



**Croydon College**  
**Ethnicity Pay Gap Report**  
**March 2021**

**Based on snapshot data as at 31 March 2020**

## 1. Introduction

The data is based on a snapshot date of 31 March 2020. It is calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The ethnicity pay gap is the percentage gap in the average (mean) and middle values (median) of salaries of white, BAME and Not known categories, based on standard hourly rates of pay.

Pay quartiles represents the proportion of BAME, White and Not Known categories of employees in each of four pay bands:

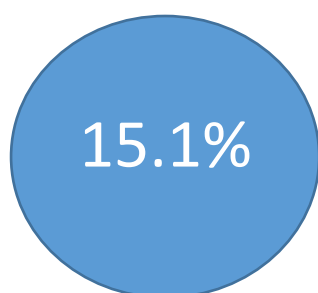
- Lower Quartile
- Lower Middle
- Upper Middle
- Upper Quartile

Further analysis of the mean ethnicity pay gap is included, analysed by key ethnic groupings.

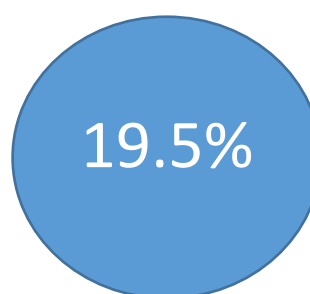
In terms of benchmark information, based on ONS 2019 data, the Ethnicity pay gap in the London region is approximately 23.8%. This is concerning at a regional and national level and represents concerns at a global level regarding equality for individuals from BAME ethnic backgrounds. The College is committed to equality, diversity and inclusion as a key part of its HR Strategy and will work with our established BEN (Black Ethnic Network) to share this data and implement actions that will address this. The equality action plan will have measures to ensure our College promotes equality and diversity, in line with our values, and creates an inclusive environment for our staff, students and local community.

## 2. The Data

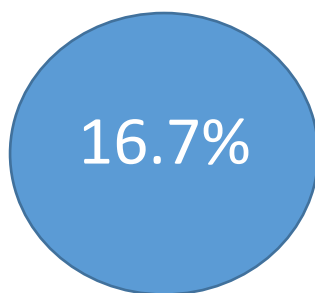
### Mean BAME / White Pay Gap



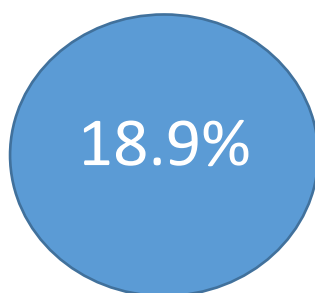
### Median BAME / White Pay Gap



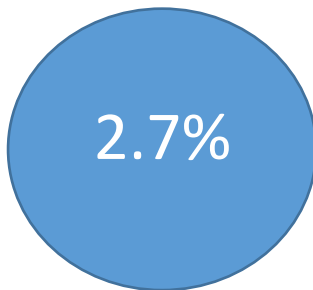
### Asian / Asian British



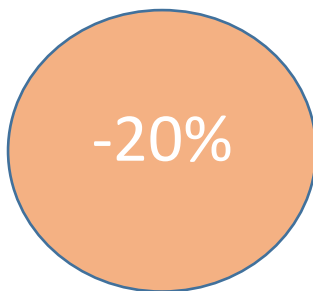
### Black / African / Caribbean / Black British



**Mixed / Multiple Ethnic Groups**



**Other Ethnic Group**



## Pay Quartiles



### 3. Future Focus

Compared to the London average ethnicity pay gap of 23.8%, the College pay gap of 15.1% is lower than this benchmark. However, the College finds this data concerning and will ensure that as part of the HR Strategy and Equality Action plan, initiatives are put in to place to address this.

The highest mean pay gap was amongst Black / African / Caribbean / Black British staff, where the mean pay gap was at 18.9%. This should therefore be an area of focus. It is notable that mixed ethnic groups had a much lower pay gap at 2.7%, whilst the other ethnic groups category had a negative pay gap of 20% (Other ethnic groups category were paid 20% higher than White ethnic group). However, it should be noted that there were a small number of staff in this category where a few higher salaries can impact the statistics quite significantly.

In terms of pay quartiles, the lowest pay bracket is reasonably balanced in line with our total staff composition (as at 31 March 2020: 51% White, 45% BAME, 4% Unknown). The middle pay quartiles are also reasonably representative of the workforce. The significant concern is the upper pay bracket where there is only 20% representation for BAME staff. This is a serious area of concern and we already have a corporate KPI to increase the percentage of BAME staff in management roles. The BAME representation in management roles is only 35% and we know is likely the issue behind this low representation in the upper pay quartile. However, further work is needed on the analysis of equality data, so we can understand which roles, areas and levels are contributing to our ethnicity pay gap so we can focus our efforts in the areas that will have the most significant impact. Our HR Strategy (People, Culture and Inclusion) is newly developed, and we have committed to robust analysis of equality data and an action plan which will address the key areas focus and targeted interventions. We will continue to monitor our ethnicity pay gap which will be presented to Executive Meetings, Finance & Resources Committee and the Board on an annual basis. The reports will be shared with our BEN network and will be publicly available on our website.