

Croydon College
Ethnicity Pay Gap Report
March 2024

Based on snapshot data as at 31 March 2023

1. Introduction

The data is based on a snapshot date of 31 March 2023. 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

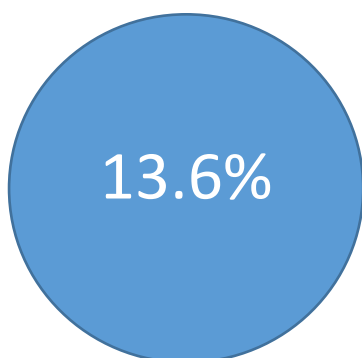
Further analysis of the mean ethnicity pay gap is included, analysed by key ethnic groupings.

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 we are working towards accreditation for Investors in Diversity Award through the National Centre for Diversity.

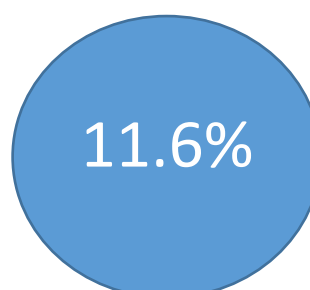
Whilst the college does not accept any pay gaps as acceptable, the college is on a positive trajectory to close the ethnicity pay gaps. Over the past 3 years, the pay gap has reduced from 15.9% to 13.6%. In addition, the median pay gap has decreased from 15.8% last year to 11.6% for this report. We believe that this has been achieved through a positive impact of internal development, academic pay progression and all of the actions that have been put into place through the action plan we created through our partnership with National Centre for Diversity, and embedding the FREDIE (Fairness, Respect, Equality, Diversity, Inclusion and Engagement) values.

2. The Data

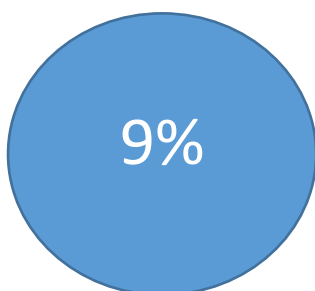
Mean Pay Gap



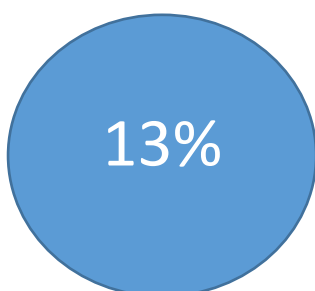
Median Pay Gap



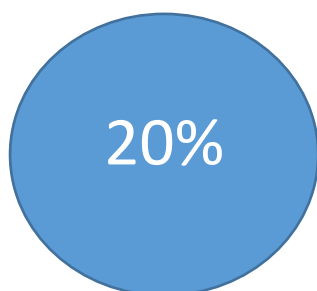
Asian / Asian British



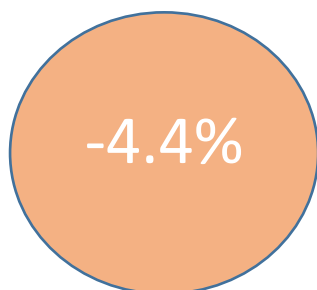
Black / African / Caribbean / Black British



