



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

### **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 has, following consultation, confirmed its intention to introduce ethnicity 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.

### **How we have calculated the Ethnic Pay Gap?**

In calculating the Ethnicity Pay Gap, 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.

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).

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, 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 Ethnicity Pay Gap.

### **What is the Ethnic Pay Gap for 31<sup>st</sup> March 2026?**

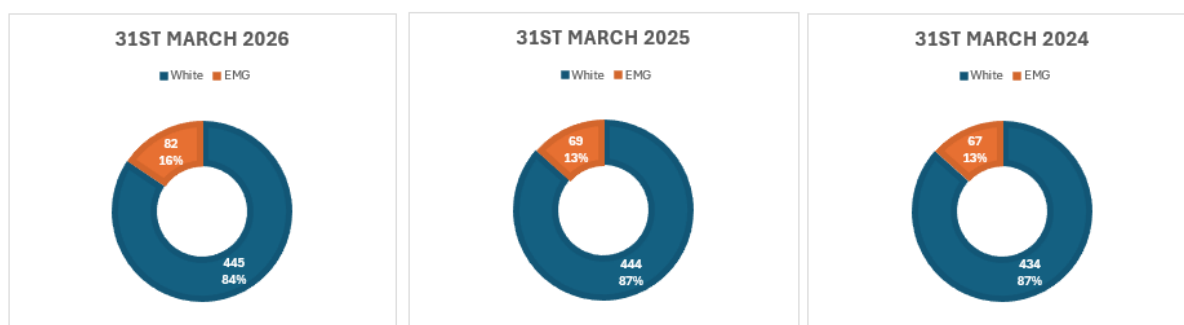
The EPG for the College as of 31<sup>st</sup> March 2026 was 4.7% (Mean) and 0% (Median). These measurements continue to be low, however both have changed slightly from last year, with the mean increasing from 3.24% in March 2025 and the median decreasing from 5.66% in March 2025.

## Context and Scope of the Report

The number of EMG staff employed by the College has increased by 13 to 82 (16%) and the number of staff in white categories employed by the College has increased by 1 to 445 (84%), see charts below. 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 (2024 – 2026)

The overall ethnicity split:



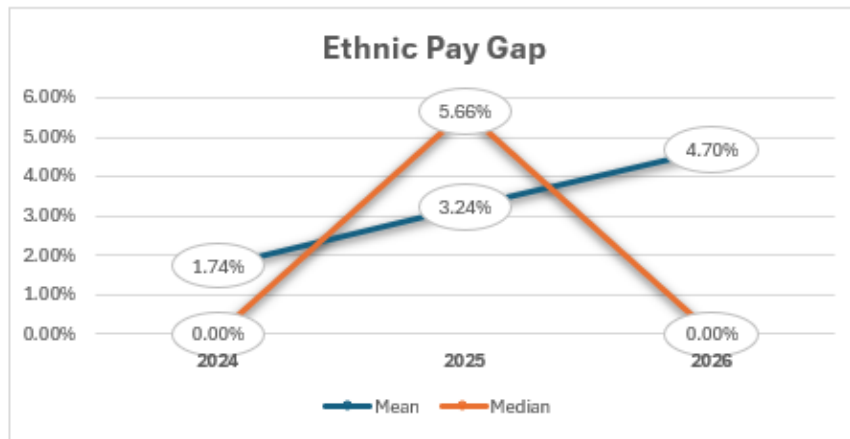
The data for this report is taken from the March payroll which includes a snapshot of the data as of 31<sup>st</sup> March 2026. The data includes all employees who are employed on a permanent or temporary basis at this date and includes basic pay and allowances. The College does not operate performance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

The Ethnicity Pay Gap 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 (2024 – 2026)

