

Ethnicity Pay Gap Statement for 2023

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 gaps, 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 gaps 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 Black, Asian and Ethnic Minority (BAME) and White groups.

What is the Ethnic Pay Gap for 31st March 2023?

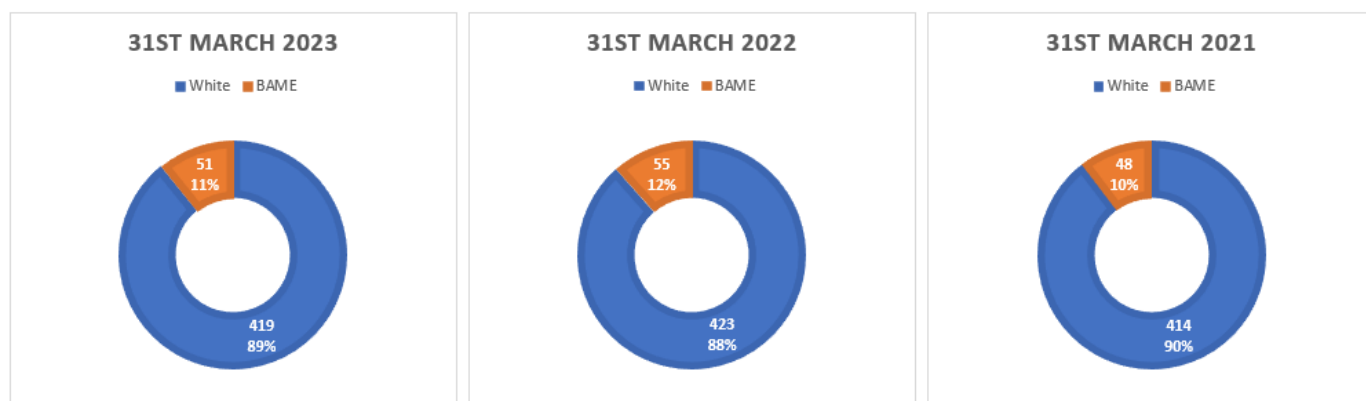
The EPG for the College as of 31st March 2023 was 2.16% (Mean) and 0% (Median). These measurements continue to be low, however the mean has increased slightly from last year. The EPG in the UK for 2019 was 2.3%.

Context and Scope of the Report

The number of BAME staff employed by the College has decreased by 4 to 51 (10.9%) and the number of white staff employed has also decreased by 4 to 419 (89.1%), 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 BAME groups.

Our overall EPG Profile – comparing the last three years (2021 – 2023)

The overall ethnicity split:



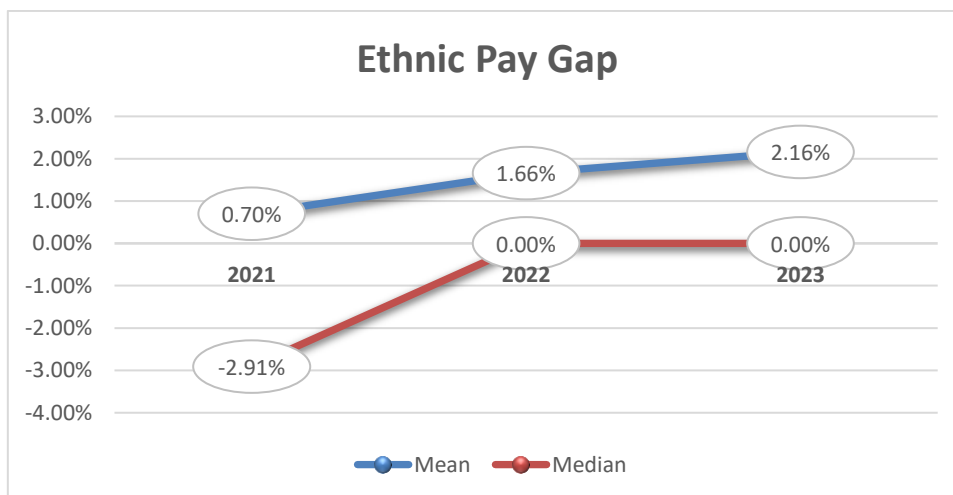
The data for this report is taken from the March payroll which includes a snapshot of the data as of 31st March 2023. The data includes all employees who are employed on a permanent or temporary basis at this date and includes basic pay and allowances. The College does not operate performance related pay or a bonus payment scheme.

The Ethnicity Pay Gap shows the differences in the average pay between White and BAME 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 BAME 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 (2021 – 2023)



