



## Disability Pay Gap Report for 31<sup>st</sup> March 2026

### Introduction

We continue to voluntarily publishing and commenting on our Disability Pay Gap (DPG) to help demonstrate our ongoing commitment to embedding inclusivity into our culture and workforce.

Whilst DPG reporting is not mandatory for employers in the UK, the Government has, following consultation, confirmed its intention to introduce disability pay gap reporting as part of the Equality (Race and Disability) Bill in 2027 or 2028. A tool kit will be provided to employers over 250+ employees and the government response indicates that the same method used in Gender Pay Gap reporting will be used.

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 at present, on the calculation methodology, therefore 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 31<sup>st</sup> March 2026?

The DPG for the College as of 31<sup>st</sup> March 2026 was 1.8% (Mean) and -2.91% (Median). This compares to a mean DPG of 0.37% and a median of 5.66% in 2025 and a mean DPG of -3.67% and a median of 5.66% in 2024. The median DPG for

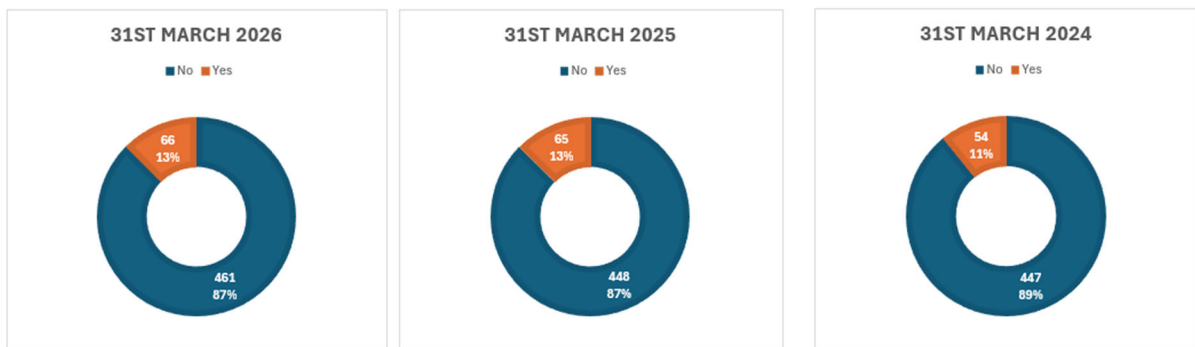
the UK in 2023 was 12.7% (accordingly to the Office for National Statistics) so we are below this.

### Context and Scope of the Report

The number of staff employed by the College with a disability has increased by 1 to 66 (12.5%) and the number of staff without a disability employed by the College has increased by 13 to 461 (87.5%), 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 – 2024 - 2026

#### The overall disability split:



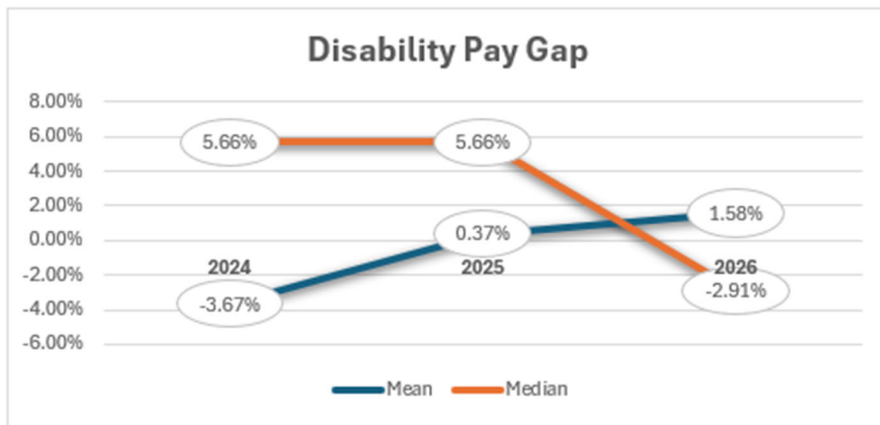
The data for this report is taken from the March payroll which includes a snapshot of the data as of 31<sup>st</sup> March 2026. The data includes all employees who are employed on a permanent or temporary basis at this date and includes basic pay and allowances. The College does not operate performance 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 – 2024 - 2026

