

Croydon College
Ethnicity Pay Gap Report
March 2025

Based on snapshot data as at 31 March 2024

1. Introduction

The data is based on a snapshot date of 31 March 2024. It is calculated using the same standard methodologies for gender pay gap set out in the Equality Act 2010 Regulations 2017.

The ethnicity pay gap is the percentage gap in the average (mean) and middle values (median) of salaries based on standard hourly rates of pay.

Pay quartiles represents the percentage of ethnic backgrounds in each of four pay bands:

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

In terms of benchmark information, based on ONS 2019 data, the mean Ethnicity pay gap in the London region is approximately 23%, 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 FREDIE values (Fairness, Respect, Equality, Diversity, Inclusion and Engagement) as part of the accreditation through the silver level Investors in Diversity award accredited by the National Centre for Diversity.

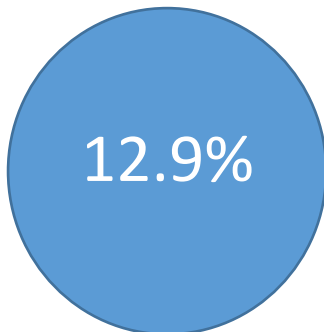
Whilst the college does not accept any pay gaps as acceptable, the college is on a positive trajectory to close the ethnicity pay gaps. Over the past 4 years, the mean pay gap has reduced from 15.9% to 12.9%.

It is disappointing that the median pay gap for this report has increased to 20%, which indicates that whilst there is still a much-needed focus on increasing diverse representation at higher pay grades. Some initial analysis of this has already taken place regarding this shift in median pay. The change in data appears to be largely impacted in the lower pay quartile where white representation has changed from last year's report from 33% White staff representation to 23% this year, whilst Black African Caribbean and Asian staff representation has increased significantly in the lowest pay quartile. This appears to have been impacted by a separate project to bring all of our Learning Support Practitioners (LSP) in-house and moving away from

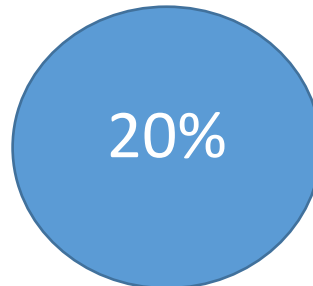
agency staffing and as such, in the last year, there have been as significant increase in LSP roles. We see this as a positive step forward in many ways so that we can better engage and develop this key workforce as direct employees. However, the data from the snapshot taken on 31st March 2024, the LSP roles are staff group that are 80% from a non-white ethnic background. The College commits to looking further at this data, to identify any other trends in this lower quartile. However, we also embrace the opportunity to have this key group of LSP staff directly engaged with us, together with the opportunity to invest in their development.

