1	£16.86	484	£16.41	56	2.7%
Graduates	£14.78	25	£14.78	7	0.0%
Apprentices	£11.51	189	£11.29	31	2.0%
Operational	£28.75	6,302	£25.49	660	11.3%

**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	£115.28	19	£74.29	<5	35.6%
Director	£105.69	41	£73.92	<5	30.1%
Band 5	£58.03	155	£62.93	5	-8.4%
Band 4	£42.69	697	£42.16	34	1.2%
Band 3	£32.24	2,588	£31.47	186	2.4%
Band 2	£28.23	3,057	£25.83	257	8.5%
Band 1	£17.44	484	£16.93	56	3.0%
Graduates	£15.79	25	£14.05	7	11.0%
Apprentices	£11.87	189	£11.51	31	3.0%
Operational	£26.78	6,302	£24.63	660	8.0%



### 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	94.8%	£36.60	5.2%	2.5%
Upper Middle	£30.13	92.6%	£30.13	7.4%	0.0%
Lower Middle	£26.81	92.4%	£26.81	7.6%	0.0%
Lower	£18.36	86.7%	£18.36	13.3%	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	£40.24	94.8%	£38.48	5.2%	4.4%
Upper Middle	£30.48	92.6%	£30.48	7.4%	0.0%
Lower Middle	£26.30	92.4%	£26.33	7.6%	-0.1%
Lower	£18.54	86.7%	£18.19	13.3%	1.9%

### 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 - £102,486	£102,487 - £186,972	£186,973 - £271,458	£271,459 - £355,944
White	13,392	107	7	3
Other Ethnic Group	1,226	<5		

The difference between the lowest and highest salary is £337,944. When divided equally this represents a £84,486 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	42	10
£20k - £30k	631	98
£30k - £40k	2,307	349
£40k - £50k	2,549	214
£50k - £60k	4,839	402
£60k - £70k	1,727	99
£70k - £80k	819	36
£80k - £90k	328	14
£90k - £100k	132	<5
£100k - £110k	40	<5
£110k - £120k	23	<5
£120k - £130k	15	<5
£130k - £140k	22	<5
£140k - £150k	6	
£150k - £160k	4	
£160k - £170k	5	
£170k - £180k	4	
£180k - £190k	6	
£200k - £210k	1	
£220k - £230k	2	
£230k - £240k	2	
£250k - £260k	1	
£270k - £280k	1	
£260k - £270k	1	
£280k - £290k	1	
£350k - £360k	1	



## 4. Non-operational roles

### 4.1. White and BAME

The following tables show the ethnicity pay gap figures for 12,792 TfL employees in non-operational roles as at the 31 March 2020 snapshot date.

The overall ethnicity split is 57.8 per cent of employees who describe themselves as White, 28.5 per cent who chose BAME categories to describe their ethnicity and 13.7 per cent Prefer Not to Say/Unknown. 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 BAME employees.

**Table 45 – White and BAME non-operational TfL overall hourly pay rates**

	Hourly Pay White	Hourly Pay BAME	Hourly Pay % Pay Gap
Median	£30.12	£27.64	8.2%
Mean	£31.16	£27.25	12.5%

#### 4.1.1. 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 BAME employees split out between full-time and part-time.

**Table 46 – White and BAME 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	£30.37	£27.30	£31.30	£28.48
BAME	£27.74	£22.27	£27.37	£23.76
Pay Gap	8.7%	18.4%	12.6%	16.6%



### 4.1.2. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to all relevant White and BAME employees.

Table 47 – White and BAME non-operational TfL single figure bonus pay gap

	Bonus White	Bonus BAME	Bonus % Pay Gap
Median	£901.00	£742.00	17.6%
Mean	£1,943.82	£1,083.00	44.3%

### 4.1.3. Proportion of employees receiving bonuses

The table below shows the proportion of relevant White and BAME employees receiving bonuses.

Table 48 – White and BAME non-operational TfL proportion of employees receiving bonuses

	White	BAME
Proportion of Employees receiving bonus	64.7%	57.5%



#### 4.1.4. 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 BAME employees split out by payband.

**Table 49 – White and BAME non-operational TfL median ethnicity pay gap by payband**

	White		BAME		Hourly Pay % Pay Gap
	Hourly Pay White Median	No of Employees	Hourly Pay BAME Median	No of Employees	
Board	£125.00	19	£148.39	<5	-18.7%
Director	£96.88	41	£75.56	<5	22.0%
Band 5	£54.78	155	£60.23	14	-10.0%
Band 4	£41.43	695	£41.20	147	0.5%
Band 3	£31.52	2,586	£30.45	1,033	3.4%
Band 2	£27.48	3,055	£25.89	1,796	5.8%
Band 1	£16.86	483	£16.65	442	1.3%
Graduates	£14.78	25	£14.78	25	0.0%
Apprentices	£11.51	189	£11.47	112	0.4%

