

DISABILITY PAY GAP REPORT –LONDON & PARTNERS –2021-22

In December 2017, the Mayor of London declared that he would publish the disability pay gap data for the GLA. The Mayor will use the example of the GLA and its functional bodies to encourage businesses in the capital to follow this lead and start the process of addressing pay inequality in their own organisations.

Although not a legislative requirement, London & Partners has chosen to publish its disability pay gap report to demonstrate its transparency and commitment to tackling pay inequality.

This report provides the relevant data and sets out London & Partners' position based on data as at 31st March 2022. On this date, there were 152 employees at London & Partners, of which 3% declared a disability and are counted for disability pay gap reporting purposes.

Overall Disability Pay Gap Summary

The tables below show that there is an overall mean disability pay gap of 9.12% and an overall median disability pay gap of 10.46%. Further analysis of grades can be found later in the report.

Table 1: Overall Disability Pay Gap Summary

	Staff (%)	Average hourly pay	Median	Median gap	Mean gap
Disabled	3%	£23.29	£19.67	10.46%	9.12%
Not disabled/ undisclosed	97%	£25.62	£21.97		

Grade Summary

Below is an analysis of disability pay at different levels to take a more in-depth look at the distribution of pay across the organisation. The data shows a pay gap at the Team Members levels, and a pay gap at the senior levels in the organisation, with a small negative gap in the median data at this level.

Table 2: Mean Pay Gap by Grade Level

	Disabled		Not disabled / undisclosed		Pay gap
	% of staff	Average £per hour	% of staff	Average £per hour	
Team member	4%	£17.89	96%	£18.60	4%
Manager/ senior manager	3%	£31.38	97%	£32.85	4%

Table 3: Median Pay Gap by Grade Level

	Disabled		Not disabled / undeclared		Pay gap
	% of staff	Average £per hour	% of staff	Average £per hour	
Team member	4%	£18.31	96%	£18.57	1%
Manager/ senior manager	3%	£31.38	97%	£30.91	-2%

Quartile Summary

The next section looks at the disability pay gap by quartile. This quartile data has been calculated by dividing the workforce into four equal sized groups and separating them according to the hourly pay rate, starting from lowest paid to the highest paid. This mirrors the approach taken for gender pay gap reporting. The analysis by quartile shows that there is an disability pay gap in the second and fourth quartiles.

	Disabled		Not disabled / undeclared		Pay gap
	% of staff	Average £per hour	% of staff	Average £per hour	
First Quartile	3.13%	£15.69	96.88%	£15.14	-3.64%
Second Quartile	5.71%	18.99	94.29%	19.38	2.02%
Third Quartile	2.17%	£29.29	97.83%	£24.18	-21.13%
Fourth Quartile	2.63%	£33.48	97.37%	£41.56	19.44%

Action Plan

1. Encourage employees to complete their equality information on the HR system to provide a better reflection of the workforce portfolio for analysis and monitoring, and to use this evidence to drive remedial and positive actions where needed.
2. Engage with the Live Well Network to encourage a more open culture of discussing physical and mental health issues. This may result in more people declaring their health/disability conditions.
3. The roll out new of our new Health and Safety on-line platform will further assist us in capturing data on the health conditions of our people.
4. Adopting the Disability Confident scheme in order to improve how we recruit, retain and develop disabled people
5. Taking part in the Change 100 Internship flagship programme with Leonard Cheshire. Offering paid summer work placements, and mentoring for university students and recent graduates with any disability or long-term condition.

Confirmatory statement

I confirm that the information set out in this ethnicity pay gap report is accurate and calculated in accordance with the Regulations.

Allen Simpson

Managing Director, Strategy and Operations

January 2023