



# ETHNICITY

## PAY GAP REPORT

### AUGUST 2022

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This is the second year we are voluntarily publishing our ethnicity pay gap report. This helps us to be open and transparent about our staff. We want to lead the sector on diversity and inclusion and this report is an important tool to help us achieve our ambition.



## INTRODUCTION

The Ethnicity Pay Gap is a snapshot of our pay data from September 2021 to August 2022, and we have mirrored the gender pay gap regulations in calculating our ethnicity pay gap information. We recognise how important it is that we are open and transparent about the ethnic diversity of our staff.

Our ethnicity pay gap reduced by 1.69 per cent to 0.20% per cent in 2022 and it remains significantly below the London ethnicity pay gap average of 23.8%. This means colleagues who identify as being from a Black, Asian or other ethnic minority (BAME) group, earn roughly on average the same as their non-BAME colleagues. This is based on a disclosure rate of 100% of staff who have shared their ethnicity with the College.

We are proud to have developed a workforce which reflects the city we serve as this is a key priority for the College. 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.

We acknowledge there is still work for us to do. We have identified that representation and distribution of BAME staff across our grading structure and job types are factors that may influence the ethnicity pay gap. With that in mind we have excellent community links with networks to support both our students and staff in creating a more equal, diverse and inclusive College by driving change through professional leadership and management practices.

We will publish an Ethnicity Pay Gap Report regularly, and we hope this will encourage others to do the same.

### **Mandeep Gill**

Principal and Chief Executive

## ETHNICITY PAY GAP REPORTING EXPLAINED

The ethnicity pay gap shows the difference in the average hourly rate of pay between BAME (Black, Asian and Minority Ethnic) and non-BAME individuals at the College expressed as a percentage of the average non-BAME earnings.

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.

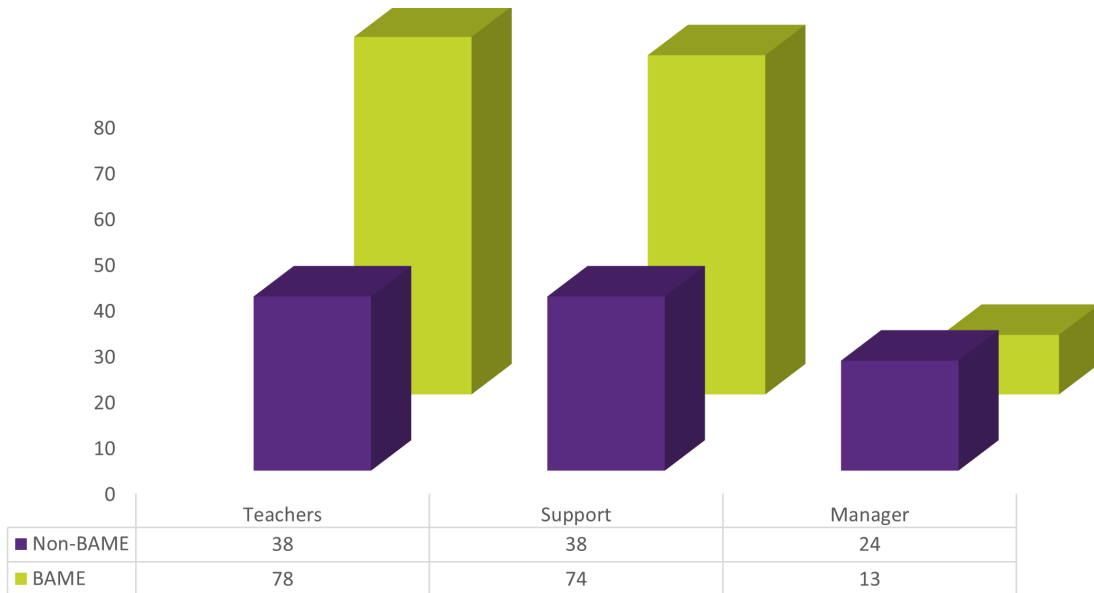
It is worth noting when reviewing the findings that salaries at the College are determined through harmonised pay scales for teaching and support staff in Sixth Form Colleges. This forms the basis of our pay structure which is a collection of wage grades, levels or bands that link related jobs within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

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

### Who we are



## Staff Ethnicity Profile 2021-22



## OUR ETHNICITY PAY GAP: WHAT DOES IT SHOW US?

The College does not make bonus payments and as such, are not relevant and have not been undertaken.

