

An ethnicity pay gap shows the difference in average pay between employees of ethnic minorities and white employees.

A percentage of 15% would show 'other' ethnicities earn 15% less than white employees per hour'. If the figure was -15% it would mean 'other' ethnicities earn 15% more than white employees per hour'.

As with the gender pay gap, it is different to equal pay, which is a legal requirement to pay everyone the same for equal or similar work.

Proportion of White, Other and Not Known in each pay quartile (%)

