

**Croydon College**  
**Ethnicity Pay Gap Report**  
**March 2022**

**Based on snapshot data as at 31 March 2021**

## 1. Introduction

The data is based on a snapshot date of 31 March 2021. 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:

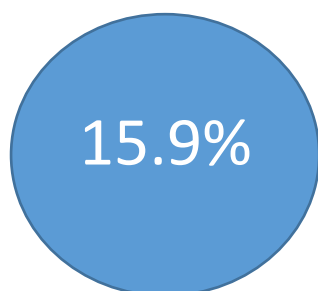
- Lower Quartile
- Lower Middle
- Upper Middle
- Upper Quartile

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

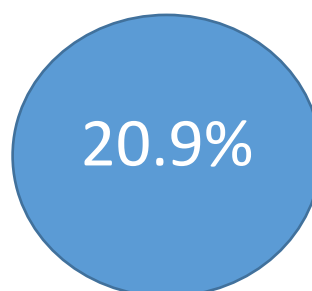
In terms of benchmark information, based on ONS 2019 data, the Ethnicity pay gap in the London region is approximately 23.8%. This is concerning at a regional and national level and represents concerns at a global level regarding equality for individuals from BAME ethnic backgrounds. The College is committed 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. We have also commenced work partnering with the National Centre for Diversity and we are working with them to develop action plans that will have a measurable impact.

## 2. The Data

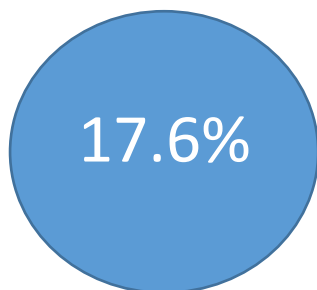
### Mean BAME / White Pay Gap



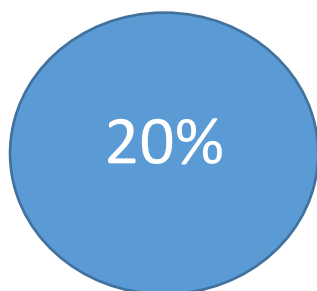
### Median BAME / White Pay Gap



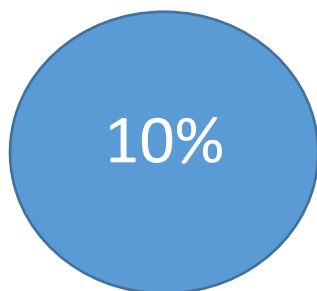
### Asian / Asian British



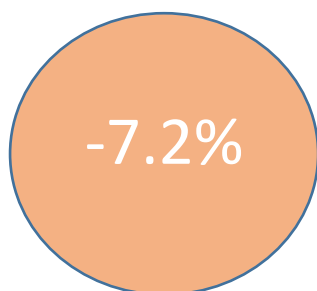
### Black / African / Caribbean / Black British



