



ETHNICITY

PAY GAP REPORT

AUGUST 2023

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WHAT IS AN ETHNICITY PAY GAP?

The ethnicity pay gap shows the difference in the average hourly rate of pay between BAME (Black, Asian and Minority Ethnic) and non-BAME individuals at the College, expressed as a percentage of the average non-BAME earnings.

Whilst it is not a statutory requirement to report on our ethnicity pay gap, we believe this is an essential step in our journey to becoming a more inclusive College which is representative of the communities we serve. Ultimately, this is key to ensuring we can deliver excellent services that meet the needs of all our students and staff.

We acknowledge that colleagues may choose to identify themselves in different ways, including as 'Black', 'Brown', 'BAME', and/or 'people of colour'. For the purposes of this report, we are using the definition used in the DFE Workforce Survey (previously known as the SIR), as this is how we currently collect our people data.

UNDERSTANDING OUR GENDER PAY GAP

The data used to calculate our ethnicity pay gap is the snapshot date of 31 August 2023.

Overall, there is a -1.49% ethnicity pay gap in favour of Black, Asian, and Minority Ethnic colleagues in comparison to White colleagues; and our mean ethnicity pay gap remains at 0.00%. To put this in perspective, BAME staff are paid slightly more, being on average 0.39p more than their White colleagues. The College's ethnicity pay gap is significantly lower than the London pay gap average of 23.8% (according to the Office for National Statistics Ethnicity pay gaps: 2019).

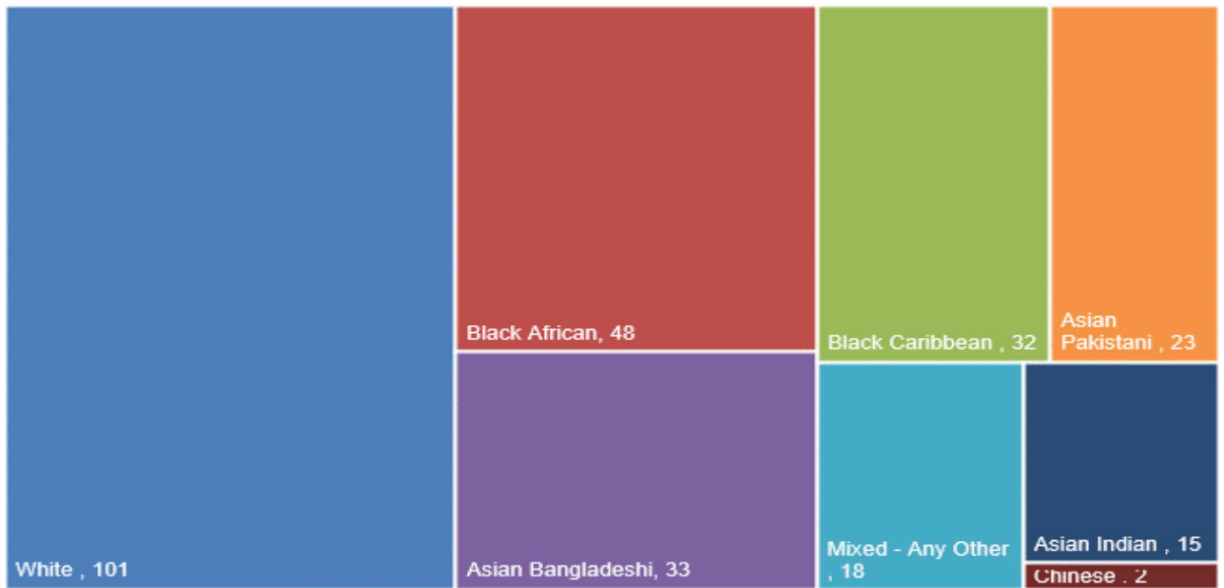
This means colleagues who identify as being from a Black, Asian or other ethnic minority (BAME) group, earn slightly more on average than their White colleagues. This is based on a disclosure rate of 99.63% of staff who have shared their ethnicity with the College.

An ethnicity pay gap can be driven by a number of factors including, crucially, more BAME representation in certain positions. It is important to note that this is different to the issue of equal pay - namely the legal requirement to pay two individuals the same for equal work - which is governed by the Equality Act.