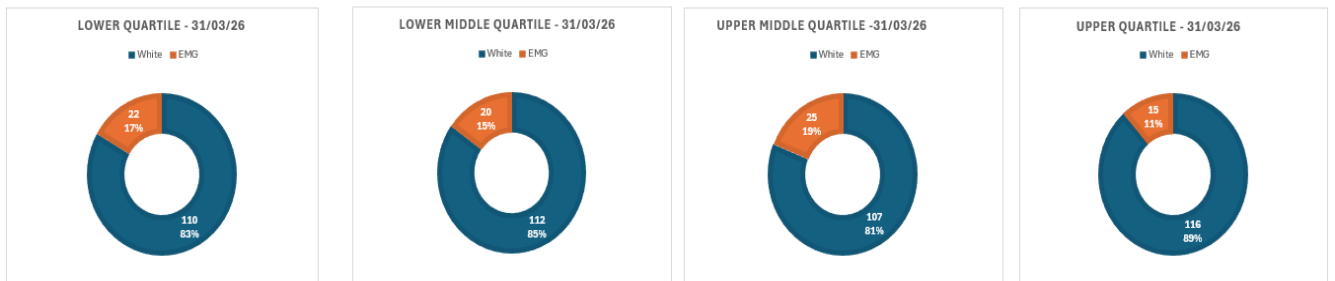


## Mean and Median Ethnicity Pay Gap - comparing the last three years (2024 – 2026)

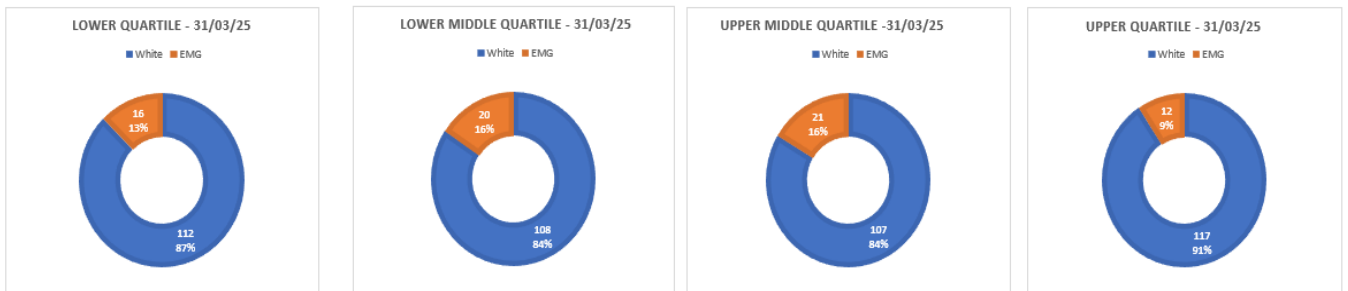


The images below show the ethnicity distribution of all Harlow College staff across four equal quartiles.

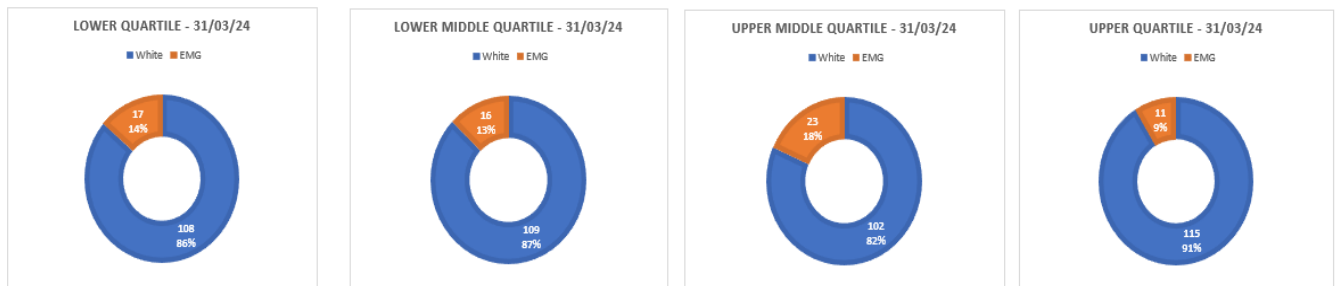
**For 2026:**



**For 2025:**



**For 2024:**



**Further work going forward to address the Ethnicity Pay Gap?**

Whilst the Ethnicity Pay Gap remains statistically small, there has been an increase in both the Mean and a decrease in the 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% and this has happened this year as the number of staff from the EMG group has increased from 13% in 2025 to 16% in 2026. 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 and Diversity 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, 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.