

IRC UK Ethnicity Pay Gap Report 2022

Pay	White Ethnic Background	Non-White Ethnic Background	Pay Gap
Median hourly pay	£25.		

Intersectionality

Intersectionality focuses on how various identities are interconnected. There are differences in the median and mean rate of pay when looking at the intersectionality between the ethnic background which employees identify with and their gender. The data shows that on 5 April 2022 white ethnic background males were paid the highest median and mean hourly pay. This is caused by concentration of white ethnic background males in the upper middle and middle quartiles of the pay scales.

Ethnic Background and Gender	Median hourly pay	Median pay gap versus White Ethnic Background Male
White Ethnic Background Male	£28.6	N/A
White Ethnic Background Female	£25.3	12%
Non-White Ethnic Background Male	£24.86	13%
Non-White		

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Ethnic Background and Gender	Mean hourly pay	Mean pay gap versus W
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