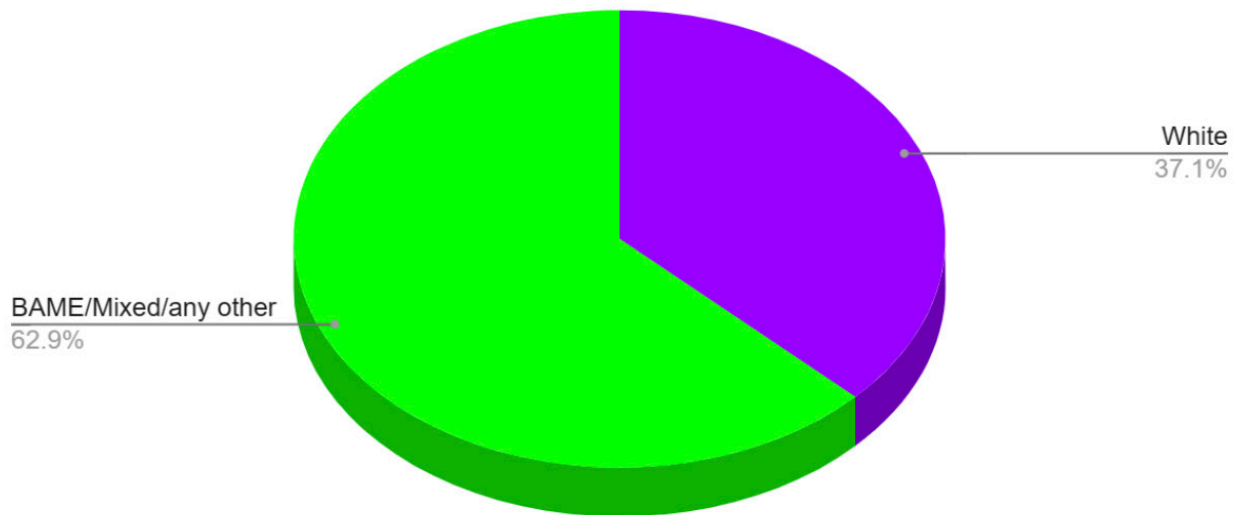
It is also worth noting when reviewing the findings that salaries at the College are determined through harmonised pay scales for teaching and support staff in Sixth Form Colleges. This forms the basis of our pay structure which is a collection of wage grades, levels or bands that link related jobs within a hierarchy or series.

Therefore, the College pays the same salary to roles of equal weight. The pay scales determine the pay and not the post holder. It makes no reference to ethnicity or any other personal characteristics of existing or potential job holders.