**Table 50 – White and BAME non-operational TfL mean ethnicity pay gap by payband**

	White		BAME		Hourly Pay % Pay Gap
	Hourly Pay White Mean	No of Employees	Hourly Pay BAME Mean	No of Employees	
Board	£115.28	19	£137.40	<5	-19.2%
Director	£105.69	41	£92.65	<5	12.3%
Band 5	£58.03	155	£60.70	14	-4.6%
Band 4	£42.68	695	£42.29	147	0.9%
Band 3	£32.24	2,586	£31.55	1,033	2.2%
Band 2	£28.23	3,055	£26.61	1,796	5.7%
Band 1	£17.42	483	£16.97	442	2.6%
Graduates	£15.79	25	£14.26	25	9.7%
Apprentices	£11.87	189	£11.72	112	1.3%



## 4.1.5. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant White and BAME employees in each of the pay quartiles.

**Table 51 – White and BAME non-operational TfL median distribution by quartiles**

	White		BAME		Pay Gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£39.87	79.2%	£38.36	20.8%	3.8%
Upper Middle	£32.29	65.9%	£32.21	34.1%	0.3%
Lower Middle	£26.77	66.9%	£26.82	33.1%	-0.2%
Lower	£18.87	55.9%	£18.62	44.1%	1.4%

**Table 52 – White and BAME non-operational TfL mean distribution by quartiles**

	White		BAME		Pay Gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£43.65	79.2%	£40.90	20.8%	6.3%
Upper Middle	£32.12	65.9%	£31.89	34.1%	0.7%
Lower Middle	£26.42	66.9%	£26.42	33.1%	0.0%
Lower	£18.00	55.9%	£17.84	44.1%	0.9%

## 4.1.6. Distribution by salary groups

The table below shows the distribution of full-pay relevant White and BAME employees in each of the equally sized salary groups based on the spread of pay.

**Table 53 – White and BAME non-operational TfL distribution by salary groups**

	Salary Grouping			
	1	2	3	4
Range	£18,000 - £102,486	£102,487 - £186,972	£186,973 - £271,458	£271,459 - £355,944
White	7,083	107	7	3
BAME	3,522	11	1	

The difference between the lowest and highest salary is £337,944. When divided equally this represents a £84,486 range per salary group.



#### 4.1.7. Distribution by deciles

The table below shows the distribution of full-pay relevant White and BAME employees in £10,000 salary bands.

**Table 54 – White and BAME non-operational TfL distribution by deciles**

Decile	White	BAME
£10k - £20k	42	37
£20k - £30k	341	297
£30k - £40k	1,174	847
£40k - £50k	1,104	524
£50k - £60k	1,869	1,056
£60k - £70k	1,417	505
£70k - £80k	658	187
£80k - £90k	328	54
£90k - £100k	132	14
£100k - £110k	40	<5
£110k - £120k	23	5
£120k - £130k	15	<5
£130k - £140k	22	<5
£140k - £150k	6	
£150k - £160k	4	
£160k - £170k	5	
£170k - £180k	4	
£180k - £190k	6	
£200k - £210k	1	
£220k - £230k	2	1
£230k - £240k	2	
£250k - £260k	1	
£270k - £280k	1	
£260k - £270k	1	
£280k - £290k	1	
£350k - £360k	1	



## 4.2. White and Black or Black British

The following tables show the ethnicity pay gap figures for 8,998 TfL employees as at the 31 March 2020 snapshot date.

The overall ethnicity split is 82.2 per cent of employees who describe themselves as White and 17.8 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	£30.12	£27.38	9.1%
Mean	£31.16	£26.74	14.2%

### 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	£30.38	£27.32	£31.31	£28.49
Black or Black British	£27.48	£19.72	£26.89	£21.02
Pay Gap	9.5%	27.8%	14.1%	26.2%



### 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	£901.00	£672.00	25.4%
Mean	£1,943.82	£887.74	54.3%

### 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	64.7%	52.2%



## 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	£125.00	19	£178.56	<5	-42.8%
Director	£96.88	41	£75.56	<5	22.0%
Band 5	£54.78	155	£52.65	5	3.9%
Band 4	£41.44	697	£41.62	42	-0.4%
Band 3	£31.52	2,588	£30.31	345	3.8%
Band 2	£27.48	3,057	£27.53	892	-0.2%
Band 1	£16.86	484	£16.70	247	1.0%
Graduates	£14.78	25	£14.78	6	0.0%
Apprentices	£11.51	189	£11.50	38	0.1%

**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	£115.28	19	£178.56	<5	-54.9%
Director	£105.69	41	£75.56	<5	28.5%
Band 5	£58.03	155	£57.21	5	1.4%
Band 4	£42.69	697	£42.42	42	0.6%
Band 3	£32.24	2,588	£31.42	345	2.6%
Band 2	£28.23	3,057	£27.21	892	3.6%
Band 1	£17.44	484	£17.03	247	2.4%
Graduates	£15.79	25	£13.46	6	14.7%
Apprentices	£11.87	189	£11.82	38	0.4%



