



Croydon College
Ethnicity Pay Gap Report
March 2023

Based on snapshot data as at 31 March 2022

1. Introduction

The data is based on a snapshot date of 31 March 2022. 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

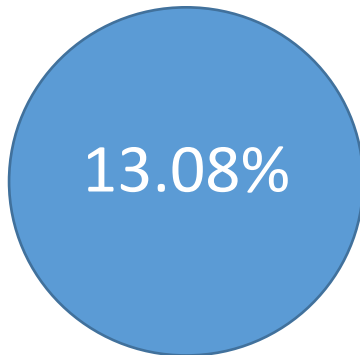
Further analysis of the mean ethnicity pay gap is included, analysed by key ethnic groupings.

In terms of benchmark information, based on ONS 2019 data, the Ethnicity pay gap in the London region is approximately 23.8%, with some data suggesting this could be as high as 25%. This is concerning at a regional and national level and represents concerns at a global level regarding equality for individuals from diverse 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. We have also committed to our action plan with the National Centre for Diversity and we are working with them to develop action plans that will have a measurable impact.

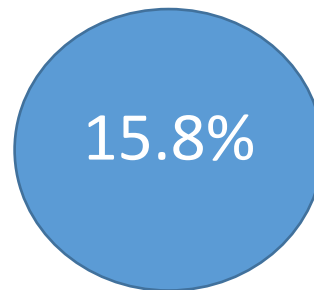
Whilst the college does not accept any pay gaps as acceptable, the college is on a positive trajectory to close the ethnicity pay gaps. Overall, the pay gap has reduced from 15.9% to 13%. We believe that a positive impact of internal development and academic pay progression has contributed to this reduction.

2. The Data

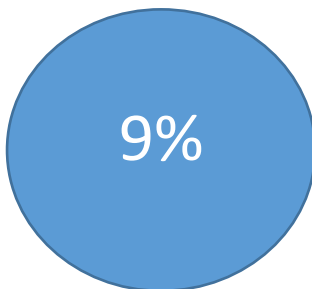
Mean Pay Gap



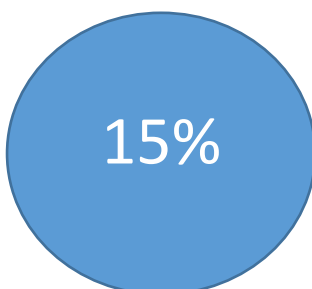
Median Pay Gap



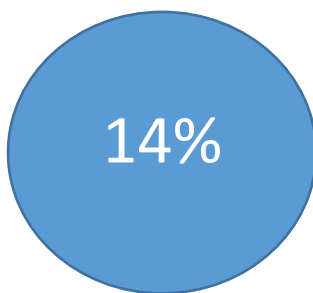
Asian / Asian British



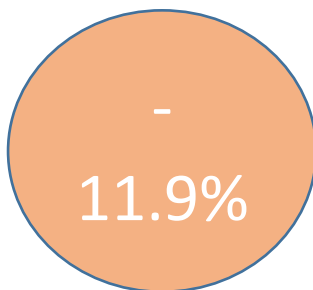
Black / African / Caribbean / Black British