Mixed / Multiple Ethnic Groups

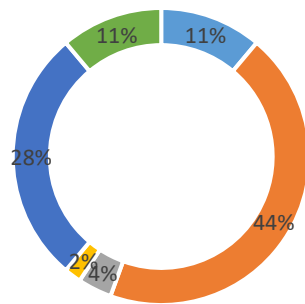


Other Ethnic Group



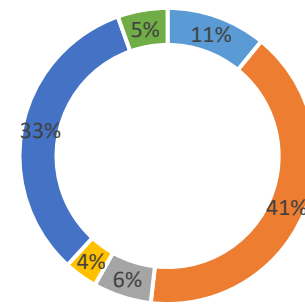
Pay Quartiles

Lower - March 22



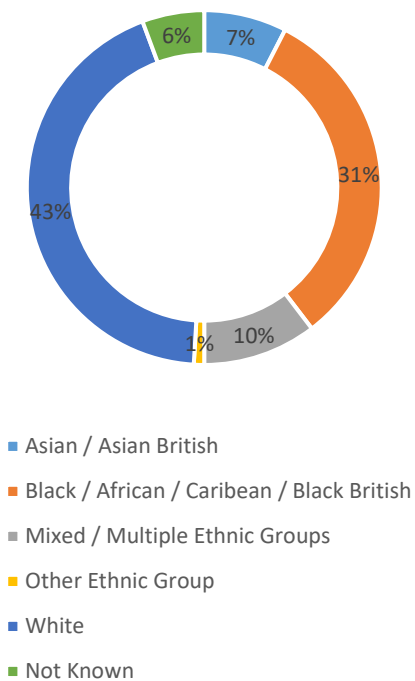
- Asian / Asian British
- Black / African / Caribbean / Black British
- Mixed / Multiple Ethnic Groups
- Other Ethnic Group
- White
- Not Known

Lower - March 23

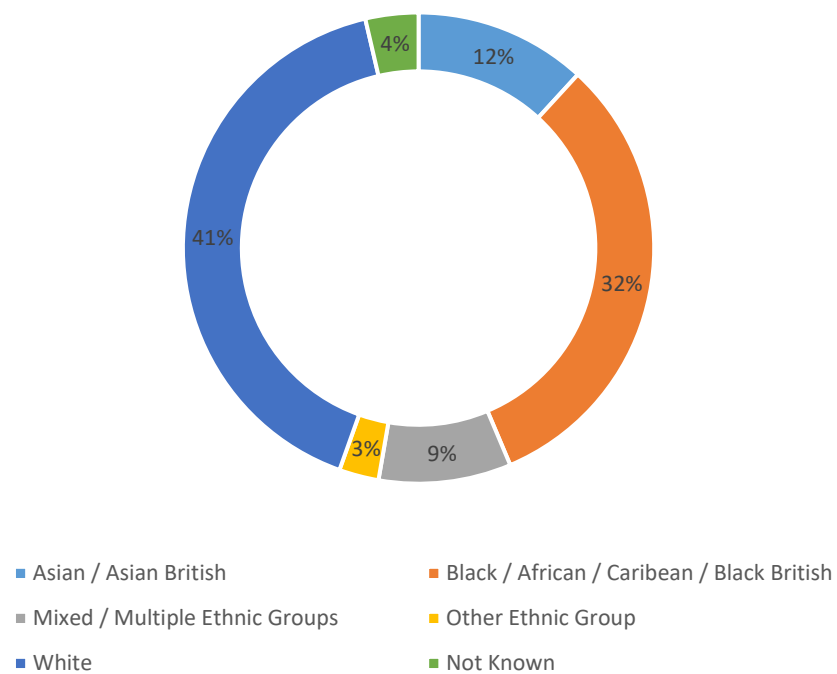


- Asian / Asian British
- Black / African / Caribbean / Black British
- Mixed / Multiple Ethnic Groups
- Other Ethnic Group
- White
- Not Known