## 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	£40.28	90.9%	£38.28	9.1%	5.0%
Upper Middle	£32.68	83.2%	£32.78	16.8%	-0.3%
Lower Middle	£27.06	81.0%	£27.47	19.0%	-1.5%
Lower	£19.16	73.4%	£18.77	26.6%	2.1%

**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	£44.22	90.9%	£40.72	9.1%	7.9%
Upper Middle	£32.48	83.2%	£32.46	16.8%	0.1%
Lower Middle	£26.81	81.0%	£27.11	19.0%	-1.1%
Lower	£18.30	73.4%	£18.10	26.6%	1.1%

## 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 - £102,486	£102,487 - £186,972	£186,973 - £271,458	£271,459 - £355,944
White	7,090	107	7	3
Black or Black British	1,544	<5		

The difference between the lowest and highest salary is £337,944. When divided equally this represents a £84,486 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	42	18
£20k - £30k	342	120
£30k - £40k	1175	394
£40k - £50k	1107	239
£50k - £60k	1869	465
£60k - £70k	1419	217
£70k - £80k	658	67
£80k - £90k	328	18
£90k - £100k	132	6
£100k - £110k	40	
£110k - £120k	23	<5
£120k - £130k	15	<5
£130k - £140k	22	<5
£140k - £150k	6	
£150k - £160k	4	
£160k - £170k	5	
£170k - £180k	4	
£180k - £190k	6	
£200k - £210k	1	
£220k - £230k	2	
£230k - £240k	2	
£250k - £260k	1	
£270k - £280k	1	
£260k - £270k	1	
£280k - £290k	1	
£350k - £360k	1	



### 4.3. White and Asian or Asian British

The following tables show the ethnicity pay gap figures for 8,857 TfL employees as at the 31 March 2020 snapshot date.

The overall ethnicity split is 83.5 per cent of employees who describe themselves as White and 16.5 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	£30.12	£28.20	6.4%
Mean	£31.16	£27.79	10.8%

#### 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	£30.38	£27.32	£31.31	£28.49
Asian or Asian British	£28.48	£22.75	£27.93	£24.53
Pay Gap	6.3%	16.7%	10.8%	13.9%



### 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	£901.00	£848.00	5.88%
Mean	£1,943.82	£1,172.22	39.7%

### 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	64.7%	62.2%



### 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	£125.00	19	£148.39	<5	-18.7%
Director	£96.88	41	£128.47	<5	-32.6%
Band 5	£54.78	155	Redacted	<5	-10.0%
Band 4	£41.44	697	£41.14	72	0.7%
Band 3	£31.52	2,588	£30.64	508	2.8%
Band 2	£27.48	3,057	£24.72	651	10.0%
Band 1	£16.86	484	£16.53	142	2.0%
Graduates	£14.78	25	£14.78	12	0.0%
Apprentices	£11.51	189	£11.51	43	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	£115.28	19	£148.39	<5	-28.7%
Director	£105.69	41	£128.47	<5	-21.6%
Band 5	£58.03	155	Redacted	<5	-7.3%
Band 4	£42.69	697	£42.42	72	0.6%
Band 3	£32.24	2,588	£31.65	508	1.8%
Band 2	£28.23	3,057	£26.09	651	7.6%
Band 1	£17.44	484	£16.90	142	3.1%
Graduates	£15.79	25	£14.78	12	6.4%
Apprentices	£11.87	189	£11.78	43	0.8%



### 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	£40.47	90.2%	£39.10	9.8%	3.4%
Upper Middle	£32.78	83.8%	£32.65	16.2%	0.4%
Lower Middle	£27.35	81.7%	£27.48	18.3%	-0.5%
Lower	£19.27	78.1%	£19.22	21.9%	0.3%

**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	£44.43	90.2%	£42.05	9.8%	5.3%
Upper Middle	£32.66	83.8%	£32.46	16.2%	0.6%
Lower Middle	£27.08	81.7%	£27.35	18.3%	-1.0%
Lower	£18.51	78.1%	£18.33	21.9%	1.0%

### 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 - £102,486	£102,487 - £186,972	£186,973 - £271,458	£271,459 - £355,944
White	7,090	107	7	3
Asian or Asian British	1,426	<5	1	

The difference between the lowest and highest salary is £337,944. When divided equally this represents a £84,486 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	42	9
£20k - £30k	342	126
£30k - £40k	1175	310
£40k - £50k	1107	208
£50k - £60k	1869	455
£60k - £70k	1419	204
£70k - £80k	658	86
£80k - £90k	328	23
£90k - £100k	132	5
£100k - £110k	40	
£110k - £120k	23	<5
£120k - £130k	15	<5
£130k - £140k	22	
£140k - £150k	6	
£150k - £160k	4	
£160k - £170k	5	
£170k - £180k	4	
£180k - £190k	6	
£200k - £210k	1	
£220k - £230k	2	1
£230k - £240k	2	
£250k - £260k	1	
£270k - £280k	1	
£260k - £270k	1	
£280k - £290k	1	
£350k - £360k	1	



