



# EDI

## ANNUAL REPORT

### NOVEMBER 2023



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## 1. INTRODUCTION

**1.1** This paper presents a report on a review of the equality and diversity of staff for the 2022-23 academic year. It provides an overview of the diversity profile of the College's workforce and where possible includes comparisons with previous years.

**1.2** This report is based on the best data we have available based on the migration of the legacy HR system. We seek to improve the data this year, including by encouraging more colleagues to disclose their protected characteristics, to ensure they are included, supported and represented at the College.

**1.3** Where possible, a benchmark has been made against the sector using the published AOC Workforce Survey 20/21 - November 2022).

**1.4** The College does not tolerate any kind of discrimination or harassment on the grounds of age, class, disability, economic or social background, ethnic origin, gender, gender identity, marital status, pregnancy and maternity, religion or sexual orientation.

## 2. GENDER

**2.1** There has been no significant percentage change in the number of female employees at 60% (40% are male). The College has a relatively balanced gender profile when compared with the FE College norm of 64% Female and 33% male. (AOC Workforce survey 2020/21- November 22)

**2.2** As of April 2023, our mean gender pay gap is 1.93% in favour of men, (down from 6.48% the previous year). The median figure is 0.67%, which is well below last year's figure of 11.39% and the national average of 14.3%. <https://www.statista.com/statistics/280710/uk-gender-pay-gap/>

**2.3** There is a higher proportion of men than women in the upper quartile. NewVic's workforce is predominantly female (60%) however, the proportion of the male workforce in the upper quartile is 54.84%. This is one of the key elements affecting our gender pay gap at this stage, and is therefore an area of continued focus in our action plan.

**2.4** The representation of women in the lower quartiles have slightly increased while our overall gender split remained roughly the same 60:40. It is recommended that a review of the job profiles and grades are reviewed in lower quartile.

### College employee headcount (excluding agency workers) by gender, 2022/23

Staff category	Male	Female	Other/prefer not to say
Management Support	50%	50%	0%
Management Teaching	45%	55%	0%
Teaching Staff	41%	59%	0%
Senior Post Holders	100%	0%	0%
Support Staff	34%	66%	0%
<b>Total Staff</b>	<b>40%</b>	<b>66%</b>	<b>0%</b>

23% of the total workforce work in part-time roles, 75% are Female employees and 35% are Male.

### 3. AGE

**3.1** The age breakdown for staff in the college is shown below. Just over half of Management staff are aged 50 or above (54%), compared to 47% for Teaching staff and 36% for Support staff.

Headcount by Age	Management	Teaching	Support
Aged 16-19	0%	0%	0%
Aged 20-29	7%	11%	17%
Aged 30-39	18%	18%	23%
Aged 40-49	20%	24%	24%
Aged 50-59	29%	35%	18%
Aged 60+	26%	12%	18%

### 4. SEXUAL ORIENTATION

**4.1** Staff The number of employees who have declared their sexual orientation is 78%. This is a result of a campaign to improve the data we hold on sensitive information. We will continue to encourage employees to share this information.

### 5. RELIGION AND BELIEF

**5.1** Our staff profile for this characteristic is representative of our local community in the area in which we operate.

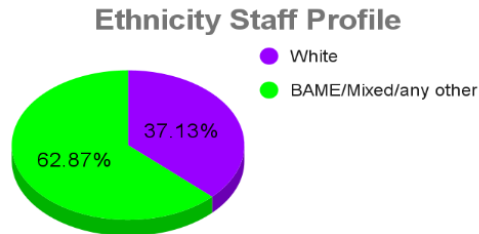
**5.2** 34% of college employees did not declare their religion or belief. The College imposes no formal dress code on its staff and welcomes the variety of appearances resulting from individual styles and choices. The wearing of items arising from particular cultural/ religious norms (e.g., hijab, kippah, mangal sutra,) is seen as part of this diversity. Multi-faith and reflection rooms are available at the College for all staff to ensure they have access to practise their faith.

### 6. DISABILITY

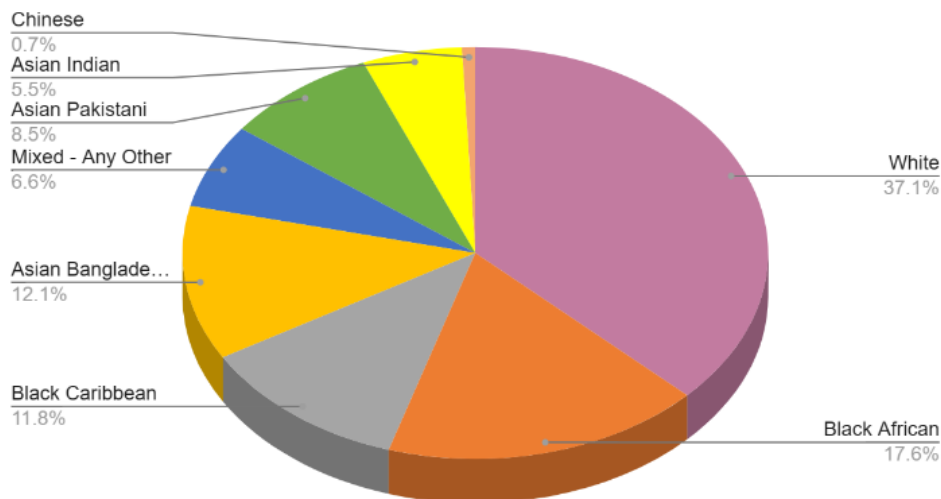
**6.1** In 2022-2023, the percentage of employees who have declared a disability has increased from the year before from 9% to 11% (30 staff). This is slightly higher than the norm for the FE sector (6%) and below the 15% for the general UK workforce.

