

Gross hourly pay, disaggregated by ethnicity and highest qualification obtained:

Gross hourly pay	2015 Q3- 2014 Q4			2014 Q3- 2013 Q4			2013 Q3- 2012 Q4			2012 Q3- 2011 Q4		
	White employees	Black/ African/ Carribean/ Black British employees	BAME employees	White employees	Black/ African/ Carribean/ Black British employees	BAME employees	White employees	Black/ African/ Carribean/ Black British employees	BAME employees	White employees	Black/ African/ Carribean/ Black British employees	BAME employees
Degree or equivalent	18.63	14.33	16.70	18.55	15.50	16.63	18.43	15.18	17.25	18.28	14.50	16.23
GCE A level or equivalent	11.53	9.88	9.55	11.28	10.73	9.58	11.20	10.20	9.80	11.03	9.75	9.85
GCSE grades A*-C or equivalent	10.33	9.15	8.93	10.40	9.48	9.23	10.20	9.55	8.90	9.90	10.35	9.10
No qualification	8.90	9.00	8.25	8.38	7.40	7.38	8.38	8.13	7.73	8.55	7.03	7.33
Aggregate	13.45	11.73	12.70	13.33	12.15	12.73	13.15	12.00	13.05	12.85	11.58	12.43

We calculated the pay gap for each educational attainment, e.g. a black employee with a degree earns 23.1% less than a white employee with degree.

"Pay gap"	2015 Q3 - 2014 Q4		2014 Q3 - 2013 Q4		2013 Q3 - 2012 Q4		2012 Q3 - 2011 Q4	
	Black/ African/ Carribean/ Black British employees (%)	BAME employees (%)	Black/ African/ Carribean/ Black British employees (%)	BAME employees (%)	Black/ African/ Carribean/ Black British employees (%)	BAME employees (%)	Black/ African/ Carribean/ Black British employees (%)	BAME employees (%)
Degree or equivalent	23.1	10.3	16.4	10.4	17.6	6.4	20.7	11.2
GCE A level or equivalent	14.3	17.1	4.9	15.1	8.9	12.5	11.6	10.7
GCSE grades A*-C or equivalent	11.4	13.6	8.9	11.3	6.4	12.7	-4.5	8.1
No qualification	-1.1	7.3	11.6	11.9	3.0	7.8	17.8	14.3
Aggregate	12.8	5.6	8.8	4.5	8.7	0.8	9.9	3.3