## 4.4. White and Other Ethnic Group

The following tables show the ethnicity pay gap figures for 7,979 TfL employees as at the 31 March 2020 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	£30.12	£27.23	9.6%
Mean	£31.16	£27.32	12.3%

### 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	£30.38	£27.32	£31.31	£28.49
Other Ethnic Group	£27.38	£25.25	£27.34	£26.93
Pay Gap	9.9%	7.6%	12.7%	5.5%



### 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	£901.00	£788.00	12.5%
Mean	£1,943.82	£1,323.56	31.9%

### 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	64.7%	60.8%





#### 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	£125.00	19	£74.29	<5	40.6%
Director	£96.88	41	£73.92	<5	23.7%
Band 5	£54.78	155	£64.91	5	-18.5%
Band 4	£41.44	697	£41.61	34	-0.4%
Band 3	£31.52	2,588	£30.44	186	3.4%
Band 2	£27.48	3,057	£23.14	257	15.8%
Band 1	£16.86	484	£16.41	56	2.7%
Graduates	£14.78	25	£14.78	7	0.0%
Apprentices	£11.51	189	£11.29	31	2.0%

**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	£115.28	19	£74.29	<5	35.6%
Director	£105.69	41	£73.92	<5	30.1%
Band 5	£58.03	155	£62.93	5	-8.4%
Band 4	£42.69	697	£42.16	34	1.2%
Band 3	£32.24	2,588	£31.47	186	2.4%
Band 2	£28.23	3,057	£25.83	257	8.5%
Band 1	£17.44	484	£16.93	56	3.0%
Graduates	£15.79	25	£14.05	7	11.0%
Apprentices	£11.87	189	£11.51	31	3.0%



#### 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	£40.84	95.5%	£40.06	4.5%	1.9%
Upper Middle	£32.78	93.5%	£32.78	6.5%	0.0%
Lower Middle	£27.38	92.8%	£27.38	7.2%	0.0%
Lower	£19.36	88.8%	£18.99	11.2%	1.9%

**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	£44.84	95.5%	£42.64	4.5%	4.9%
Upper Middle	£32.96	93.5%	£33.03	6.5%	-0.2%
Lower Middle	£27.29	92.8%	£27.13	7.2%	0.6%
Lower	£18.63	88.8%	£17.92	11.2%	3.8%

#### 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 - £102,486	£102,487 - £186,972	£186,973 - £271,458	£271,459 - £355,944
White	7,090	107	7	3
Other Ethnic Group	566	<5		

The difference between the lowest and highest salary is £337,944. When divided equally this represents a £84,486 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	42	10
£20k - £30k	342	53
£30k - £40k	1175	146
£40k - £50k	1107	81
£50k - £60k	1869	140
£60k - £70k	1419	84
£70k - £80k	658	34
£80k - £90k	328	14
£90k - £100k	132	<5
£100k - £110k	40	<5
£110k - £120k	23	<5
£120k - £130k	15	<5
£130k - £140k	22	<5
£140k - £150k	6	
£150k - £160k	4	
£160k - £170k	5	
£170k - £180k	4	
£180k - £190k	6	
£200k - £210k	1	
£220k - £230k	2	
£230k - £240k	2	
£250k - £260k	1	
£270k - £280k	1	
£260k - £270k	1	
£280k - £290k	1	
£350k - £360k	1	



## 5. Operational roles

### 5.1. White and BAME

The following tables show the ethnicity pay gap figures for all 13,723 TfL employees as at the 31 March 2020 snapshot date.

The overall ethnicity split is 47.3 per cent of employees who describe themselves as White, 36.2 per cent of employees who chose a BAME category to describe their ethnicity and 16.5 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 BAME employees.

**Table 85 – White and BAME operational TfL overall hourly pay rates**

	Hourly Pay White	Hourly Pay BAME	Hourly Pay % Pay Gap
Median	£28.71	£24.22	15.6%
Mean	£26.77	£24.35	9.0%

#### 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 BAME employees split out between full-time and part-time.

**Table 86 – White and BAME 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	£28.83	£26.81	£26.96	£24.15
BAME	£25.31	£18.36	£24.73	£21.80
Pay Gap	12.2%	31.5%	8.3%	9.7%



### 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 BAME employees.

**Table 87 – White and BAME operational TfL single figure bonus pay gap**

	Performance Bonus White	Performance Bonus BAME	Performance Bonus % Pay Gap
Median	£30.00	£30.00	0.0%
Mean	£73.18	£65.60	10.4%