## 7. ETHNICITY

7.1 The ethnicity breakdown of College staff is set out below and reflects the staff profile:



As of 31st August 2023.



7.2 We are proud to have developed a workforce which reflects the city we serve as this is a key priority for the College. The total proportion of staff employed from a BAME background (Black, Asian or Mixed) is 62.87%. In addition the total proportion of Corporation members is 58% BAME. Newham is the most diverse local authority in England and Wales where the BAME community is 72.6% of the total population. It is a key priority that our staff profile represents our local community to ensure they maximise every opportunity to foster understanding and tolerance of the diverse communities' students live and will work in. We know this is critical for improving outcomes for our students, and to improving the experiences and career opportunities of our staff and volunteers.

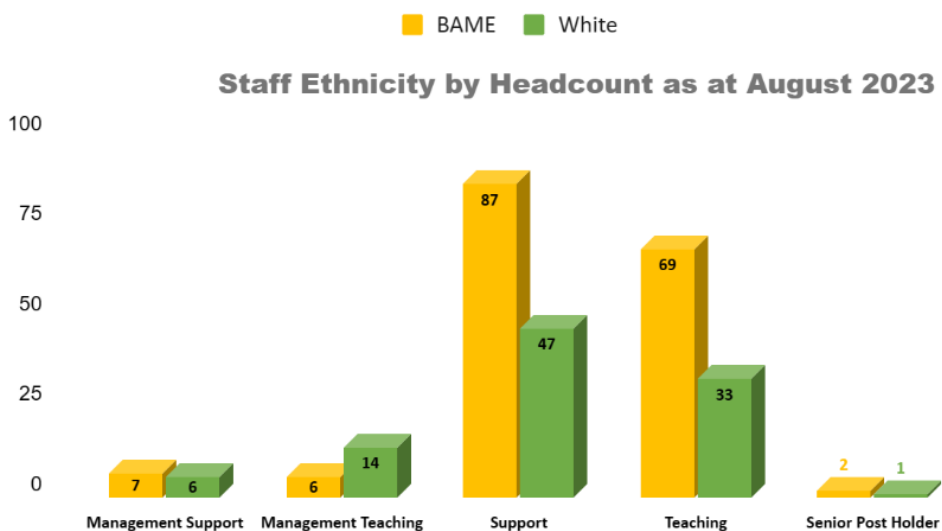
**7.3** Overall, there is a -1.49% ethnicity pay gap in favour of Black, Asian, and Minority Ethnic colleagues in comparison to White colleagues; and our mean ethnicity pay gap remains a 0.00%. To put this in perspective, BAME staff are paid slightly more, being on average 0.39p more than their White colleagues. The College's ethnicity pay gap is significantly lower than the London pay gap average of 23.8% (according to the Office for National Statistics Ethnicity pay gaps: 2019).

**7.4** This means colleagues who identify as being from a Black, Asian or other ethnic minority (BAME) group, earn slightly more on average than their White colleagues. This is based on a disclosure rate of 99.63% of staff who have shared their ethnicity with the College.

**7.5** An ethnicity pay gap can be driven by a number of factors including, crucially, more BAME representation in certain positions. It is important to note that this is different to the issue of equal pay - namely the legal requirement to pay two individuals the same for equal work - which is governed by the Equality Act.

**7.6** It is also worth noting when reviewing the findings that salaries at the College are determined through harmonised pay scales for teaching and support staff in Sixth Form Colleges. This forms the basis of our pay structure which is a collection of wage grades, levels or bands that link related jobs within a hierarchy or series.

**7.7** Therefore, the College pays the same salary to roles of equal weight. The pay scales determine the pay and not the post holder. It makes no reference to ethnicity or any other personal characteristics of existing or potential job holders.



## 7. ACTIONS

**8.1** We are committed to advancing our inclusive culture and continuing to use our pay gap and diversity data to drive tangible, effective and lasting cultural change, allowing everyone to achieve their full potential at the College.

**8.2** However, the College knows that the work in this area is never done, and there is no end point. The College continues to take a range of actions which include:

- Learning and development for managers and colleagues.
- Publishing an ethnicity and Gender And Ethnicity pay gap reports
- Revised induction to include up to date equality, diversity and inclusion and unconscious bias training.
- All staff briefings, hosted by senior leaders.
- The Senior Leadership group is diverse and representative of the communities the College serves.
- Onboarding new colleagues and volunteers, and supporting existing. colleagues and volunteers, in ways which are sensitive and responsive to disability, ethnicity, gender identity and sexual identity.