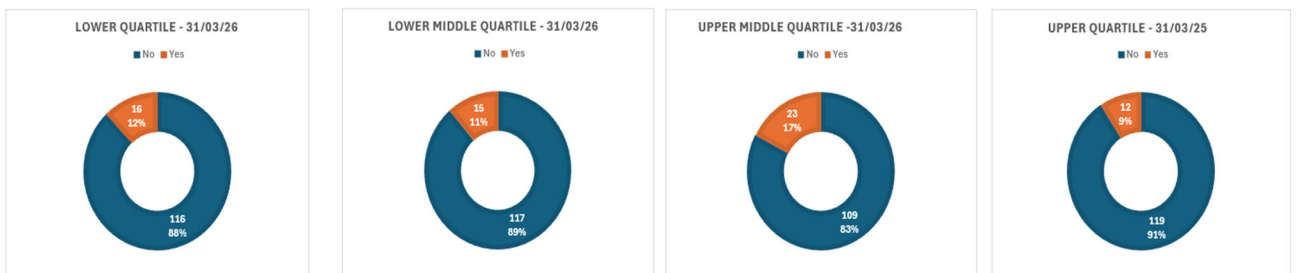


**Mean and Median Disability Pay Gap – 2024 - 2026**

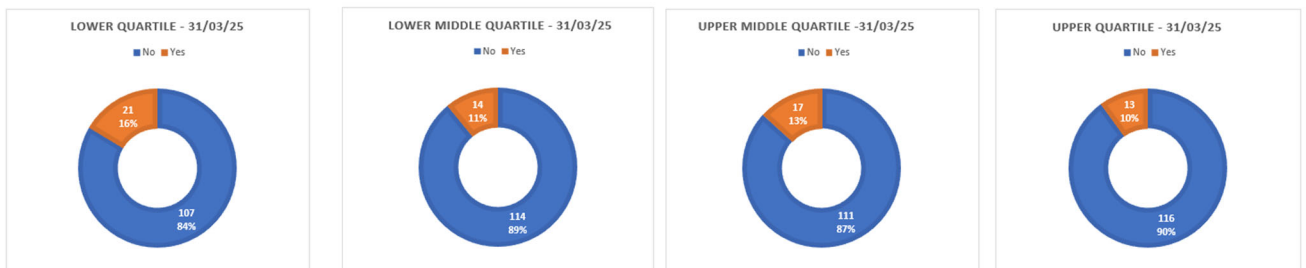


The image below shows the disability distribution of all Harlow College staff across four equal quartiles for 2024 - 2026.

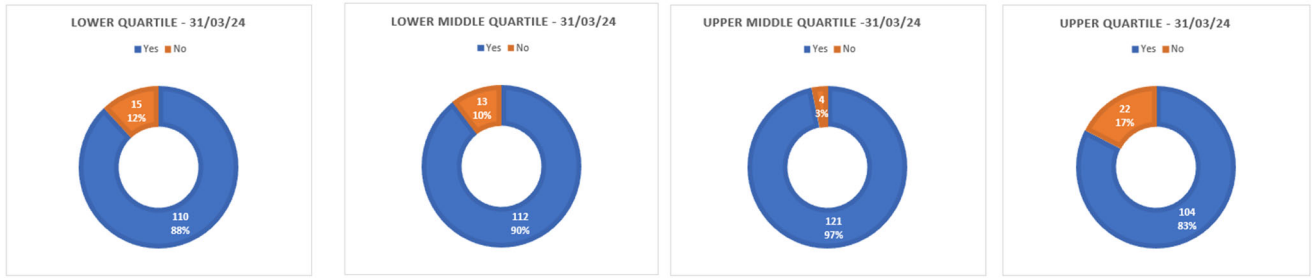
**For 2026:**



**For 2025:**



**For 2024:**



### **Further work going forward to address the Disability Pay Gap?**

The College continues to have a low DPG and will continue to monitor it. Therefore, no particular actions have been put in place with respect to any pay gap.

We have started work this year on implementing the Disability Confident Scheme to help us promote ourselves to potential candidates with a disability, as part of the Investors in Diversity initiative.

Staff focus groups have been introduced to encourage feedback and support staff, with disabilities in specific groups, for example hearing loss.

### **Improving and re-affirming our commitment to Equality and Diversity**

We continue to be committed to Equality, Diversity and Inclusion in the College and are continuing to work with Investors in Diversity representatives to address where we can improve.

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.