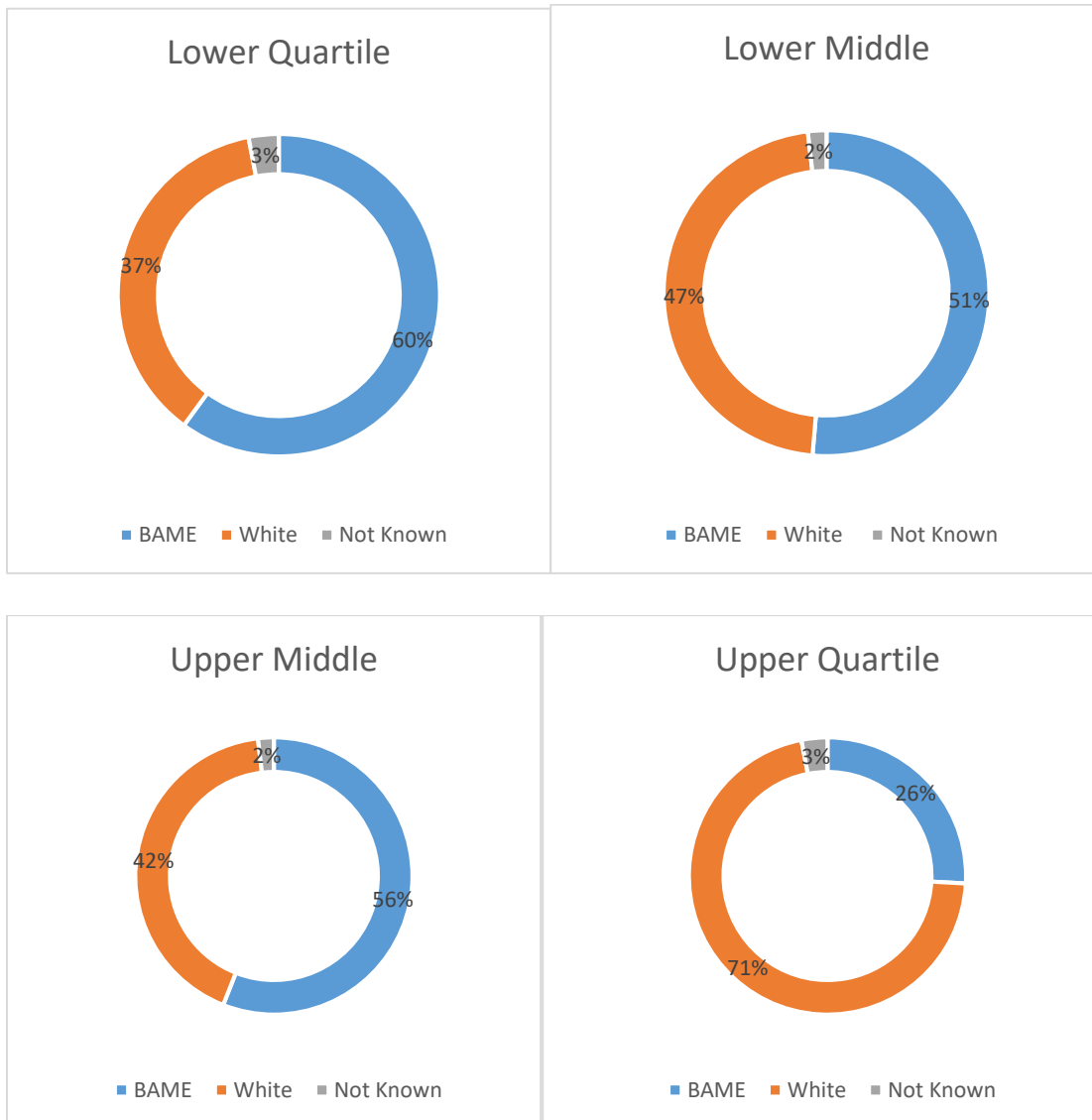
**Mixed / Multiple Ethnic Groups**



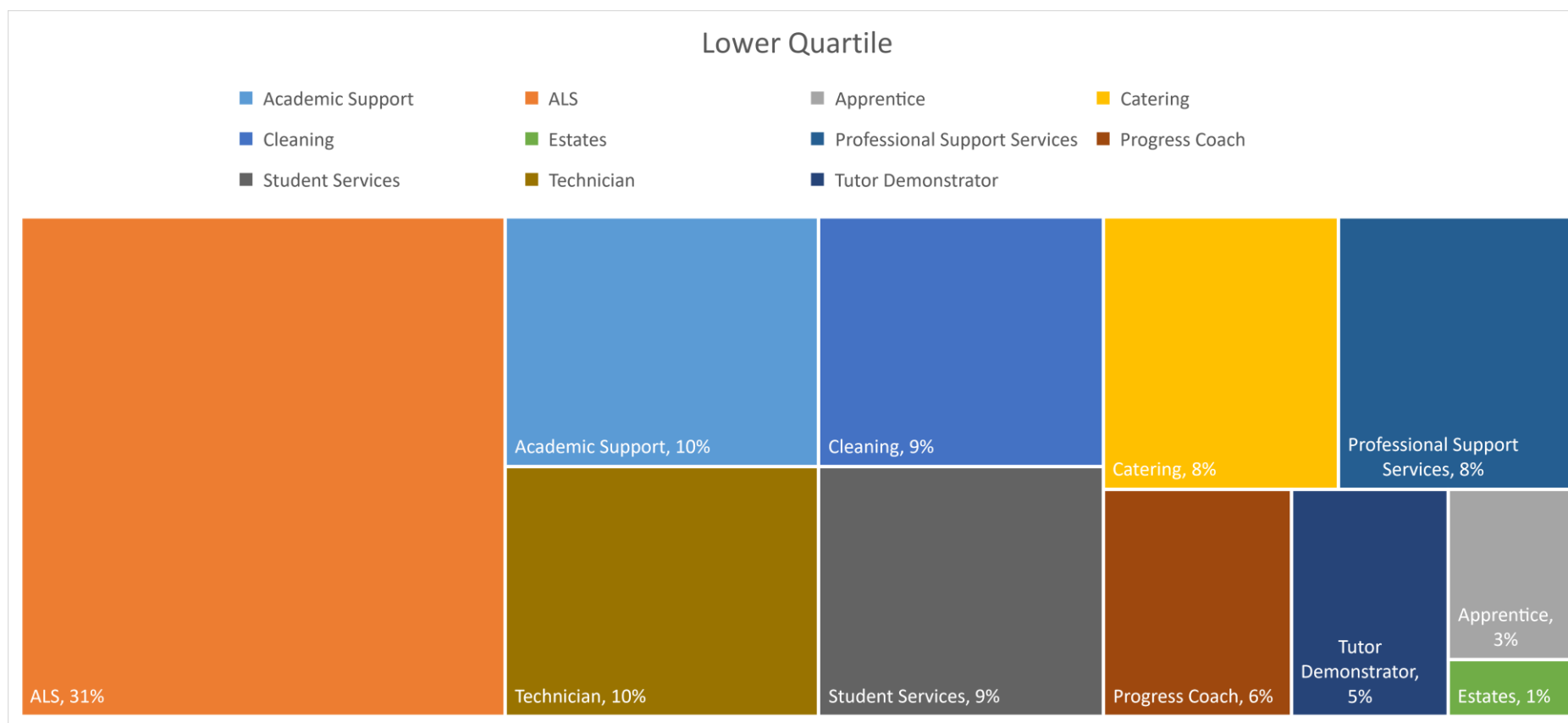
**Other Ethnic Group**



## Pay Quartiles

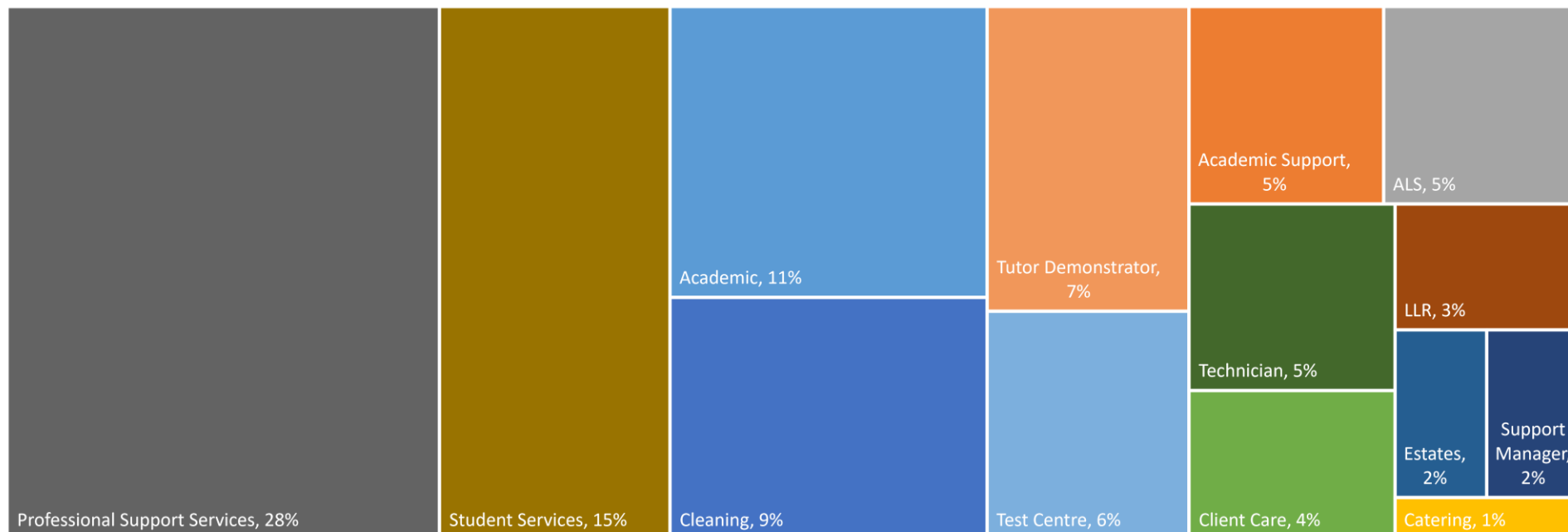


Types of Roles within Pay Quartiles



### Lower Middle

- Academic
- Academic Support
- ALS
- Catering
- Cleaning
- Client Care
- Estates
- LLR
- Professional Support Services
- Student Services
- Support Manager
- Technician
- Test Centre
- Tutor Demonstrator



