



Ethnicity Pay Gap Report for 31st March 2024

Introduction

We continue to voluntarily publish and comment on our Ethnicity Pay Gap (EPG) to demonstrate our ongoing commitment to embedding inclusivity into our culture and workforce.

How we have calculated the Ethnic Pay Gap?

In calculating the Ethnicity Pay Gap, we have used the same principles that are applied to the statutory Gender Pay Gap reporting. The Ethnicity Pay Gap shows the difference in the average pay between staff from minority ethnic background in the workforce, compared to white staff.

As there continues to be no guidance available on how to measure pay or methodology on how to calculate the Ethnicity Pay Gap, we have chosen to mirror the approach taken in the Gender Pay Gap Reporting i.e. to report on:

- The mean and median Ethnicity Pay Gap for each ethnic group, compared against white ethnic groups
- The proportion of employees in each pay quartile for each ethnic group

Please note that as the College does not use a system of bonuses to pay staff, this does not apply.

What categorisation have we used?

For the purposes of this report we have categorised employees into Ethnic Minority Groups (EMG) and white groups.

While we recognise that the “Ethnicity pay reporting: guidance for employers” published by the UK Government on 17 April 2023 recommends against consolidating different ethnicity group data into a single “EMG” category (formerly BAME), the guidance also acknowledges the need to protect the personal information of individual employees which could be compromised by reporting on categories with less than 50 individuals. This guidance and our wish to protect our employees’ personal information led us to the decision to use a “EMG” category. We will review this approach each time we consider our Ethnicity Pay Gap.

What is the Ethnic Pay Gap for 31st March 2024?

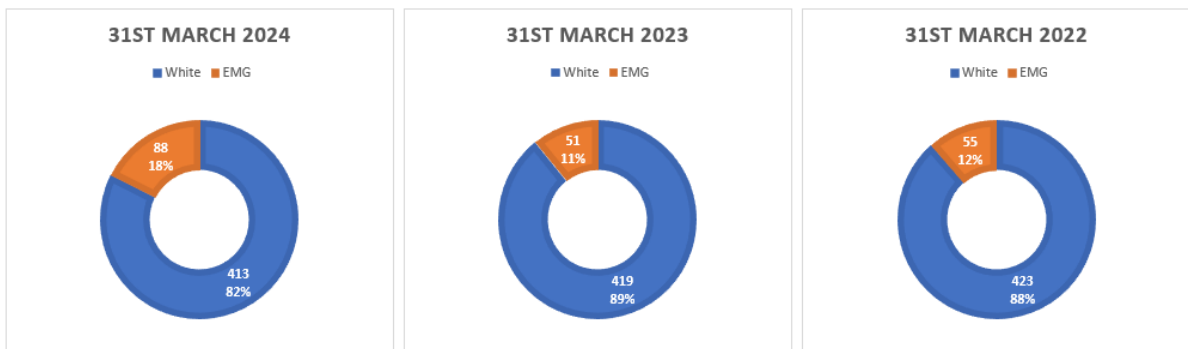
The EPG for the College as of 31st March 2024 was 3.14% (Mean) and 0% (Median). These measurements continue to be low, however the mean has increased slightly from last year. The EPG in the UK for 2019 was 2.3%.

Context and Scope of the Report

The number of EMG staff employed by the College has increased by 51 to 88 (18%) and the number of staff in white categories employed by the College has decreased by 6 to 413 (82%), see charts below. There is limited data available from other colleges against which to compare this profile. The last ONS census data (2021) shows 17% of the local community (Harlow) are from EMG groups.

Our overall EPG Profile – comparing the last three years (2022 – 2024)

The overall ethnicity split:



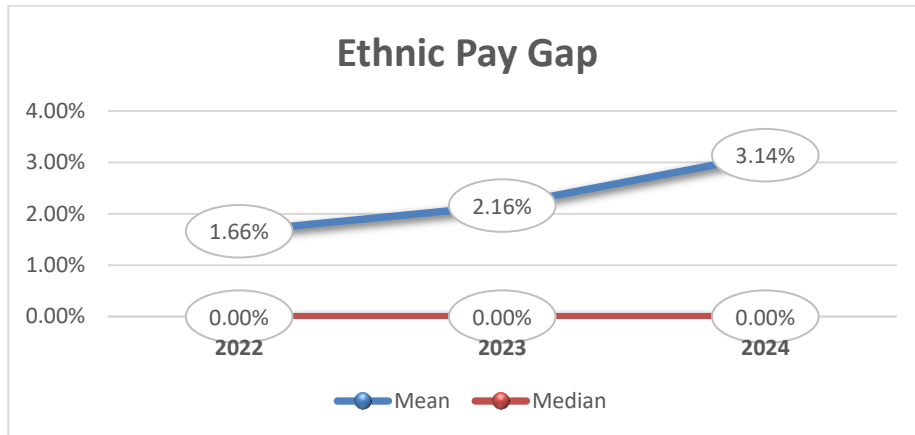
The data for this report is taken from the March payroll which includes a snapshot of the data as of 31st March 2024. The data includes all employees who are employed on a permanent or temporary basis at this date and includes basic pay and allowances. The College does not operate performance related pay or a bonus payment scheme.

The Ethnicity Pay Gap shows the differences in the average pay between white and EMG staff members across the College, regardless of their particular role, grade or seniority. It is important to remember that it is not a comparison of how much is paid to white and EMG staff employed by us who carry out the same role, similar roles or work of equal value.