### Ethnicity Pay Gap Results:

Mean and Median

The Colleges mean Ethnicity pay gap% is 0.20%

The Colleges median Ethnicity pay gap % is 0.0%

### Average Hourly Rate of Pay

| Ethnicity | Mean   | Median |
|-----------|--------|--------|
| BAME      | £25.00 | £24.72 |
| Non-BAME  | £25.05 | £24.72 |

The mean ethnicity pay gap, is the difference between the average hourly pay between BAME and non-BAME staff. Using the mean average calculation, BAME colleagues are paid 1.89% less compared to Non- BAME colleagues.

The median ethnicity pay gap, is the difference between the midpoints of the average hourly pay of BAME and non-BAME staff. Using the median average calculation, BAME colleagues are exactly the same as non-BAME colleagues.

## QUARTILE SUMMARY

The next section looks at the ethnicity pay gap by quartile. This quartile data has been calculated by dividing the workforce into four equal sized groups and separating them according to the hourly pay rate, starting from lowest paid to the highest paid. This mirrors the approach taken for gender pay gap reporting. The analysis by quartile shows that there is a higher proportion of BAME staff across all the quartiles; this is understandable and correct. The total proportion of staff employed from a BAME background (Black, Asian, or Mixed) is at 62.45% (166 staff). To be clear the quartiles relate the number of staff in each quartile and not pay.

The proportion of BAME and Non-BAME staff in each quartile band is:

### Quartile 2021-22

| Ethnicity | Lower Quartile | Lower Middle Quartile | Upper Middle Quartile | Upper Quartile |
|-----------|----------------|-----------------------|-----------------------|----------------|
| BAME      | 65.67%         | 59.09%                | 62.12%                | 62.12%         |
| Non-BAME  | 34.33%         | 40.91%                | 37.88%                | 37.88%         |

### Quartile 2020-21

| Ethnicity | Lower Quartile | Lower Middle Quartile | Upper Middle Quartile | Upper Quartile |
|-----------|----------------|-----------------------|-----------------------|----------------|
| BAME      | 58.82%         | 55.88%                | 48.53%                | 58.21%         |
| Non-BAME  | 41.18%         | 44.12%                | 51.47%                | 41.79%         |

### Quartiles broken down by the number of staff

### Head Count 2021-22

| Ethnicity    | Lower Quartile | Lower Middle Quartile | Upper Middle Quartile | Upper Quartile |
|--------------|----------------|-----------------------|-----------------------|----------------|
| BAME         | 44             | 39                    | 41                    | 41             |
| Non-BAME     | 23             | 27                    | 25                    | 25             |
| <b>Total</b> | <b>67</b>      | <b>66</b>             | <b>66</b>             | <b>66</b>      |

### Head Count 2020-21

| Ethnicity    | Lower Quartile | Lower Middle Quartile | Upper Middle Quartile | Upper Quartile |
|--------------|----------------|-----------------------|-----------------------|----------------|
| BAME         | 40             | 38                    | 33                    | 39             |
| Non-BAME     | 28             | 30                    | 35                    | 28             |
| <b>Total</b> | <b>68</b>      | <b>68</b>             | <b>68</b>             | <b>67</b>      |

The data above shows again for a second year, that the lowest ethnicity pay gap is amongst the Lower Quartile (44 BAME staff and 23 non-BAME staff) however, the percentages are representative of the BAME profile at the college.

Our analysis also shows that our BAME colleagues are paid the same average hourly earnings as their non-BAME colleagues. However, this does not mean that we do not have work to do.

Through effective succession planning and by identifying emerging BAME leaders, 60% of our Senior Leadership Team is BAME,(including 1 interim leader) our Board of Governors is 40% BAME. It is noted however, there are 37 managers of which, 24 are non BAME.

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.

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 pay gap – with a commitment to publish ethnicity pay gaps in future years
- Revised induction to include up to date equality, diversity and inclusion and unconscious bias training.
- Regular communications to promote inclusion.
- All staff briefings, hosted by senior leaders.
- The Senior Leadership group is diverse and representative of the communities we serve.
- Taken action to ensure cases of bullying, harassment & discrimination are investigated and managed to the highest professional standards, whilst working to prevent this behaviour arising.
- 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.

### **Future Actions to be taken**

- We are also committed to robust analysis of equality data and an action plan which will address the key areas focus and targeted interventions. This will include recruiting from different pilots.
- The anonymisation of application forms will continue for all application forms at shortlisting stage, which can help address potential bias for all applicants at all stages.
- We seek a diverse balanced shortlist for all roles, particularly at the early careers level.
- Actively encourage hiring managers to have diverse selection panels to improve candidate experience and reduce bias in hiring decisions.
- Continue to monitor our ethnicity pay gap which will be presented to our Senior Leadership Team Meetings, Finance & Resources Committee and the Board on a regular basis.
- Continue to work with the Black Further Education Leadership Group (BFELG) to collectively share a commitment to anti-racism in Further Education.