### 5.1.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant White and BAME employees receiving bonuses.

**Table 88 – White and BAME operational TfL proportion of employees receiving bonuses**

	White	BAME
Proportion of Employees receiving bonus	20.0%	19.6%

### 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 BAME employees split out by payband.

**Table 89 – White and BAME operational TfL median ethnicity pay gap by payband**

	White		BAME		Hourly Pay % Pay Gap
	Hourly Pay White Median	No of Employees	Hourly Pay BAME Median	No of Employees	
Operational Staff	£29.92	5,562	£24.50	4,012	18.1%
Supervisors	£26.26	696	£22.00	742	16.2%
Managers	£31.65	38	£30.48	15	3.7%



**Table 90 – White and BAME operational TfL mean ethnicity pay gap by payband**

	White		BAME		Hourly Pay % Pay Gap
	Hourly Pay White Mean	No of Employees	Hourly Pay BAME Mean	No of Employees	
Operational Staff	£27.20	5,562	£24.41	4,012	10.2%
Supervisors	£24.70	696	£24.06	742	2.6%
Managers	£32.36	38	£31.52	15	2.6%

### 5.1.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant White and BAME employees in each of the pay quartiles.

**Table 91 – White and BAME operational TfL median distribution by quartiles**

	White		BAME		Pay Gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£31.09	66.9%	£30.13	33.1%	3.1%
Upper Middle	£30.12	63.0%	£30.13	37.0%	0.0%
Lower Middle	£23.67	56.7%	£22.00	43.3%	7.0%
Lower	£18.36	41.0%	£18.36	59.0%	0.0%

**Table 92 – White and BAME operational TfL mean distribution by quartiles**

	White		BAME		Pay Gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£32.38	66.9%	£31.68	33.1%	2.2%
Upper Middle	£29.28	63.0%	£29.51	37.0%	-0.8%
Lower Middle	£23.85	56.7%	£23.49	43.3%	1.5%
Lower	£17.80	41.0%	£17.63	59.0%	1.0%



## 5.1.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant White and BAME employees in each of the equally sized salary groups based on the spread of pay.

**Table 93 – White and BAME operational TfL distribution by salary groups**

Range	Salary Grouping			
	1	2	3	4
	£23,230 - £36,382	£36,383 - £49,535	£49,536 - £62,687	£62,688 - £75,839
White	1,230	1,477	3,207	384
BAME	1,707	1,149	1,783	132

The difference between the lowest and highest salary is £52,609. When divided equally this represents a £13,152 range per salary group.

## 5.1.8. Distribution by deciles

The table below shows the distribution of full-pay relevant White and BAME employees in £10,000 salary bands.

**Table 94 – White and BAME operational TfL distribution by deciles**

Decile	White	BAME
£20k - £30k	287	416
£30k - £40k	1132	1458
£40k - £50k	1442	1039
£50k - £60k	2968	1700
£60k - £70k	308	116
£70k - £80k	161	42



## 5.2. White and Black or Black British

The following tables show the ethnicity pay gap figures for 9,083 TfL employees as at the 31 March 2020 snapshot date.

The overall ethnicity split is 71.4 per cent of employees who describe themselves as White and 28.6 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	£28.75	£23.32	18.9%
Mean	£26.78	£24.22	9.6%

### 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	£28.84	£26.81	£26.96	£24.29
Black or Black British	£24.50	£18.36	£24.66	£21.15
Pay Gap	15.1%	31.5%	8.6%	12.9%





### 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	£73.18	£70.44	3.8%

### 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	20.0%	19.3%

### 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	
Operational Staff	£29.94	5,566	£24.27	2,090	18.9%
Supervisors	£26.26	696	£22.00	396	16.2%
Managers	£31.66	38	£30.41	9	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	
Operational Staff	£27.21	5,566	£24.30	2,090	10.7%
Supervisors	£24.70	696	£24.10	396	2.4%
Managers	£32.36	38	£31.35	9	3.1%

### 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	£31.09	80.6%	£30.13	19.4%	3.1%
Upper Middle	£30.13	76.4%	£30.13	23.6%	0.0%
Lower Middle	£24.27	71.5%	£23.15	28.5%	4.6%
Lower	£18.36	58.0%	£18.36	42.0%	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	£32.50	80.6%	£31.93	19.4%	1.8%
Upper Middle	£29.49	76.4%	£29.65	23.6%	-0.5%
Lower Middle	£24.47	71.5%	£23.85	28.5%	2.5%
Lower	£18.08	58.0%	£17.88	42.0%	1.1%



## 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
	£23,230 - £36,382	£36,383 - £49,535	£49,536 - £62,687	£62,688 - £75,839
White	1,232	1,477	3,209	384
Black or Black British	904	639	878	75

The difference between the lowest and highest salary is £52,609. When divided equally this represents a £13,152 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	289	212
£30k - £40k	1132	796
£40k - £50k	1442	565
£50k - £60k	2970	833
£60k - £70k	308	70
£70k - £80k	161	20



## 5.3. White and Asian or Asian British

The following tables show the ethnicity pay gap figures for 8,179 TfL employees as at the 31 March 2020 snapshot date.

