



Ethnicity Pay Gap Report for 31st March 2025

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.

Whilst EPG reporting is not mandatory for employers in the UK, the Government is currently consulting on its introduction, as part of the Equality (Race and Disability) Bill.

How we have calculated the EPG?

In calculating the EPG, we have used the same principles that are applied to the statutory GPG reporting. The EGP 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 EPG we have chosen to mirror the approach taken in the GPG Reporting i.e. to report on:

- The mean and median EPG 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, in line with the Office for National Statistics (ONS).

Currently we are in the process of re-assessing the categorisation we use to collect data and have liaised with Investors in Diversity representatives to request their advice.

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 EPG.

What is the EPG for 31st March 2025?

The EPG for the College as of 31st March 2025 was 3.24% (Mean) and 5.66% (Median). These measurements continue to be low, however both have increased slightly from last year. The EPG (median) in the UK for 30th September 2024 was 14.8%.

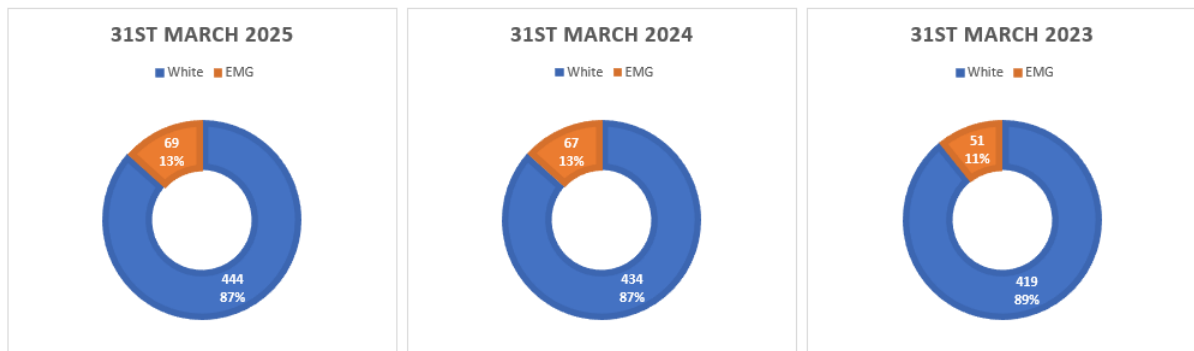
Context and Scope of the Report

Whilst the number of EMG staff employed by the College has increased by 2 to 69 (13%) and the number of staff in white categories employed by the College has increased by 10 to 444 (87%), the proportion of staff from EMG groups has remained static (13%) (see charts below). There is limited data available from other colleges against which to compare this profile, however

Croydon College reported in March 2025, that at 31st March 2024 their Mean EPG was 12.9% and Median 20%.

It should be noted that in 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 (2023 – 2025) The overall ethnicity split:



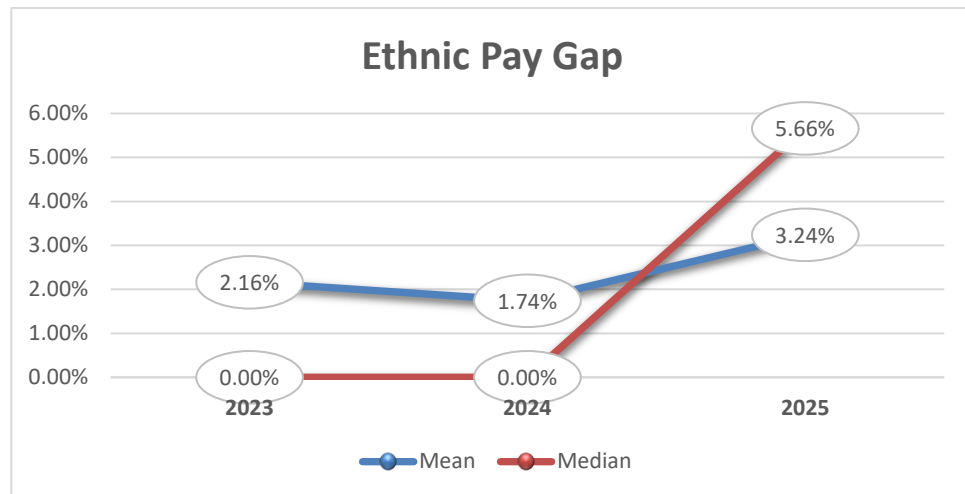
The data for this report is taken from the March payroll which includes a snapshot of the data as of 31st March 2025. The data includes all employees who are employed on a permanent or temporary basis at this date and includes basic pay and allowances. The College does not operate performance related pay or a bonus payment scheme.

