

Ethnicity Pay Gap Statement for 2022

Introduction

This year is the third year of us voluntarily publishing our Ethnicity Pay Gap (EPG) however this year, we have decided to provide a narrative, to explain our approach and 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 is no guidance on pay measures that need to be reported as part of Ethnicity 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 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 2022?

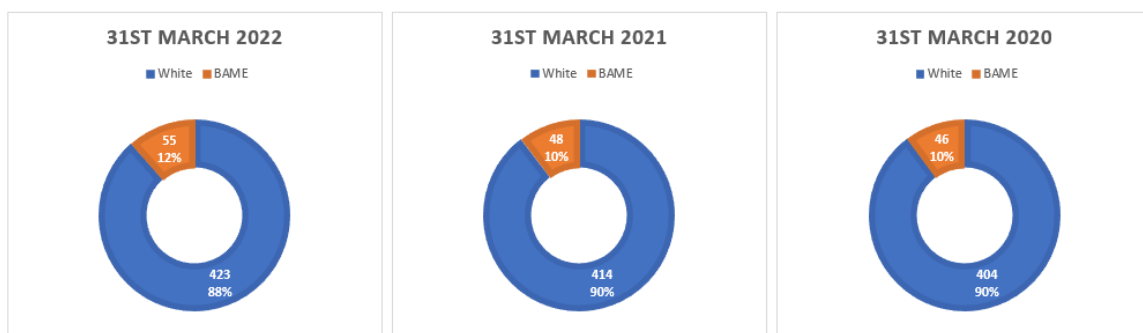
The EPG for the College as of 31st March 2022 was 1.66% (Mean) and 0% (Median). These measurements continue to be low and have only increased slightly from last year.

Context and Scope of the Report

The number of BAME staff employed by the College has increased by 7 to 55 (11.5%) and the number of white staff employed has also increased by 9 to 423 (88.5%), see charts below. There is limited data available from other Colleges, against which to compare this profile. The last ONS census data (2011) shows 11% of the local community from BAME groups.

Our overall EPG Profile – comparing the last three years (2020 – 2022)

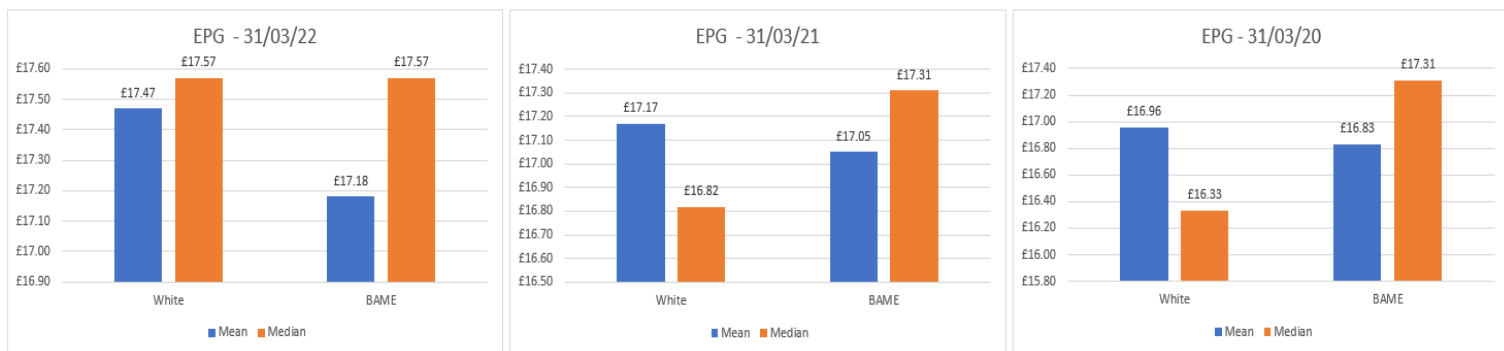
The overall ethnicity split:



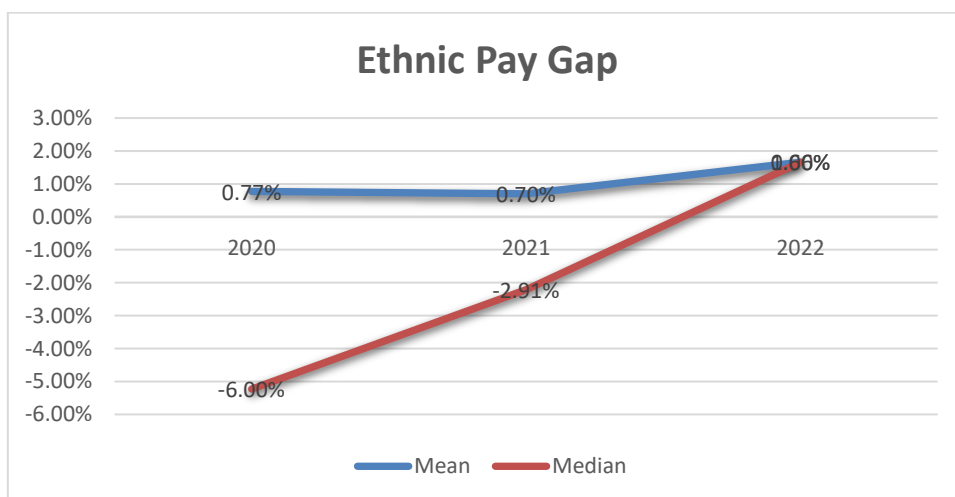
The data for this report is taken from the March payroll which includes a snapshot of the data as of 31st March 2022. The data includes all employees who are employed on a permanent or temporary basis at this date and includes basic pay and allowances. The College does not operate performance related 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 (2020 – 2022)



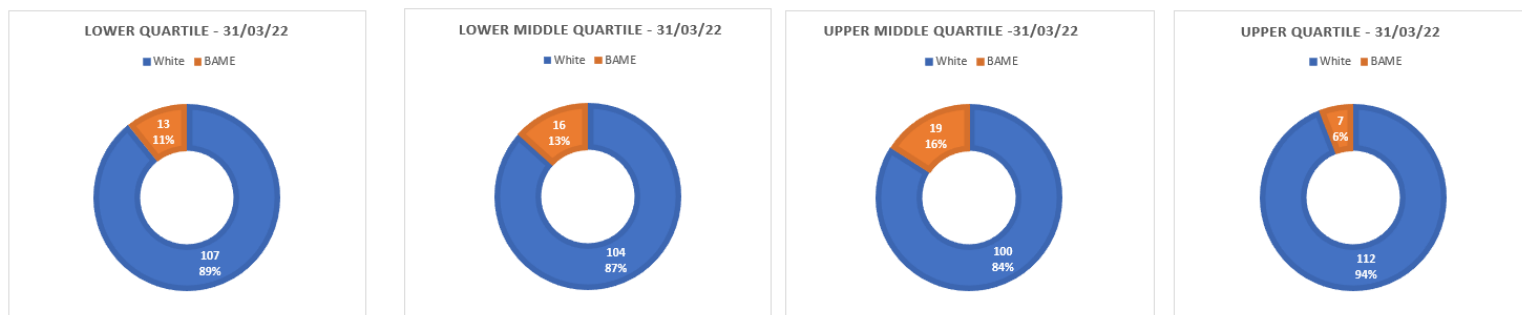
Mean and Median Ethnicity Pay Gap - comparing the last three years (2020 – 2022)