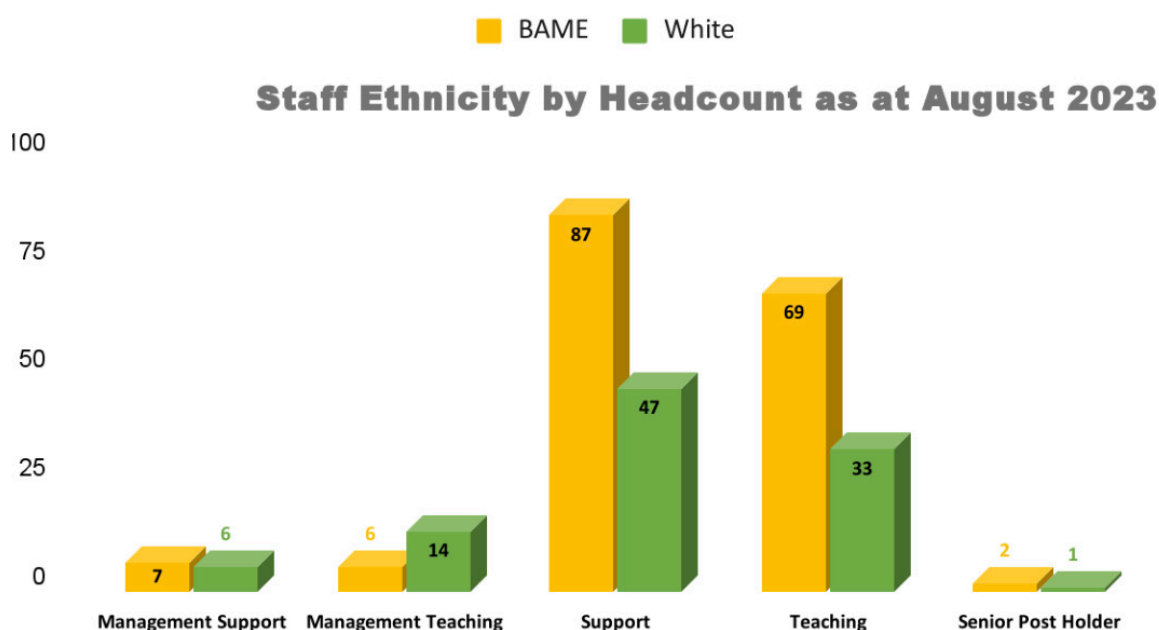
Who we are



Staff Ethnicity Profile as at 31 August 2023



Staff Ethnicity by Headcount as at August 2023



SUMMARY – KEY DATA – MEAN AND MEDIAN 2023

As at 13 August 2023, Newvic’s mean ethnicity pay gap is -1.49% in favour of Black, Asian, and Minority Ethnic colleagues in comparison to white colleagues; and our mean ethnicity pay gap remains a 0.00%. To put this in perspective, BAME staff are paid slightly more, being on average 0.39p more than their White colleagues.

The College does not make bonus payments and as such, are not relevant and have not been undertaken.

Table 1. Average Hourly Rate of Pay

Ethnicity	Mean	Median
Bame	£26.50	£26.76
White	£26.11	£26.76

Summary – Key Data – Mean and Median 2023 (Continued)

The mean ethnicity pay gap is the difference between the average hourly pay between BAME and non-BAME staff. Using the mean average calculation, BAME colleagues are paid slightly more than their White colleagues.

The median ethnicity pay gap is the difference between the midpoints of the average hourly pay of BAME and non-BAME staff. Using the median average calculation, BAME colleagues are exactly the same as non-BAME colleagues.

QUARTILE SUMMARY

The next section looks at the ethnicity pay gap by quartile. This quartile data has been calculated by dividing the workforce into four equal sized groups and separating them according to the hourly pay rate, starting from lowest paid to the highest paid. This mirrors the approach taken for gender pay gap reporting.

The analysis by quartile shows that there is a higher proportion of BAME staff across all the quartiles; this is understandable and correct. The total proportion of staff employed from a BAME background (Black, Asian, or Mixed) is at 62.9% (171 staff). To be clear the quartiles relate to the number of staff in each quartile and not pay.

The proportion of BAME and Non-BAME staff in each quartile band is:

Quartiles as at August 2023					Quartile as at August 2022				
Ethnicity	Lower quartile	Lower Middle quartile	Upper Middle Quartile	Upper Quartile	Ethnicity	Lower quartile	Lower Middle quartile	Upper Middle Quartile	Upper Quartile
BAME	66.18%	63.24%	57.35%	64.71%	BAME	65.67%	59.09%	62.12%	62.12%
White	33.82%	36.76%	42.65%	35.29%	White	34.33%	40.91%	37.88%	37.88%

