



Disability Pay Gap Report for 31st March 2024

Introduction

This year is the second year of us voluntarily publishing and commenting on our Disability Pay

Gap (DPG) to help demonstrate our ongoing commitment to embedding inclusivity into our culture and workforce.

For the purpose of this report disability has been categorised as staff that have self-declared themselves as having a disability, which includes physical and learning disabilities.

How we have calculated the Disability Pay Gap?

In calculating the Disability Pay Gaps, we have used the same principles that are applied to the statutory Gender Pay Gap reporting. The Disability Pay Gap shows the difference in the average pay between staff with a disability, compared to staff without a disability.

As there is no guidance available on pay measures that need to be reported as part of Disability Pay Gap nor any guidance on the methodology for calculation, we have chosen to mirror the approach taken in the Gender Pay Gap Reporting i.e. to report on:

- The mean and median disability pay gaps for staff with a disability, compared to staff without a disability.
- The proportion of employees in each pay quartile for staff with a disability, compared to staff without a disability.

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

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

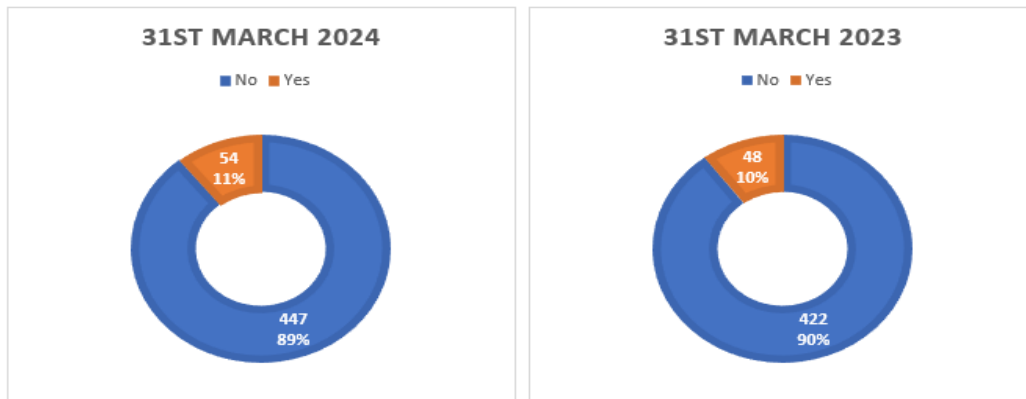
The DPG for the College as of 31st March 2024 was -3.67% (Mean) and 5.66% (Median). This compares to a mean DPG of -3.07% and a median of 0% in 2023. As a minus figure, this shows staff with a disability actually earn on average more than those without a disability. The median DPG for the UK in 2021 was 13.8% so we are below this.

Context and Scope of the Report

The number of staff employed by the College with a disability has increased by 6 to 54 (10.8%) and the number of staff without a disability employed by the college has increased by 25 to 447 (89.2%), see chart below. There is limited data available from other colleges against which to compare this profile. The last ONS census data (2021) shows 7.5% of the local community declared they had a disability.

Our overall DPG Profile – 2023 & 2024

The overall disability split:



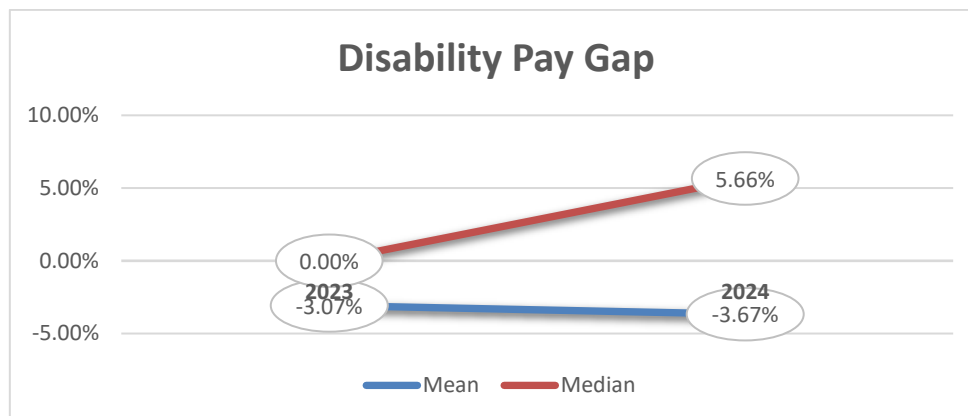
The data for this report is taken from the March payroll which includes a snapshot of the data as of 31st March 2024. The data includes all employees who are employed on a permanent or temporary basis at this date and includes basic pay and allowances. The College does not operate performance related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

The Disability Pay Gap shows the differences in the average pay between those with a disability and those without a disability 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 those with a disability and those without a disability employed by us who carry out the same role, similar roles or work of equal value.

Mean and Median Hourly Rates – 2023 & 2024

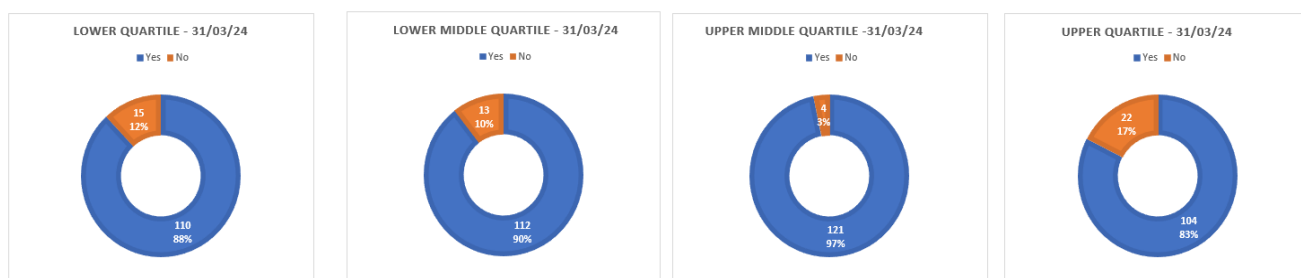


Mean and Median Disability Pay Gap – 2023 & 2024

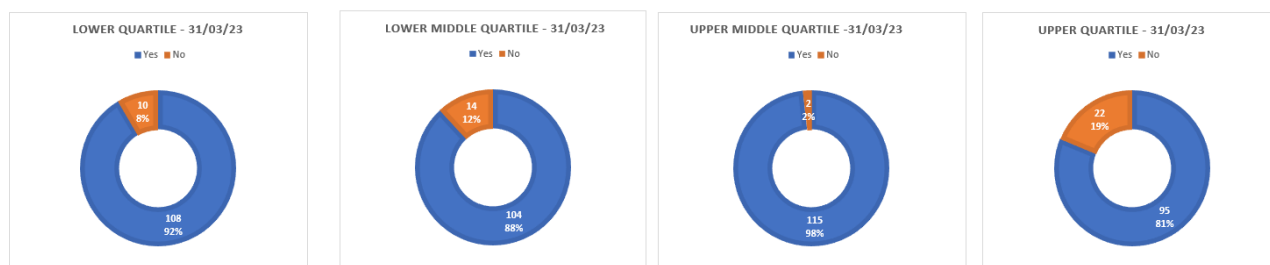


The image below shows the disability distribution of all Harlow College staff across four equal quartiles for 2023 and 2024.

For 2024:



For 2023:



Further work going forward to address the Disability Pay Gap?

The College continues to have a very low DPG but we will continue to monitor it. Therefore, at this time, there are no particular actions required with respect to pay. However, Investors in Diversity will scrutinise the work we have carried out in this area, as part of the initiative.

Improving and re-affirming our commitment to Equality and Diversity

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