The EPG 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 (2023 – 2025)

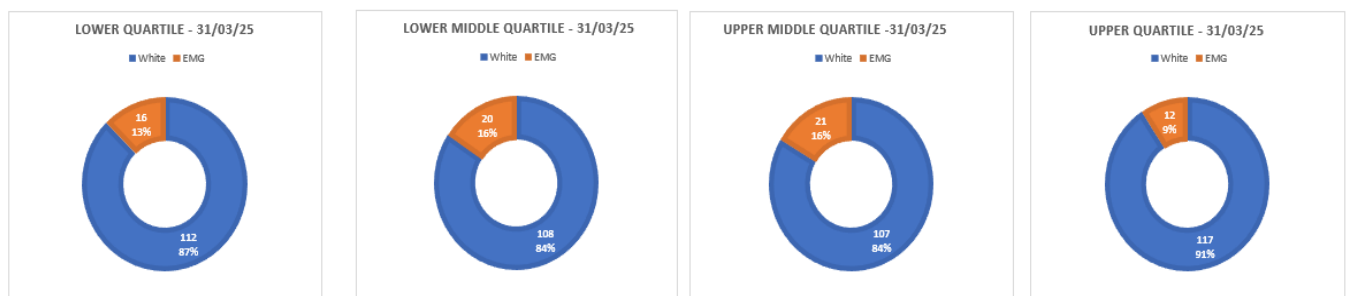


Mean and Median EPG - comparing the last three years (2023 – 2025)

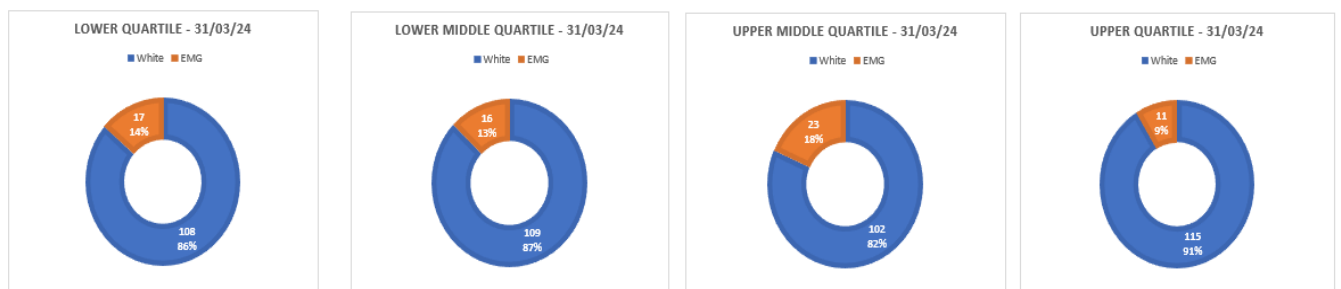


The images below show the ethnicity distribution of all Harlow College staff across four equal quartiles.

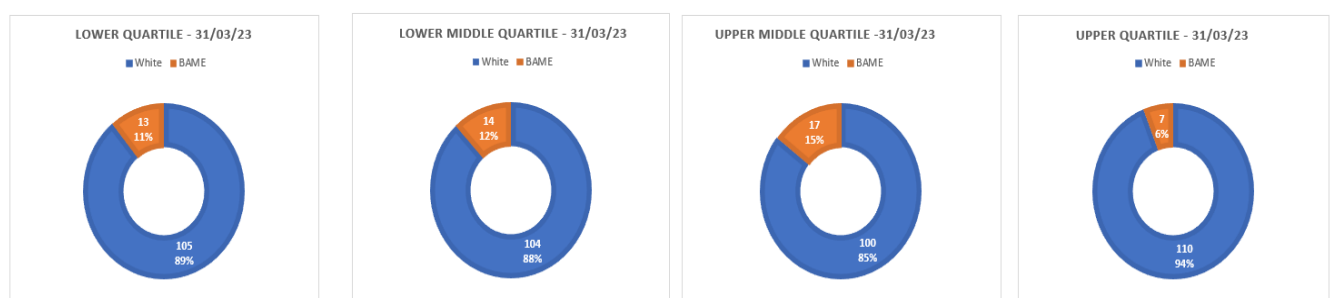
For 2025:



For 2024:



For 2023:



Further work going forward to address the EPG?

Whilst the EPG remains statistically small, there has been an increase in both the Mean and Median in the last year.

As part of the Investors in Diversity project, we have placed a higher priority on implementing measures to increase the number of staff from EMG groups, to raise our numbers of staff from EMG closer to 17%. When appointment these staff we continue to consistently use the Salary Pay Policy, but will keep this matter under review.

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. (a separate report addresses progress on this project).

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.