### Upper Middle

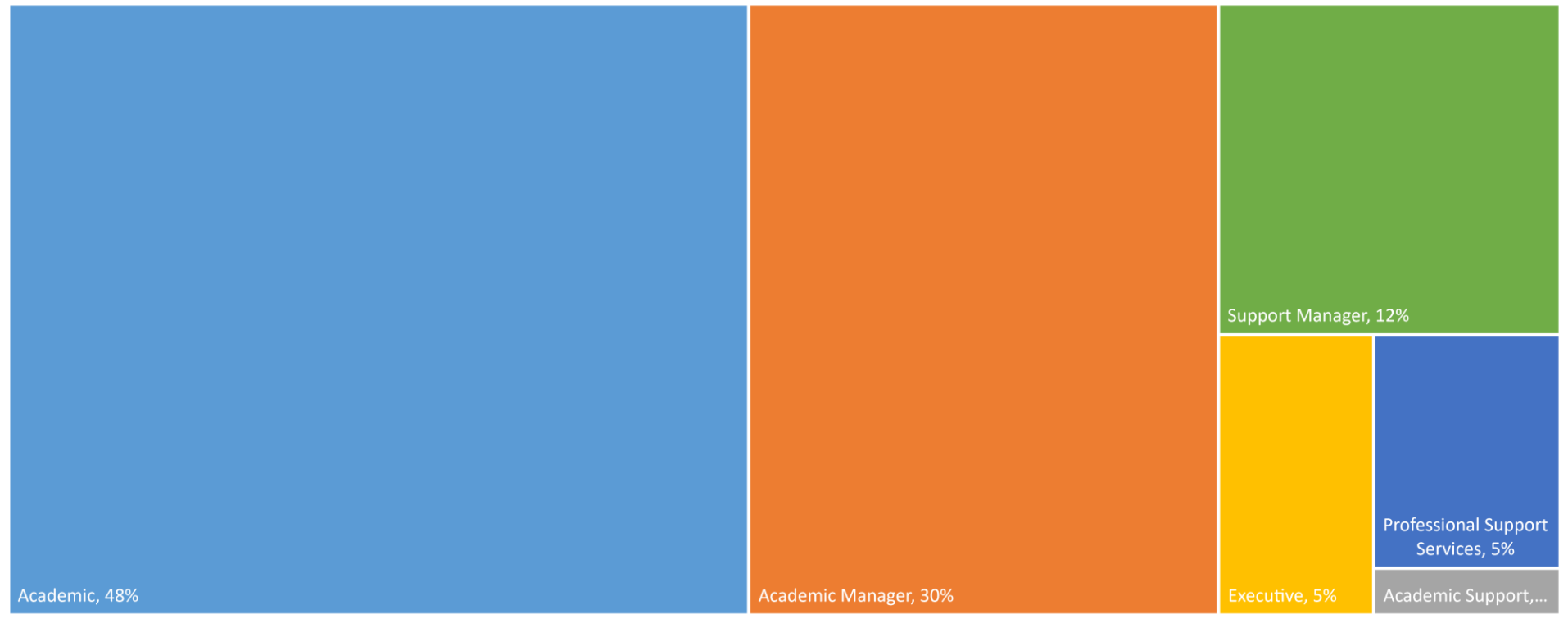
- Academic
- Academic Manager
- Academic Support
- ALS
- Apprentice
- Professional Support Services
- Student Services
- Support Manager
- Test Centre





### Upper

■ Academic 
 ■ Academic Manager 
 ■ Academic Support 
 ■ Executive 
 ■ Professional Support Services 
 ■ Support Manager



### 3. Future Focus

Compared to the London average ethnicity pay gap of 23.8%, the College pay gap of 15.9% is lower than this benchmark, and this remains broadly in line with the data from last year. The highest mean pay gap was amongst Black / African / Caribbean / Black British staff, where the mean pay gap was at 20%. This should therefore be an area of focus. In terms of pay quartiles, the lowest pay bracket is concerning with 60% BAME representation, which is slightly out of step with our overall staff composition. However, the upper middle and upper pay quartiles have seen a slight increase in BAME representation from (54% at Upper Middle) to 56% and from 20% at Upper Quartile to 26%. This could be related to the impact of the Aspiring Managers Programmes and other development and coaching initiatives that have been put into place. However, we recognise that the upper pay bracket is still a significant area of concern, and something that will continue to be a 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
- We have set a KPI for increased representation of BAME staff in management level roles
- Our commitment to the National Centre for Diversity, and working with our expert partners to achieve Investors in Diversity Status
- Our in-depth equality analysis and action plan which has been shared with our staff working groups and equality networks
- Action plans arising from our staff survey undertaken in May 2021, with key actions to support equality and inclusion
- The establishment of an Equality Steering group with a wide variety of stakeholders from staff, students, governors, and senior leadership