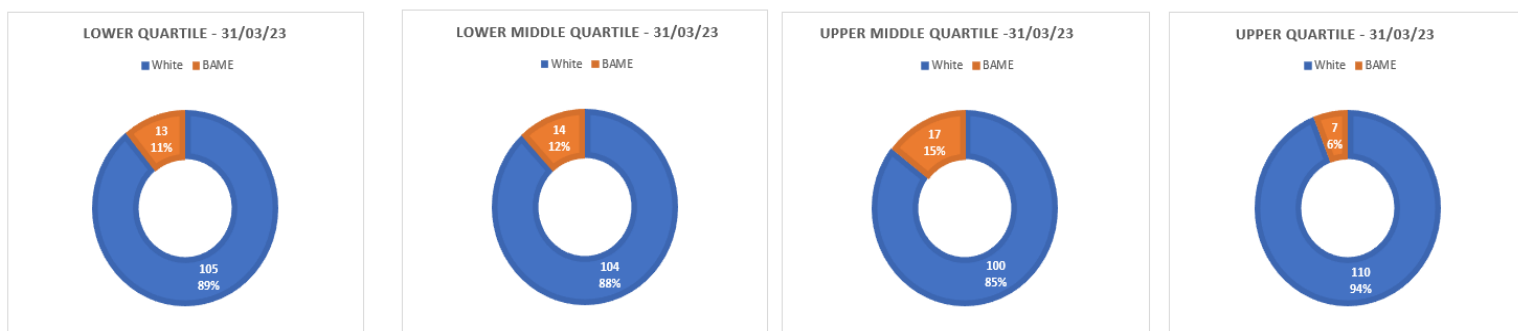
Mean and Median Ethnicity Pay Gap - comparing the last three years (2021 – 2023)



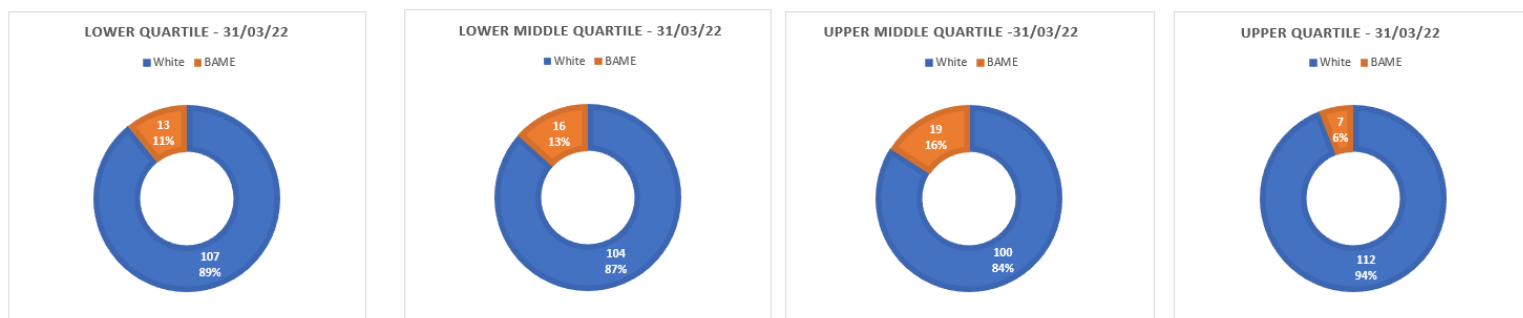
Whilst this shows a small increase in the mean EPG this isn't statistically significant.

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

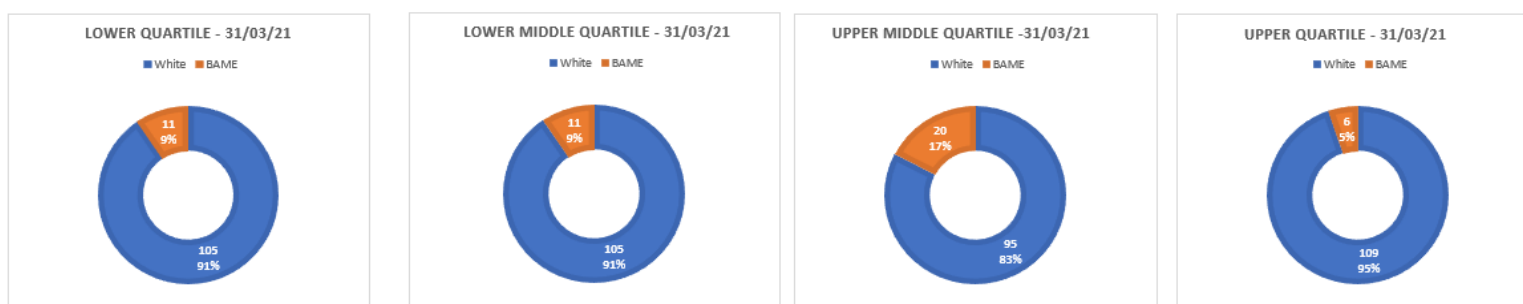
For 2023:



For 2022:



For 2021:



Reasons for the changes over the last 3 years:

The changes over the last 3 years have been relatively small in the BAME 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.

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. As the percentage of staff from BAME groups (11%) is now less than the community we serve (17%) we will examine recruitment and selection data on the profile of applicants applying for posts and consider whether targeted Positive Action measures, might help the college attract more diverse applicants for specific job roles.

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 colleges' commitment to equality and diversity throughout our work and improve the promotion of equality and diversity.

Future Focus

The College continues to have a very low EPG but we will continue to monitor it. Therefore, at this time, there are no particular actions required with respect to pay.

However, moving forward, as the college's ethnic profile of staff is now not representative of the ONS 2021 Census for the local community we may need to look at ways in which we can address this going forward with the recruitment and retention of staff.

We have previously had insufficient management information on the source and ethnic profile of candidates (at all stages of the recruitment and selection process) that apply for jobs, but moving forward we hope to provide data from the new Applicant Tracking System which will help us examine the success rates of job applicants and their ethnic profile, at the different stages of selection.