

Croydon College
Ethnicity Pay Gap Report
March 2026

Based on snapshot data as at 31 March 2025

1. Introduction

The data is based on a snapshot date of 31 March 2025. 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 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. The College has also affiliated with the Black Leadership Group (BLG) and we are committed to the anti-racism agenda.

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 few years, the mean pay gap has reduced from 15.9% to a low last year of 12.9%. This year we see a slight increase of 0.3% to 13.2%. It is disappointing that the mean pay gap for this report has increased, but we have seen the median pay gap reduce slightly from 20% to 19.3%.

The pay gap data is largely impacted in the lower pay quartile where white representation has changed from last year's report from 23% White staff representation to 21% this year, whilst Black African /Caribbean and staff representation has increased by 4% from 46% to 49% 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, there have been a 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.

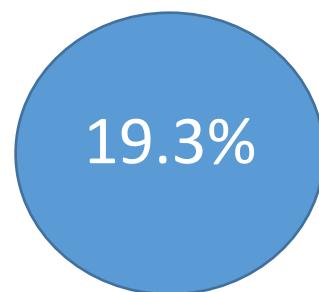
It is pleasing that there has been a positive shift again in the upper pay quartile. The representation from staff with a White ethnicity background has reduced by 5% from 60% last year to 55% this year. In addition, there has been a 2% shift in representation from staff in Black African Caribbean /Black British backgrounds and a 2% increase in Mixed / Multiple Ethnic Groups and Other Ethnic Groups.