The overall ethnicity split is 79.3 per cent of employees who describe themselves as White and 20.7 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	£28.75	£25.43	11.5%
Mean	£26.78	£24.49	8.5%

### 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	£28.84	£26.81	£26.96	£24.29
Asian or Asian British	£26.81	£18.36	£24.85	£22.34
Pay Gap	7.0%	31.5%	7.8%	8.1%



### 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	£73.18	£59.79	18.3%

### 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	20.0%	19.8%

### 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	
Operational Staff	£29.94	5,566	£27.17	1,348	9.2%
Supervisors	£26.26	696	£22.00	271	16.2%
Managers	Redacted	38	Redacted	<5	3.4%



**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	
Operational Staff	£27.21	5,566	£24.54	1,348	9.8%
Supervisors	£24.70	696	£23.96	271	3.0%
Managers	Redacted	38	Redacted	<5	2.3%

### 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	£31.37	85.5%	£30.13	14.5%	4.0%
Upper Middle	£30.13	81.6%	£30.13	18.4%	0.0%
Lower Middle	£24.76	81.7%	£23.67	18.3%	4.4%
Lower	£18.36	69.3%	£18.36	30.7%	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	£32.62	85.5%	£31.91	14.5%	2.2%
Upper Middle	£29.70	81.6%	£29.92	18.4%	-0.7%
Lower Middle	£24.92	81.7%	£24.40	18.3%	2.1%
Lower	£18.33	69.3%	£17.80	30.7%	2.9%



### 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
<b>Range</b>	£23,230 - £36,382	£36,383 - £49,535	£49,536 - £62,687	£62,688 - £75,839
<b>White</b>	1,232	1,477	3,209	384
<b>Asian or Asian British</b>	585	365	628	46

The difference between the lowest and highest salary is £52,609. When divided equally this represents a £13,152 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	289	160
£30k - £40k	1132	463
£40k - £50k	1442	342
£50k - £60k	2970	608
£60k - £70k	308	31
£70k - £80k	161	20



## 5.4. White and Other Ethnic Group

The following tables show the ethnicity pay gap figures for 7,170 TfL employees as at the 31 March 2020 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	£28.75	£25.49	11.3%
Mean	£26.78	£24.63	8.0%

### 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	£28.84	£26.81	£26.96	£24.29
Other Ethnic Group	£26.56	£22.00	£24.76	£23.69
Pay Gap	7.9%	17.9%	8.2%	2.5%





### 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	£40.00	-33.3%
Mean	£73.18	£62.13	15.1%

### 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	20.0%	19.9%



## 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	
Operational Staff	£29.94	5,566	£26.80	582	10.5%
Supervisors	£26.26	696	£22.00	75	16.2%
Managers	Redacted	38	Redacted	<5	3.1%

**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	
Operational Staff	£27.21	5,566	£24.67	582	9.3%
Supervisors	£24.70	696	£24.21	75	2.0%
Managers	Redacted	38	Redacted	<5	2.7%



## 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	£31.39	93.6%	£31.09	6.4%	1.0%
Upper Middle	£30.13	92.1%	£30.13	7.9%	0.0%
Lower Middle	£25.74	91.4%	£26.69	8.6%	-3.7%
Lower	£18.36	85.0%	£18.36	15.0%	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	£32.71	93.6%	£32.15	6.4%	1.7%
Upper Middle	£29.82	92.1%	£29.92	7.9%	-0.4%
Lower Middle	£25.25	91.4%	£25.23	8.6%	0.1%
Lower	£18.59	85.0%	£18.30	15.0%	1.5%



## 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	£23,230 - £36,382	£36,383 - £49,535	£49,536 - £62,687	£62,688 - £75,839
White	1,232	1,477	3,209	384
Other Ethnic Group	223	146	280	11