2. The Data

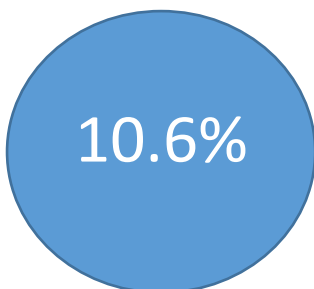
Mean Pay Gap



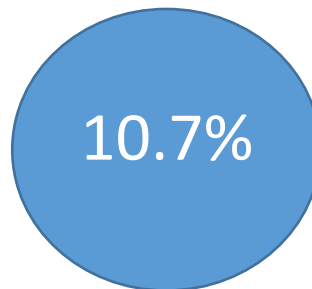
Median Pay Gap



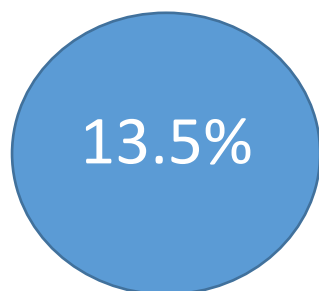
Asian / Asian British



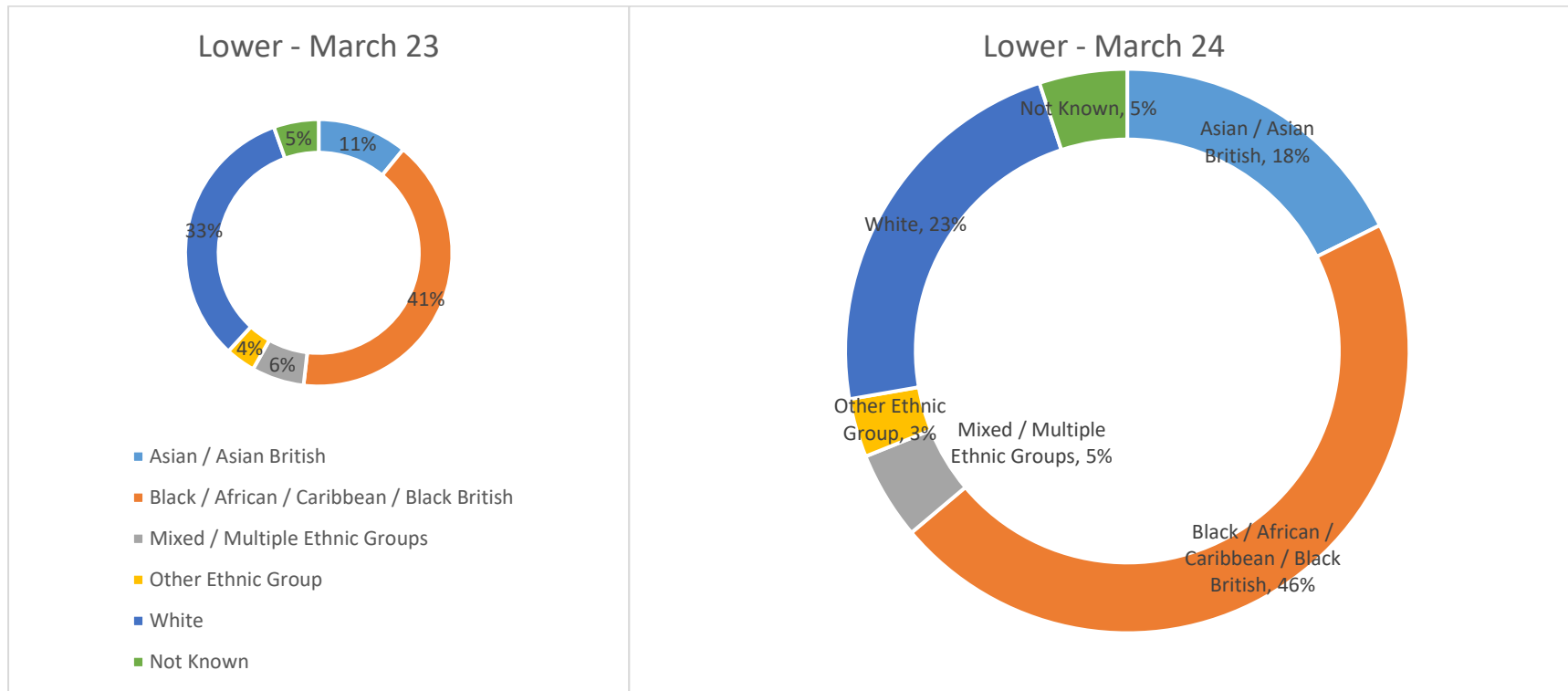
Mixed / Multiple Ethnic Groups



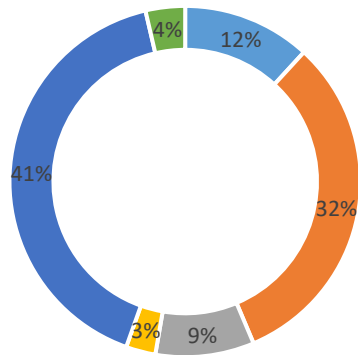
Black / African / Caribbean / Black British



