

## ICO Ethnicity Pay Gap reporting requirements as at 31 March 2023



Measure		%
1. Mean Ethnicity Pay Gap (Ordinary Pay)		7.6%
2. Median Ethnicity Pay Gap (Ordinary Pay)		12.8%
3. Mean Ethnicity Pay Gap (Bonus Pay in the 12 months ending 31 March)		0%
4. Median Ethnicity Pay Gap (Bonus Pay in the 12 months ending 31 March)		0%
5. Proportion of White employees and employees from an Ethnic Minority Background paid a bonus in the 12 months ending 31 March	Ethnic Minority Background	98%
	White	97%
6. Proportion of White employees and employees from an Ethnic Minority Background in each pay quartile:		
Quartile	Ethnic Minority Background %	White %
First (lower) quartile	17%	83%
Second (lower middle) quartile	8%	92%
Third (upper middle) quartile	6%	94%
Fourth (upper) quartile	9%	91%
Organisation	10%	90%

The average (mean) salary for staff from an Ethnic Minority Background in the ICO is £39,202 (this equates to **£20.38 per hour**).

The average salary for white staff is £42,437 (this equates to **£22.06 per hour**). This represents a gap of **7.6%**.

The median salary for staff from an Ethnic Minority Background is £33,865 (this equates to **£17.60 per hour**).

The median salary for white staff is £38,818 (this equates to **£20.18 per hour**). This represents a pay gap of **12.8%**.

A further breakdown of salaries by grade and ethnicity group is provided below.

### Job Level B

	Proportion of staff	Average time in grade (years)	Average pay	Average salary difference
Ethnic Minoritised Background	22.9%	0.7	£22,560	-1.1%
White	77.1%	3.5	£22,305	

### Job Level C

	Proportion of staff	Average time in grade (years)	Average pay	Average salary difference
Ethnic Minoritised Background	15.8%	1.9	£25,344	0.3%
White	84.2%	1.5	£25,420	

### Job Level D

	Proportion of staff	Average time in grade (years)	Average pay	Average salary difference
Ethnic Minoritised Background	6.0%	1.6	£32,825	-0.4%
White	94.0%	2.0	£32,688	

### Job Level E

	Proportion of staff	Average time in grade (years)	Average pay	Average salary difference
Ethnic Minoritised Background	7.0%	2.6	£41,149	4.6%
White	93.0%	3.2	£43,120	

### Job Level F

	Proportion of staff	Average time in grade (years)	Average pay	Average salary difference
Ethnic Minoritised Background	8.7%	1.4	£53,879	5.0%
White	91.3%	2.8	£56,699	

### Job Level G

	Proportion of staff	Average time in grade (years)	Average pay	Average salary difference
Ethnic Minoritised Background	12.7%	1.0	£74,731	-4.9%
White	87.3%	2.0	£71,225	

### Job Level G2

	Proportion of staff	Average time in grade (years)	Average pay	Average salary difference
Ethnic Minoritised Background	5.3%	1.6	£85,590	8.8%
White	94.7%	2.3	£93,835	

### Job Level H

	Proportion of staff	Average time in grade (years)	Average pay	Average salary difference
Ethnic Minoritised Background	12.5%	0.2	£104,857 – £109,857	12% to 16%
White	87.5%	1.9	£125,017	