The difference between the lowest and highest salary is £52,609. When divided equally this represents a £13,152 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	289	45
£30k - £40k	1132	203
£40k - £50k	1442	133
£50k - £60k	2970	262
£60k - £70k	308	15
£70k - £80k	161	<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.....	8
Table 2 – Proportion of BAME employees in each Payband 2019 vs 2020 .....	10
Table 2 – White and BAME consolidated TfL overall annual pay rates .....	12
Table 3 – White and BAME consolidated TfL overall hourly pay rates.....	12
Table 4 – White and BAME consolidated TfL hourly pay rates.....	13
Table 5 – White and BAME consolidated TfL single figure bonus pay gap.....	13
Table 6 – White and BAME consolidated TfL proportion of employees receiving bonuses .....	13
Table 7 – White and BAME consolidated TfL median ethnicity pay gap by payband .....	14
Table 8 – White and BAME consolidated TfL mean ethnicity pay gap by payband .....	14
Table 9 – White and BAME consolidated TfL median distribution by quartiles .....	15
Table 10 – White and BAME consolidated TfL mean distribution by quartiles .....	15
Table 11 – White and BAME consolidated TfL distribution by salary groups.....	15
Table 12 – White and BAME consolidated TfL distribution by deciles .....	16
Table 13 – White and Black or Black British consolidated TfL overall hourly pay rates.....	17
Table 14 – White and Black or Black British consolidated TfL hourly pay rates .....	17
Table 15 – White and Black or Black British consolidated TfL single figure bonus pay gap .....	18
Table 16 – White and Black or Black British consolidated TfL proportion of employees receiving bonuses .....	18
Table 17 – White and Black or Black British consolidated TfL median ethnicity pay gap by payband .....	19
Table 18 – White and Black or Black British consolidated TfL mean ethnicity pay gap by payband ..	19
Table 19 – White and Black or Black British consolidated TfL median distribution by quartiles .....	20
Table 20 – White and Black or Black British consolidated TfL mean distribution by quartiles.....	20
Table 21 – White and Black or Black British consolidated TfL distribution by salary groups .....	20
Table 22 – White and Black or Black British consolidated TfL distribution by deciles.....	21
Table 23 – White and Asian or Asian British consolidated TfL overall hourly pay rates .....	22
Table 24 – White and Asian or Asian British consolidated TfL hourly pay rates.....	22
Table 25 – White and Asian or Asian British consolidated TfL single figure bonus pay gap.....	23
Table 26 – White and Asian or Asian British consolidated TfL proportion of employees receiving bonuses .....	23
Table 27 – White and Asian or Asian British consolidated TfL median ethnicity pay gap by payband .....	24
Table 28 – White and Asian or Asian British consolidated TfL mean ethnicity pay gap by payband ..	24
Table 29 – White and Asian or Asian British consolidated TfL median distribution by quartiles .....	25
Table 30 – White and Asian or Asian British consolidated TfL mean distribution by quartiles .....	25
Table 31 – White and Asian or Asian British consolidated TfL distribution by salary groups.....	25
Table 32 – White and Asian or Asian British consolidated TfL distribution by deciles .....	26
Table 33 – White and Other Ethnic Group consolidated TfL overall hourly pay rates.....	27
Table 34 – White and Other Ethnic Group consolidated TfL hourly pay rates .....	27
Table 35 – White and Other Ethnic Group consolidated TfL single figure bonus pay gap .....	28
Table 36 – White and Other Ethnic Group consolidated TfL proportion of employees receiving bonuses .....	28
Table 37 – White and Other Ethnic Group consolidated TfL median ethnicity pay gap by payband ..	29
Table 38 – White and Other Ethnic Group consolidated TfL mean ethnicity pay gap by payband ..	29
Table 39 – White and Other Ethnic Group consolidated TfL median distribution by quartiles.....	30



Table 40 – White and Other Ethnic Group consolidated TfL mean distribution by quartiles.....	30
Table 41 – White and Other Ethnic Group consolidated TfL distribution by salary groups .....	30
Table 42 – White and Other Ethnic Group consolidated TfL distribution by deciles.....	31
Table 43 – White and BAME non-operational TfL overall hourly pay rates.....	32
Table 44 – White and BAME non-operational TfL hourly pay rates .....	32
Table 45 – White and BAME non-operational TfL single figure bonus pay gap .....	33
Table 46 – White and BAME non-operational TfL proportion of employees receiving bonuses .....	33
Table 47 – White and BAME non-operational TfL median ethnicity pay gap by payband.....	34
Table 48 – White and BAME non-operational TfL mean ethnicity pay gap by payband .....	34
Table 49 – White and BAME non-operational TfL median distribution by quartiles.....	35
Table 50 – White and BAME non-operational TfL mean distribution by quartiles .....	35
Table 51 – White and BAME non-operational TfL distribution by salary groups .....	35
Table 52 – White and BAME non-operational TfL distribution by deciles .....	36
Table 53 – White and Black or Black British non-operational TfL overall hourly pay rates .....	37
Table 54 – White and Black or Black British non-operational TfL hourly pay rates .....	37
Table 55 – White and Black or Black British non-operational TfL single figure bonus pay gap .....	38
Table 56 – White and Black or Black British non-operational TfL proportion of employees receiving bonuses .....	38
Table 57 – White and Black or Black British non-operational TfL median ethnicity pay gap by payband .....	39
Table 58 – White and Black or Black British non-operational TfL mean ethnicity pay gap by payband .....	39
Table 59 – White and Black or Black British non-operational TfL median distribution by quartiles ..	40
Table 60 – White and Black or Black British non-operational TfL mean distribution by quartiles ....	40
Table 61 – White and Black or Black British non-operational TfL distribution by salary groups .....	40
Table 62 – White and Black or Black British non-operational TfL distribution by deciles.....	41
Table 63 – White and Asian or Asian British non-operational TfL overall hourly pay rates .....	42
Table 64 – White and Asian or Asian British non-operational TfL hourly pay rates.....	42
Table 65 – White and Asian or Asian British non-operational TfL single figure bonus pay gap.....	43
Table 66 – White and Asian or Asian British non-operational TfL proportion of employees receiving bonuses .....	43
Table 67 – White and Asian or Asian British non-operational TfL median ethnicity pay gap by payband .....	44
Table 68 – White and Asian or Asian British non-operational TfL mean ethnicity pay gap by payband .....	44
Table 69 – White and Asian or Asian British non-operational TfL median distribution by quartiles ..	45
Table 70 – White and Asian or Asian British non-operational TfL mean distribution by quartiles ...	45
Table 71 – White and Asian or Asian British non-operational TfL distribution by salary groups.....	45
Table 72 – White and Asian or Asian British non-operational TfL distribution by deciles .....	46
Table 73 – White and Other Ethnic Group non-operational TfL overall hourly pay rates.....	47
Table 74 – White and Other Ethnic Group non-operational TfL hourly pay rates .....	47
Table 75 – White and Other Ethnic Group non-operational TfL single figure bonus pay gap .....	48
Table 76 – White and Other Ethnic Group non-operational TfL proportion of employees receiving bonuses .....	48
Table 77 – White and Other Ethnic Group non-operational TfL median ethnicity pay gap by payband .....	49
Table 78 – White and Other Ethnic Group non-operational TfL mean ethnicity pay gap by payband .....	49
Table 79 – White and Other Ethnic Group non-operational TfL median distribution by quartiles... ..	50