Pay Quartiles

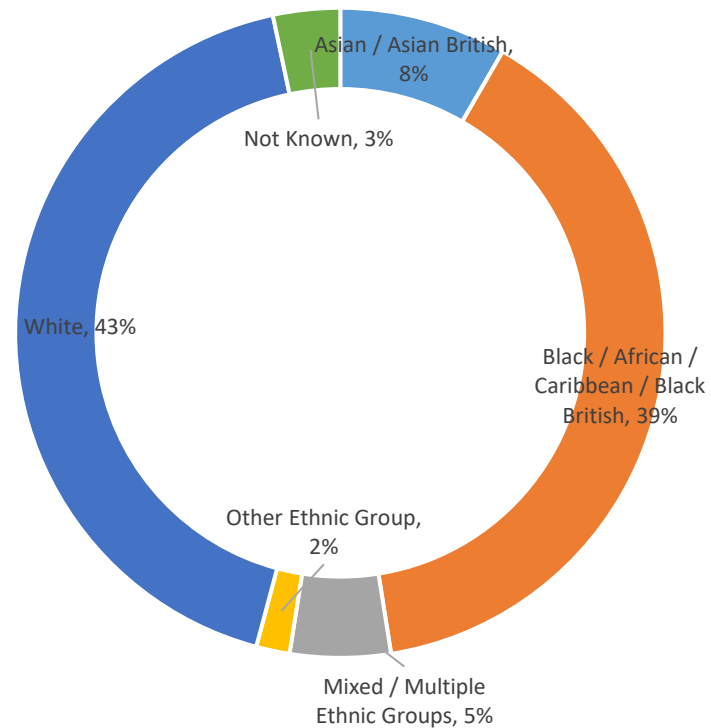


Lower Middle - March 23

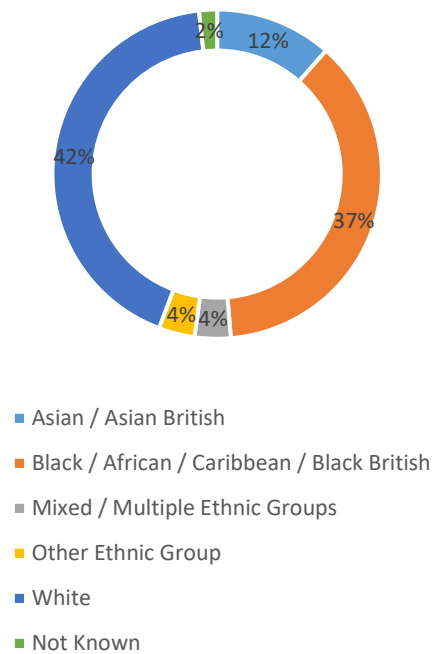


- Asian / Asian British
- Black / African / Caribbean / Black British
- Mixed / Multiple Ethnic Groups
- Other Ethnic Group
- White
- Not Known