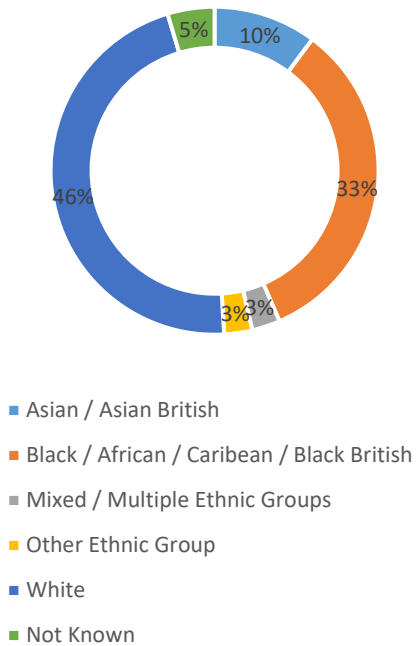
Lower Middle - March 22



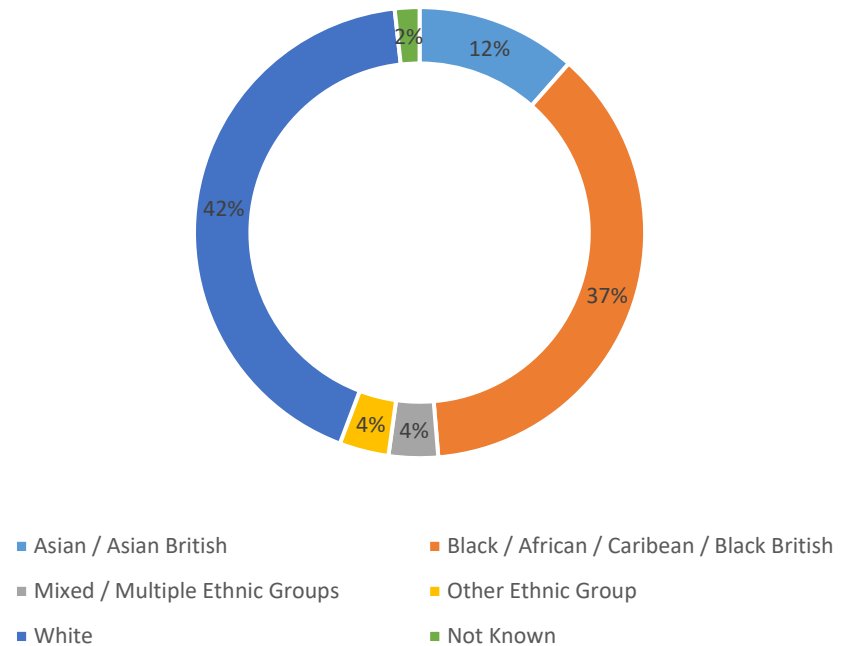
Lower Middle - March 23



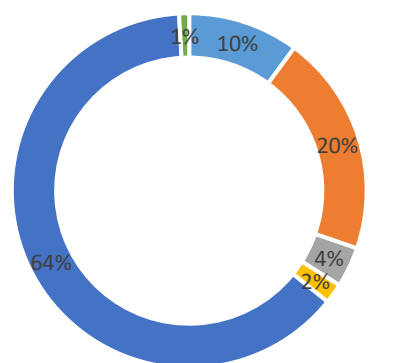
Upper Middle - March 22



Upper Middle - March 23

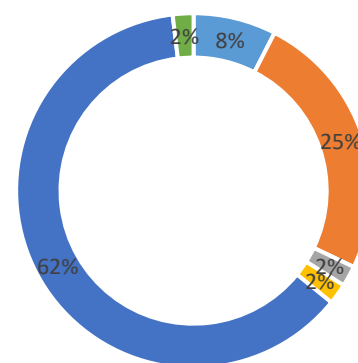


Upper - March 22



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

Upper - March 23



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



Some key points from the quartile data analysis include:

- Lower Quartile: There has been a reduction in Black African / Caribbean composition in this lower pay bracket by 3% and an increase in White composition by 4%.
- Lower Middle: This is broadly the same as last year. There is an increase in Asian / Asian British composition in this pay quartile by 5%.
- Upper Middle: This is a really positive reflection of this pay quartile, with this moving towards a much more balanced profile which has seen a 4% shift to increase the Black African /Caribbean staff composition.
- Upper: whilst this is still an area of focus to create a more balanced profile, a shift from 20% composition of Black African / Caribbean staff from last year to 25% this year is a significant change, and one which we are committed to create further change in line with our FREDIE values.

3. Future Focus

Compared to the London average ethnicity pay gap of 23.8%, the College pay gap of 13.6% is lower than this benchmark, and there has been a significant shift in the median pay gap from 15.8% to 11.6%. It is also extremely positive that the Black African / Caribbean pay gap has reduced from 15% to 13%, which is also reflected in the improvements seen above in the pay quartiles composition.



In terms of pay quartiles, it is positive that we are seeing more balanced representation in the pay quartiles. The upper pay quartile is still the area of focus, but the 5% positive shift here in Black African / Caribbean composition is significant, and reflective of the work that has been undertaken with the HR strategy and FREDIE.

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

- To review progress made under our HR Strategy and to include stakeholders in the consultation and development of the next HR strategy.
- Our continued commitment to embed our FREDIE values (Fairness, Respect, Equality, Diversity, Inclusion and Engagement).
- A new FREDIE committee has been established to ensure that we continue to move forward with this journey. This committee will bring together staff, students and other stakeholders in a collaborative and inclusive way to decide on the next priorities for our FREDIE action plan, ensuring this is meaningful and impactful for all staff, students and stakeholders.
- A focus on staff development and succession planning with a focus on prioritising development for under-represented groups.