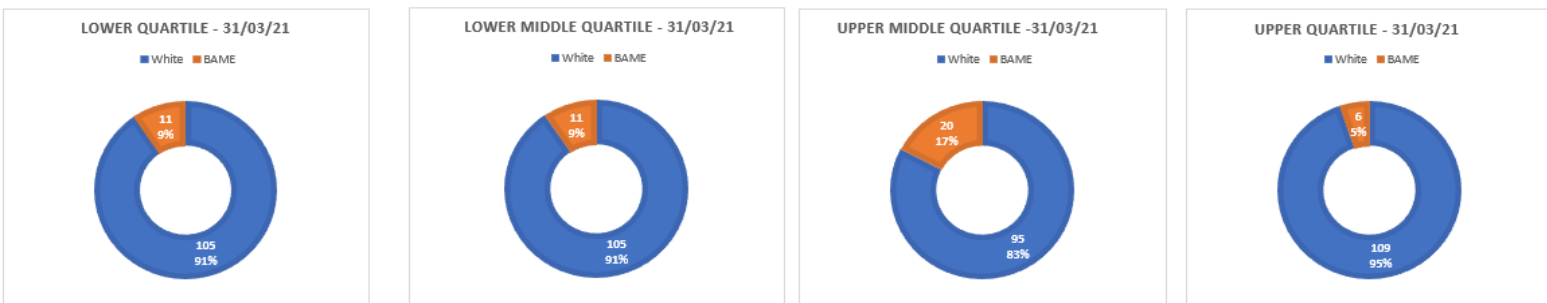
Whilst this shows a very small increase in the EPG this isn't statistically significant.

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

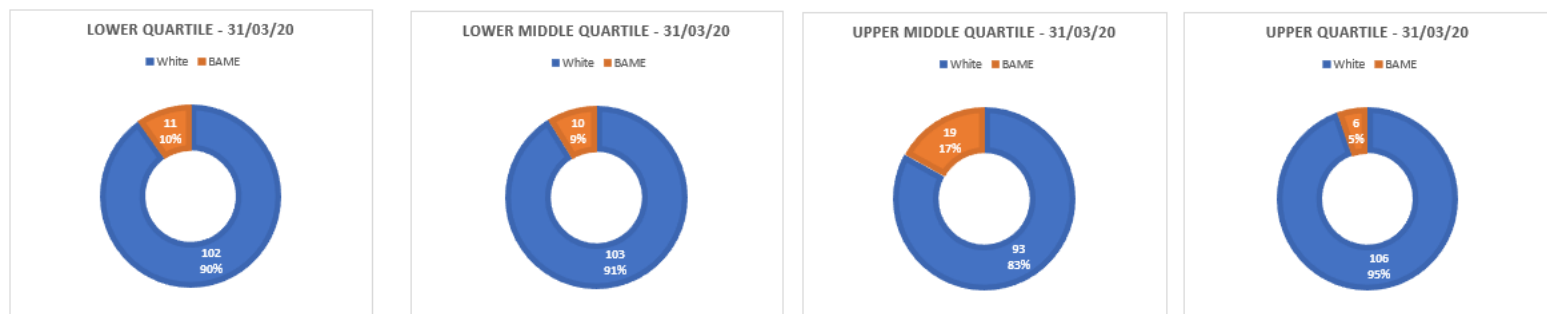
For 2022:



For 2021:



For 2020:



Reasons for the changes over the last 3 years:

The changes over the last 3 years show a relatively small growth 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 an increase to our overall Median Ethnicity Pay Gap however this is zero meaning that median pay for BAME employees is same as the median for white employees.

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.

Improving and re-affirming our commitment to Equality and Diversity

The Equality and Diversity Steering Group comprising of a range of staff and students and regularly meets to address diversity and inclusiveness in the college. The aim of the group to affirm the colleges' commitment to equality and diversity throughout our work and improve the promotion of equality and diversity. In the last year we have examined the composition of this group and worked to review and revise the action plan across all protected characteristics.

Future Focus

The College continues to have a very low EPG but we will continue to monitor it. Therefore, at this time, there are particular actions required with respect to pay.

However, moving forward, whilst the college ethnic profile of staff is representative of the ONS 2011 Census for the local community we appreciate that this is out of date, and are currently waiting to review the staffing profile against the results of the ONS 2021 Census (due to be published in the summer of 2022). Once this report is published we will review our position against the data provided.

We are also aware that we currently have insufficient management information on the source and ethnic profile of candidates (at all stages of the recruitment and selection process) that apply for jobs, and are therefore in the process of purchasing and implementing an applicant tracking system to rectify this issue.