Table 80 – White and Other Ethnic Group non-operational TfL mean distribution by quartiles.....	50
Table 81 – White and Other Ethnic Group non-operational TfL distribution by salary groups .....	50
Table 82 – White and Other Ethnic Group non-operational TfL distribution by deciles.....	51
Table 83 – White and BAME operational TfL overall hourly pay rates .....	52
Table 84 – White and BAME operational TfL hourly pay rates .....	52
Table 85 – White and BAME operational TfL single figure bonus pay gap .....	53
Table 86 – White and BAME operational TfL proportion of employees receiving bonuses.....	53
Table 87 – White and BAME operational TfL median ethnicity pay gap by payband .....	53
Table 88 – White and BAME operational TfL mean ethnicity pay gap by payband.....	54
Table 89 – White and BAME operational TfL median distribution by quartiles .....	54
Table 90 – White and BAME operational TfL mean distribution by quartiles .....	54
Table 91 – White and BAME operational TfL distribution by salary groups .....	55
Table 92 – White and BAME operational TfL distribution by deciles.....	55
Table 93 – White and Black or Black British operational TfL overall hourly pay rates.....	56
Table 94 – White and Black or Black British operational TfL hourly pay rates.....	56
Table 95 – White and Black or Black British operational TfL single figure bonus pay gap .....	57
Table 96 – White and Black or Black British operational TfL proportion of employees receiving bonuses .....	57
Table 97 – White and Black or Black British operational TfL median ethnicity pay gap by payband	57
Table 98 – White and Black or Black British operational TfL mean ethnicity pay gap by payband ...	58
Table 99 – White and Black or Black British operational TfL median distribution by quartiles.....	58
Table 100 – White and Black or Black British operational TfL mean distribution by quartiles .....	58
Table 101 – White and Black or Black British operational TfL distribution by salary groups .....	59
Table 102 – White and Black or Black British operational TfL distribution by deciles .....	59
Table 103 – White and Asian or Asian British operational TfL overall hourly pay rates.....	60
Table 104 – White and Asian or Asian British operational TfL hourly pay rates .....	60
Table 105 – White and Asian or Asian British operational TfL single figure bonus pay gap .....	61
Table 106 – White and Asian or Asian British operational TfL proportion of employees receiving bonuses .....	61
Table 107 – White and Asian or Asian British operational TfL median ethnicity pay gap by payband .....	61
Table 108 – White and Asian or Asian British operational TfL mean ethnicity pay gap by payband.	62
Table 109 – White and Asian or Asian British operational TfL median distribution by quartiles.....	62
Table 110 – White and Asian or Asian British operational TfL mean distribution by quartiles.....	62
Table 111 – White and Asian or Asian British operational TfL distribution by salary groups .....	63
Table 112 – White and Asian or Asian British operational TfL distribution by deciles.....	63
Table 113 – White and Other Ethnic Group operational TfL overall hourly pay rates .....	64
Table 114 – White and Other Ethnic Group operational TfL hourly pay rates.....	64
Table 115 – White and Other Ethnic Group operational TfL single figure bonus pay gap.....	65
Table 116 – White and Other Ethnic Group operational TfL proportion of employees receiving bonuses .....	65
Table 117 – White and Other Ethnic Group operational TfL median ethnicity pay gap by payband	66
Table 118 – White and Other Ethnic Group operational TfL mean ethnicity pay gap by payband ...	66
Table 119 – White and Other Ethnic Group operational TfL median distribution by quartiles .....	67
Table 120 – White and Other Ethnic Group operational TfL mean distribution by quartiles .....	67
Table 121 – White and Other Ethnic Group operational TfL distribution by salary groups.....	68
Table 122 – White and Other Ethnic Group operational TfL distribution by deciles .....	68



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**September 2021**

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