2. The Data

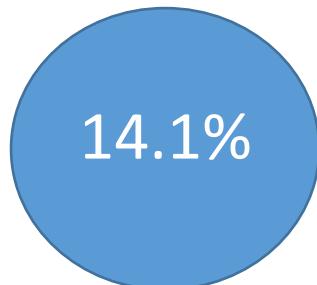
Mean Pay Gap



Median Pay Gap



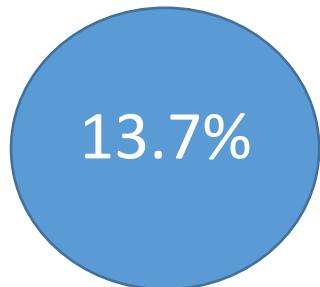
Asian / Asian British



Mixed / Multiple Ethnic Groups

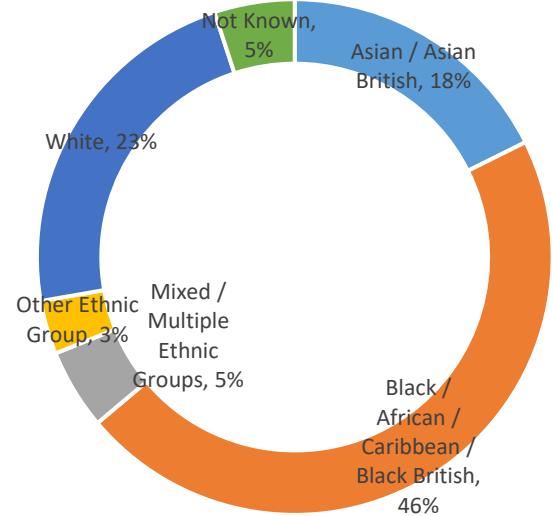


Black / African / Caribbean / Black British

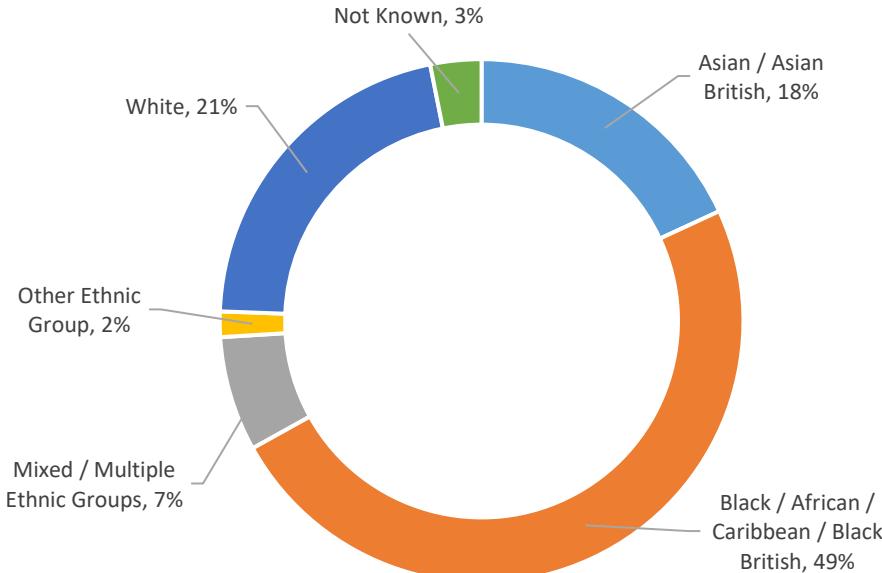


Pay Quartiles

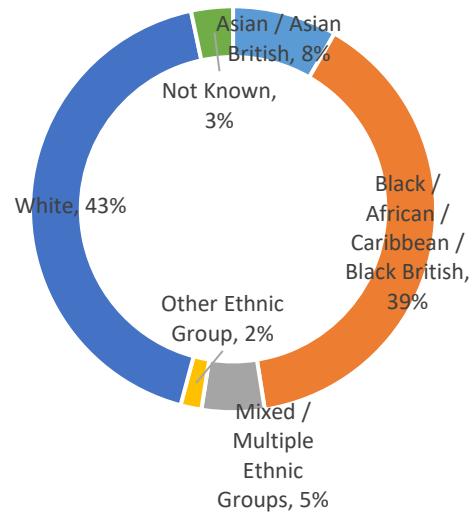
Lower - March 24



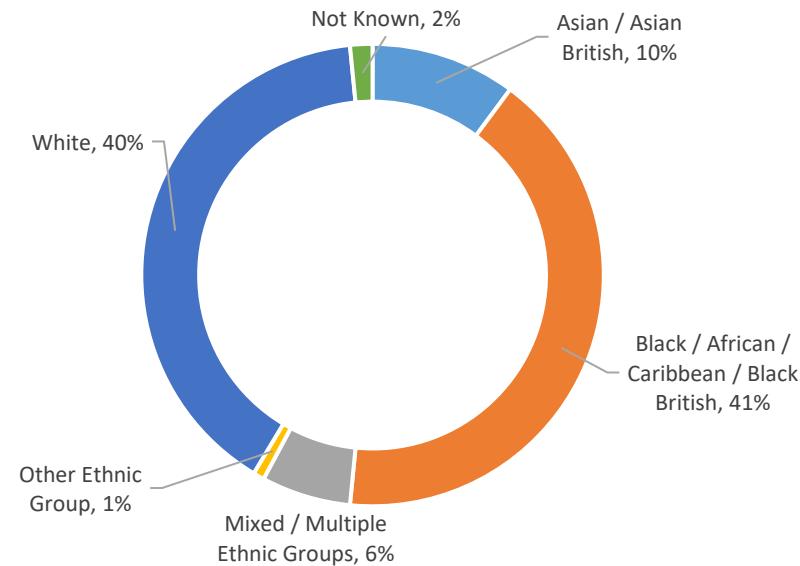
Lower Quartile - March 25



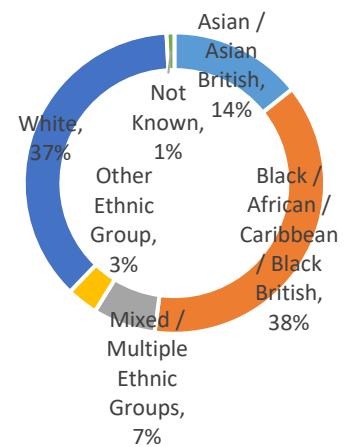
Lower Middle - March 24



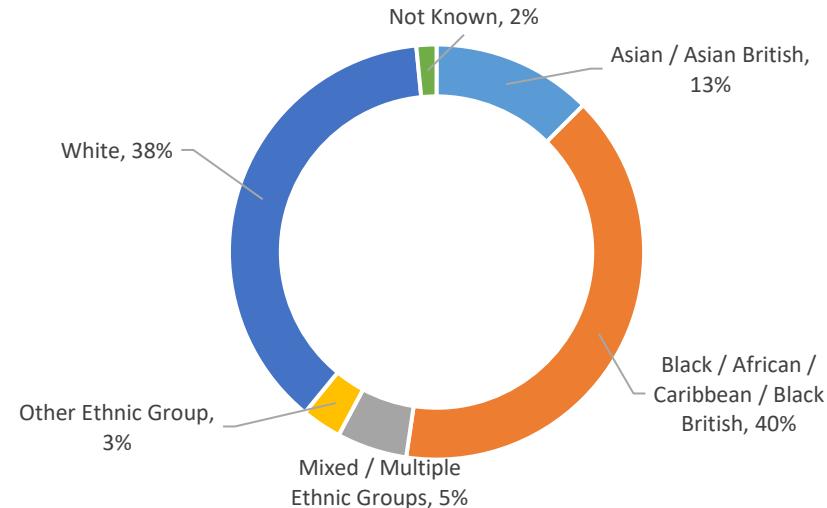
Lower Middle Quartile - March 25



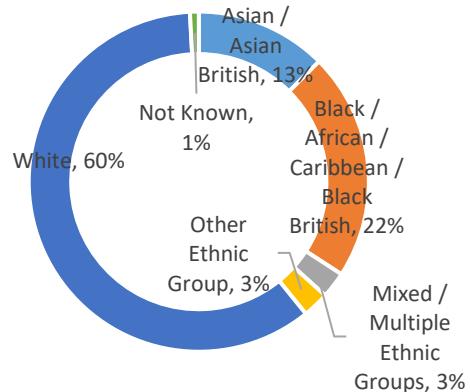
Upper Middle - March 24



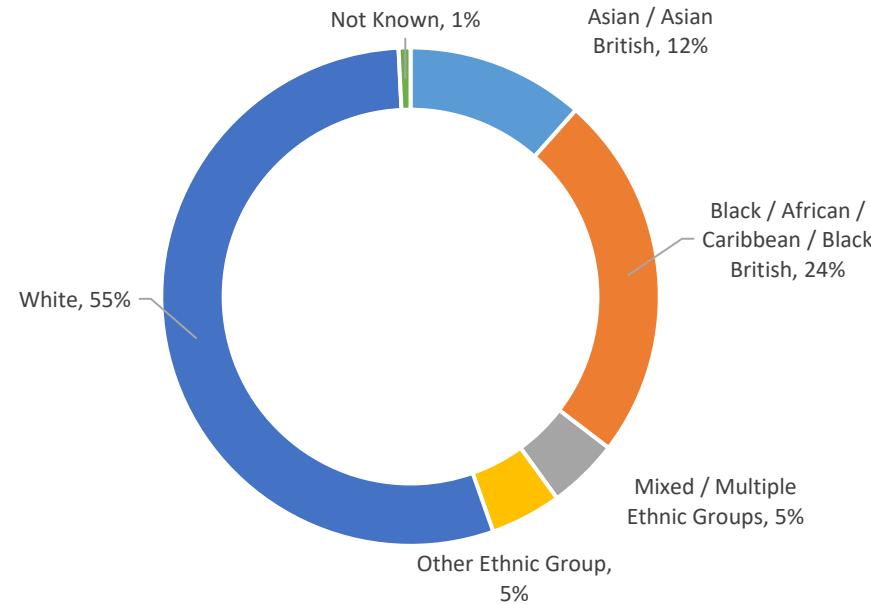
Upper Middle Quartile - March 25



Upper - March 24



Upper Quartile - March 25



3. Future Focus

Compared to the London average ethnicity pay gap of around 23%, the College pay gap of 13.2% is lower than this benchmark. It is 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 and succession planning, 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 though a number of ways:

- To implement and embed the new People Strategy, with a KPI focused on diverse representation in management roles and reducing the Ethnicity Pay gap.
- 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.
- A commitment to our affiliation with the Black Leadership Group and embedding anti-racism agenda across the organisation.