Quartiles broken down by the number of staff

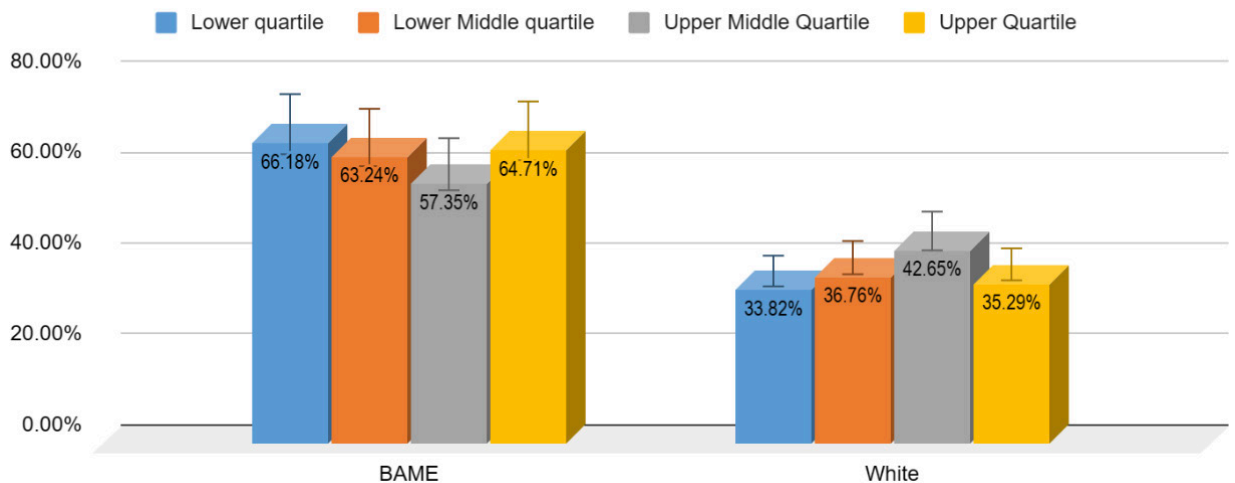
Quartiles broken down by headcount 2023

Ethnicity	Lower quartile	Lower Middle quartile	Upper Middle Quartile	Upper Quartile
BAME	45.00	43.00	39.00	44.00
White	23.00	25.00	29.00	24.00
	68.00	68.00	68.00	68.00

Quartiles broken down by headcount 2022

Ethnicity	Lower quartile	Lower Middle quartile	Upper Middle Quartile	Upper Quartile
BAME	44.00	39.00	41.00	41.00
White	23.00	27.00	25.00	25.00
	67.00	66.00	66.00	66.00

The data above shows again for a third year, that the lowest ethnicity pay gap is amongst the Lower Quartile (45 BAME staff and 23 White staff) however, the percentages are representative of the BAME profile at the college.



Our analysis shows that our BAME colleagues earn more per hour, being 0.39p more than their White colleagues. Understanding and analysing this data is an important part of building a diverse and inclusive workforce, which remains a top priority at Newvic.

It should not be assumed that any disparities are necessarily a result of discrimination. Where pay differences arise, there are legitimate reasons why there are variations in pay across the groups.

Further analysis showed that the College pays the same salary to roles of equal weight. The pay scales determine the pay and not the post holder. Therefore It makes no reference to ethnicity or any other personal characteristics of existing or potential job holders. However, it was noted that the Senior post holders are 67% BAME and 57% of Management Teaching are White which has contributed to a slight variance in the average hourly pay.

ACTIONS

We are committed to advancing our inclusive culture and continuing to use our pay gap and diversity data to drive tangible, effective and lasting cultural change, allowing everyone to achieve their full potential at the College.

However, the College knows that the work in this area is never done, and there is no end point. The College continues to take a range of actions which include:

- Learning and development for managers and colleagues.
- Publishing an ethnicity pay gap – with a commitment to publishing ethnicity pay gaps in future years.
- Revised induction to include up to date equality, diversity and inclusion and unconscious bias training.
- All staff briefings, hosted by senior leaders.
- The Senior Leadership group is diverse and representative of the communities the College serves.
- Onboarding new colleagues and volunteers, and supporting existing colleagues and volunteers, in ways which are sensitive and responsive to disability, ethnicity, gender identity and sexual identity.
- We are also committed to robust analysis of equality data and an action plan which will address the key areas focus and targeted interventions. This will include recruiting from different pilots. For example using the Black Further Education Leadership Group (BFELG) jobs board.
- The anonymisation of application forms will continue for all application forms at the shortlisting stage, which can help address potential bias for all applicants at all stages.
- We seek a diverse balanced shortlist for all roles, particularly at the early careers level.
- Actively encourage hiring managers to have diverse selection panels to improve candidate experience and reduce bias in hiring decisions.
- Continue to monitor our ethnicity pay gap which will be presented to our Senior Leadership Team meetings, Finance & Resources Committee and the Board.
- The report will be shared on our intranet and will be publicly available on our website.

FURTHER ACTIONS

- A review of the Job Profile and Grade of those Jobs in the lower quartile.