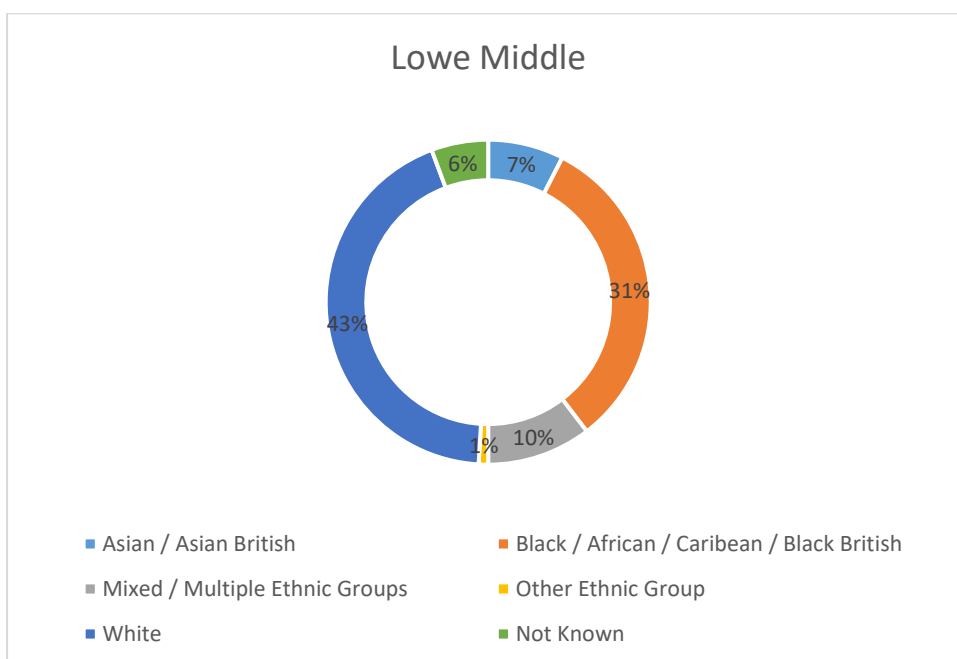
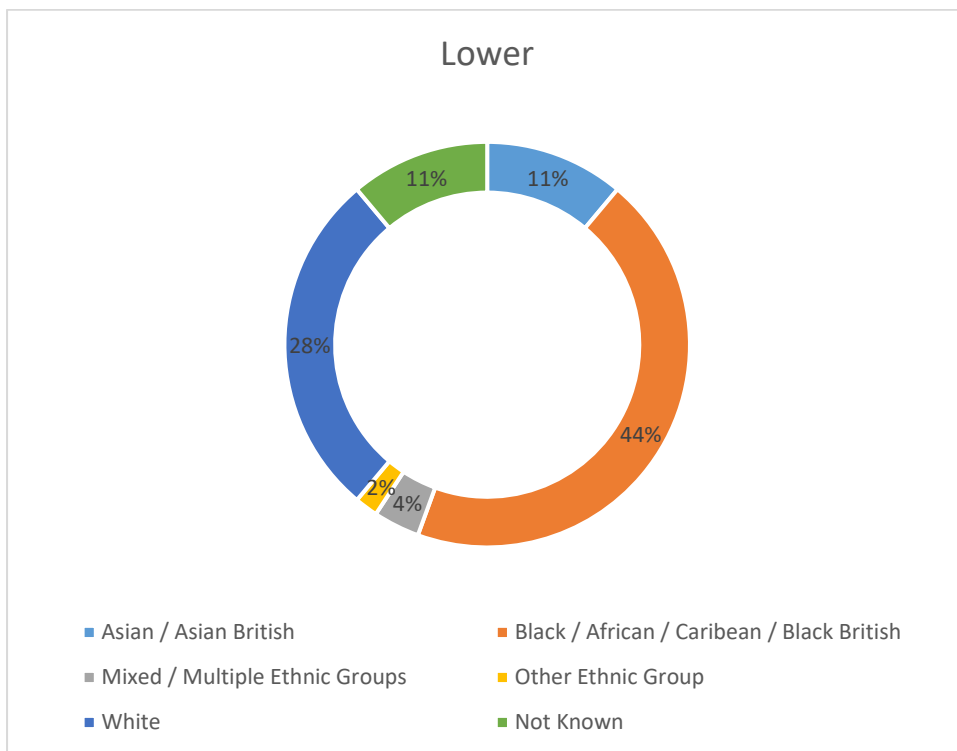
Mixed / Multiple Ethnic Groups



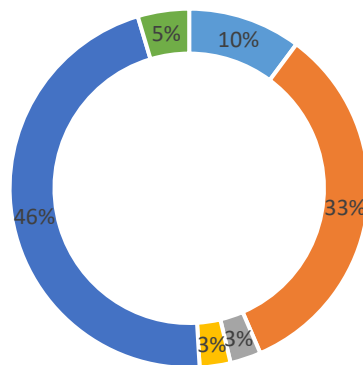
Other Ethnic Group



Pay Quartiles

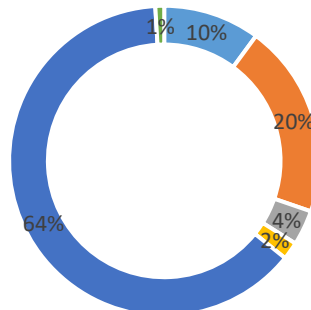


Upper Middle



- Asian / Asian British
- Black / African / Caribbean / Black British
- Mixed / Multiple Ethnic Groups
- Other Ethnic Group
- White
- Not Known

Upper



- Asian / Asian British
- Black / African / Caribbean / Black British
- Mixed / Multiple Ethnic Groups
- Other Ethnic Group
- White
- Not Known



3. Future Focus

Compared to the London average ethnicity pay gap of 23.8%, the College pay gap of 13.08% is lower than this benchmark, and is an improvement on 15.9% last year. The highest mean pay gap was amongst Black / African / Caribbean / Black British staff, where the mean pay gap was at 15%. This should therefore be an area of focus.

In terms of pay quartiles, the lowest pay bracket is concerning with representation, with Black/Black British African Caribbean staff representing 44% of the lower pay quartile, whilst only 20% of the upper pay quartiles. The adverse trend for White staff is only 28% in the lower quartile, with 64% in the upper pay quartile. This continues to be our area of focus.

We are already taking steps to make equality, diversity and inclusion a priority and we are planning to do this through a number of ways:

- Our HR Strategy has a key focus on equality, diversity and inclusion and there is a delivery plan in place to ensure actions are impactful
- Our commitment to the National Centre for Diversity, and working with our expert partners to achieve Investors in Diversity Status through implementing our FREDIE values (Fairness, Respect, Equality, Diversity, Inclusion and Engagement)
- The establishment of an Equality Steering group with a wide variety of stakeholders from staff, students, governors, and senior leadership
- A focus on staff development and succession planning with a focus on prioritising under-represented groups.