Mean and Median Hourly Rates - comparing the last three years (2022 – 2024)



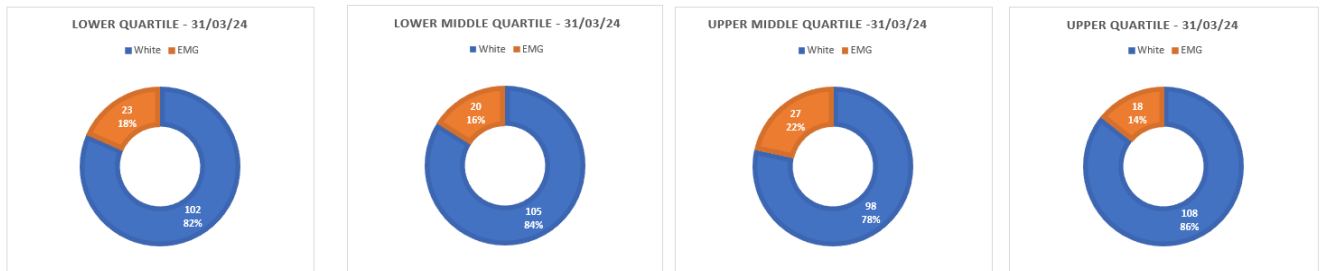
Mean and Median Ethnicity Pay Gap - comparing the last three years (2022 – 2024)



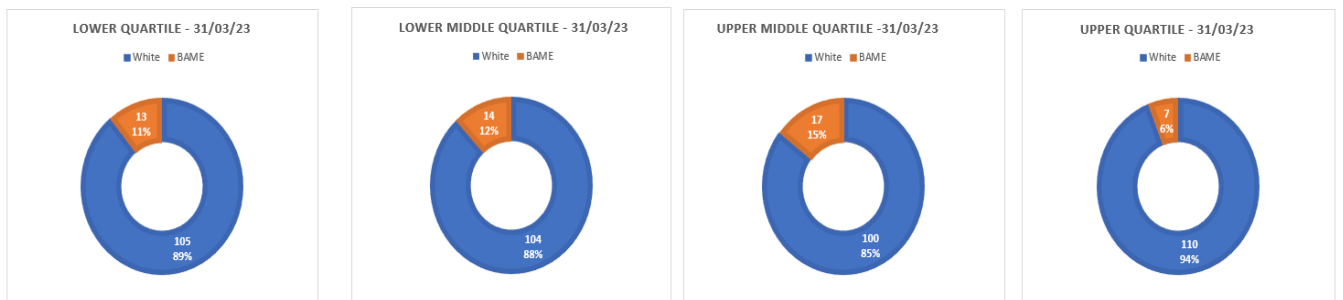
Whilst this shows a small increase in the mean EPG this is not statistically significant.

The images below show the ethnicity distribution of all Harlow College staff across four equal quartiles.

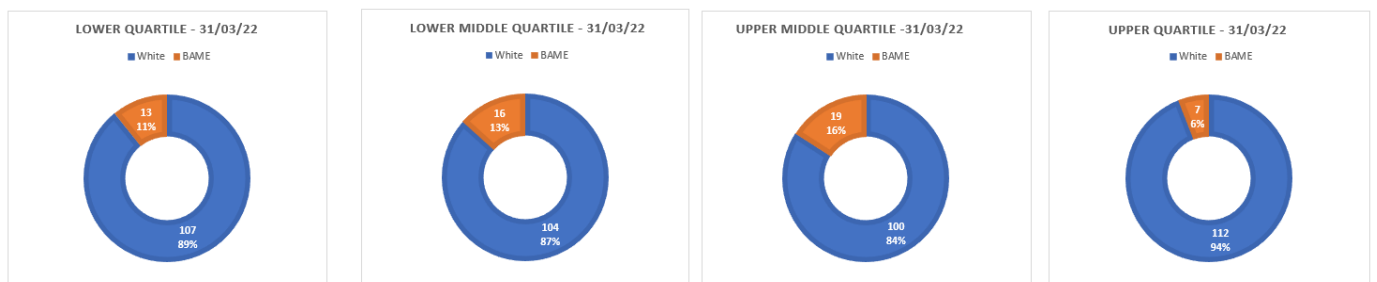
For 2024:



For 2023:



For 2022:



Reasons for the changes over the last 3 years:

The changes over the last 3 years have been relatively small in the EMG profile of staff in Lower Middle and Upper Quartiles as shown above. There has been a small increase to our overall mean Ethnicity Pay Gap this year and no change to our overall median Ethnicity Pay Gap. The College has improved its diversity profile amongst the delivery teaching group.

Further work going forward to address the Ethnicity Pay Gap?

As the above analysis illustrates, the College continues to review the changes that occur to the EPG profile and there has been some growth in the numbers of staff employed from EMG groups. However, we shall examine any further targeted action needed, as part of the Investors in Diversity initiative, following the surveying of staff, students and external stakeholder together with an audit of internal policies, procedures and practices.

Improving and re-affirming our commitment to Equality and Diversity

The Equality and Diversity Steering Group comprising of staff, students and a Governor, regularly meets to address diversity and inclusiveness in the College. The aim of the group is to affirm the College's commitment to equality and diversity throughout our work and improve the promotion of equality and diversity.