



Ethnicity pay gap - 2023

Ethnicity pay gap is calculated in the same way as our gender pay gap. The full Gender Pay Gap Report can be found [Here](#)

The ethnicity pay gap is the percentage difference between hourly earnings for White and BAME (ethnically diverse) colleagues across an organisation. This can help us to assess the levels of pay equality at the charity, the balance of BAME and White colleagues at different pay grades, and how effective we are at nurturing and rewarding talent.

The following data was based on December 2023 pay and included staff that are on substantive contracts of employment (and does not include sessional or casual colleagues).

Our Ethnicity Pay Gap Data What does it show us?

The mean ethnicity pay gap:

White mean pay	19.65417431	2.13%
BAME mean pay	19.21181818	

When comparing mean pay, White colleagues earn 2.13 % more than BAME colleagues within the College.

The median ethnicity pay gap:

White median pay	19.7	-1.76%
BAME median pay	19.7	

White colleagues earn 1.76% less than BAME colleagues in each quartile band.

Quartile	White	BAME (ethnically diverse)
Lower Quartile 2023	86.2%	13.8%
Lower-Mid Quartile 2023	87.8%	12.2%
Upper-Mid Quartile 2023	79.6%	20.4%
Upper Quartile 2023	86.9%	13.1%

- Of the 123 colleagues in the lower quartile, 106 are white and 17 are BAME. This means that 86.2% are white and 13.8% are BAME.
- Of the 123 colleagues in the lower middle quartile, 108 are white and 15 are BAME. This means 87.8% are white and 12.2% are BAME
- Of the 123 colleagues in the upper middle quartile, 98 are white and 25 are BAME. This means that 78.6% are white and 20.4% are BAME.
- Of the 122 colleagues in the upper quartile, 106 are white and 16 are BAME. This means that 86.9% are white and 13.1% are BAME.

However due to low numbers of staff it is important to consider the proportion of colleagues in each quartile:

Quartile	White	BAME	Total employees	White	BAME
Lower quartile	106	17	123	21.5%	3.5%
Lower-Mid quartile	108	15	123	22.0%	3.0%
Upper-mid quartile	98	25	123	19.9%	5.1%
Upper quartile	106	16	122	21.6%	3.3%
Total	418	73	491		

55.1% of BAME colleagues are paid in the upper mid and upper quartile compared to 48.8% of white colleagues.

Sharing personal data

It's important to highlight that it's not mandatory for colleagues to share their ethnicity with us, in the way it is for gender. We encourage colleagues to share their diversity data to support us in understanding the bigger picture and help drive improvement across the College's business. We typically recruit to 90+ colleagues a year and so our colleague base is always evolving.

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