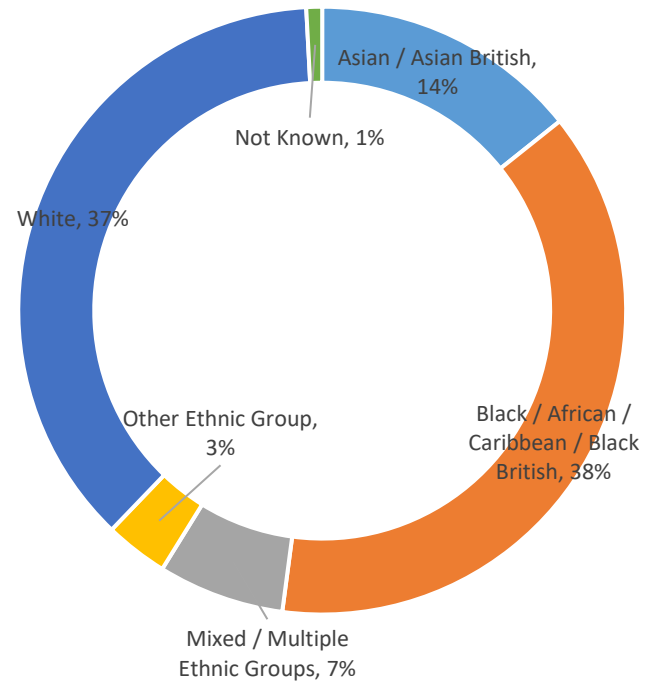
Lower Middle - March 24



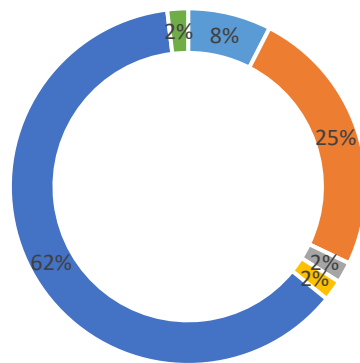
Upper Middle - March 23



Upper Middle - March 24

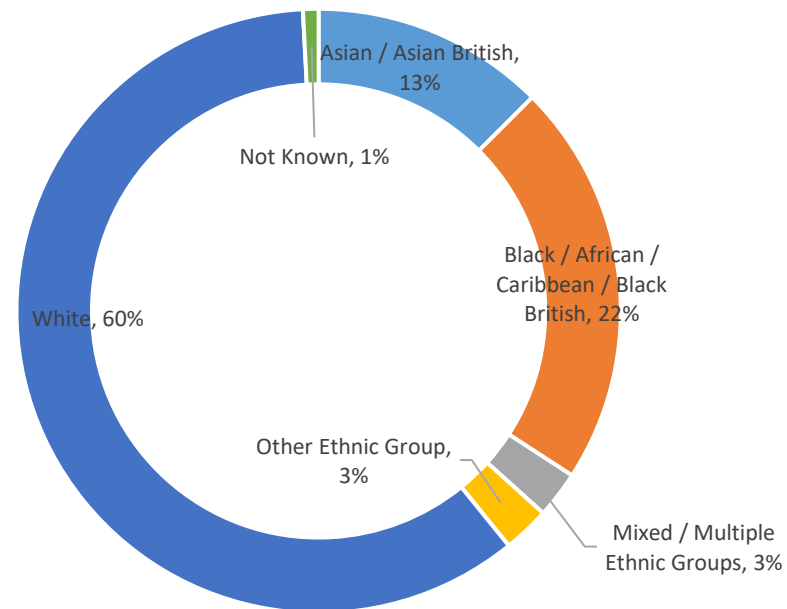


Upper - March 23



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

Upper - March 24



Some key points from the quartile data analysis:

- Lower Quartile: There has been an increase in representation in non-white ethnic groups, with an increase of 7% in Asian, Asian British and 5% in Black, Black British African Caribbean in this lowest pay quartile. It is believed that this could be an impact of direct recruitment for LSP roles as outlined above.
- Lower Middle: White staff representation remains broadly similar to last year in the lower middle quartile. The biggest shift seems to be a reduction in Asian/Asian British staff representation by 4%, and Mixed Ethnic Groups by 4% also. This reduction seems to be replaced by a 7% increase in Black African / Caribbean staff, accounting for 39% of the Lower Middle quartile.
- Upper Middle: Slight increase in representation in this higher pay quartile with a 2% increase in Asian / Asian British at 14% and a 1% increase in Black / African Caribbean Black British representation, taking this to 38%. The Mixed and Multiple Ethnic group representation has increased by 3% to 7% representation. White staff representation has reduced in this pay quartile by 5% to 37%.
- Upper: The percentage of White staff in this quartile continues to decline and there is a reduction of 2% representation of White staff from last year. Asian / Asian British representation in this quartile has increased by 5%, and Mixed /Multiple Ethnic groups by 1%. However, this pay quartile remains an area of focus where White staff represent 60% of the highest pay quartile.



3. Future Focus

Compared to the London average ethnicity pay gap of around 23%, the College pay gap of 12.94% is lower than this benchmark. It is also extremely positive that we have seen some improvements in diverse representation in the higher pay quartiles composition over the past few years. In addition, the lower middle and upper middle pay quartiles are starting to emerge as a wonderfully diverse and balanced staff profiles. However, the upper pay quartile is still the area of focus, together with the lower pay quartile. With appropriate focus on these two areas, and appropriate investment in staff development, the College is committed to address this and to lead the way in closing the closing equality pay gaps.

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

- To ensure this is a key focus of the development of the new People Strategy, with a KPI focused on diverse representation in management roles.
- Our continued commitment to embed our FREDIE values (Fairness, Respect, Equality, Diversity, Inclusion and Engagement).
- Continue to invest in our FREDIE committee to ensure that we continue to move forward with this journey. This committee brings together staff, students and other stakeholders in a collaborative and inclusive way to decide our FREDIE actions, 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.