Ethnicity Pay Report

Snapshot date - 31 March 2022

Our Shared Values

Passion	The student is at the heart of everything we do. We create and deliver opportunities for prosperity to students, employers and our communities.
Integrity	We value professionalism, dedication, quality and excellence in our staff. We practice and promote respect, wellbeing and empowerment for the individual.
Innovation	We are committed to the needs of the modern economy and champion innovation, creativity and enterprise.
Equity	We are committed to an environment where we purposefully focus on fairness in our policies and management of the issues of diversity, equality and inclusion, in our college society and community.
Collaboration	We develop strategic partnerships with employers and wider stakeholders to ensure we lead and shape the education and skills landscape. We work positively with and value our partners.
Sustainability	We promote personal development and build confidence and ambition in our staff and students. We manage our resources responsibly for the benefit of our college community.

Ethnicity Pay Reporting

Whilst it is not currently a statutory requirement to report on our ethnicity pay data, we believe this is an important step on our journey towards greater equity, diversity and inclusion.

This report provides information on the Ethnicity Pay Gap at Walsall College, for the snapshot date of 31 March 2022.

The figures provided in this report are based on the hourly rate of pay as at 31 March 2022 and bonuses (performance related pay) paid between April 2021 – March 2022.

What is the Ethnicity Pay Gap?

The ethnicity pay gap shows the difference between the average pay for all Walsall College employees who have told us they are of an ethnically diverse background and all employees who have told us they are of a white background.

Our ethnically diverse population includes all employees who have shared that they are within the following ethnic groups: Black, Asian, Mixed/Multiple Ethnicity and Other. The white population includes all employees who have shared that they are from a White ethnic group.

Although there is no formal guidance on calculation method, our ethnicity pay gaps have been calculated using the government regulations for calculating gender pay gaps. The data outlined in this report reflects figures taken on the 31 March 2022.
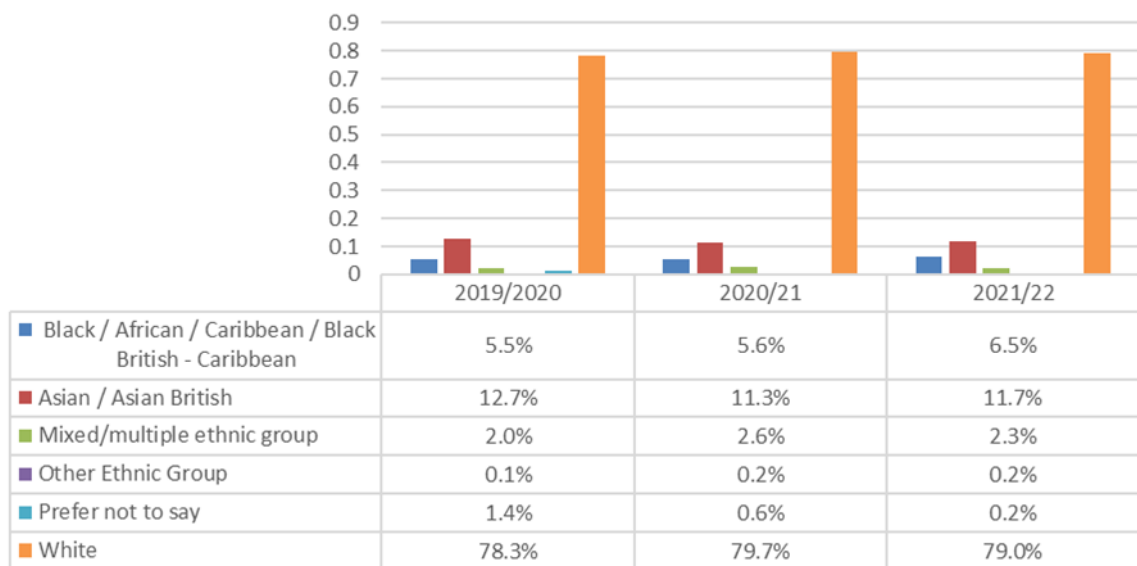
The following information is included:

- mean ethnicity pay gap in hourly pay
- median ethnicity pay gap in hourly pay
- mean bonus ethnicity pay gap
- median bonus ethnicity pay gap

The ethnicity pay gap should not be confused with equal pay, as they are not the same. An ethnicity pay gap is a measure of the difference between the average earnings of ethnically diverse employees and white employees (irrespective of roles or seniority). All pay calculations are based on the relevant pay period that includes 31 March 2022, with 31 March 2022 being the snapshot date. Relevant employees do not include those on reduced or nil pay, such as those on long-term sick leave, special leave or maternity leave etc.

Workforce Profile

The below chart shows the full ethnicity staff profile of Walsall College. This includes all staff and not just relevant employees who are used for the purposes of the pay gap calculations, as outlined above.

* 2021 Census data	Ethnic Group					
	Black / African / Caribbean / Black British - Caribbean	Asian / Asian British	Mixed/multiple ethnic group	Other Ethnic Group	Prefer not to say	White
Walsall College	**6.5%**	**11.7%**	**2.3%**	**0.2%**	**0.2%**	**79.0%**
Walsall*	4.6%	18.7%	3.3%	2.1%	0.0%	71.3%
West Mids*	4.5%	13.3%	3.0%	2.1%	0.0%	77.0%
National*	4.2%	9.6%	3.0%	2.2%	0.0%	81.0%

	2019/2020	2020/21	2021/22
■ Black / African / Caribbean / Black British - Caribbean	5.5%	5.6%	6.5%
■ Asian / Asian British	12.7%	11.3%	11.7%
■ Mixed/multiple ethnic group	2.0%	2.6%	2.3%
■ Other Ethnic Group	0.1%	0.2%	0.2%
■ Prefer not to say	1.4%	0.6%	0.2%
■ White	78.3%	79.7%	79.0%

Ethnicity Group by Pay Quartiles

The charts below illustrate the Ethnic group distribution across Walsall College in four equally sized quartile pay bands.
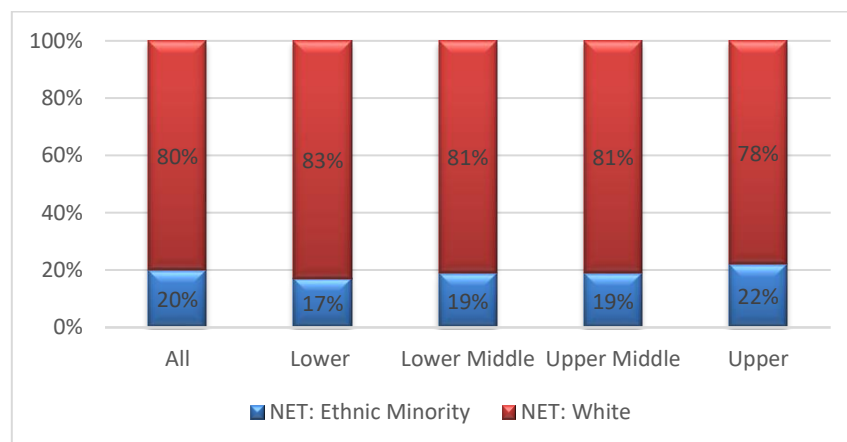
Walsall College's Ethnicity Pay Gap

The College's overall mean ethnicity pay gap is -4.21 and the median ethnicity pay gap is 0%.

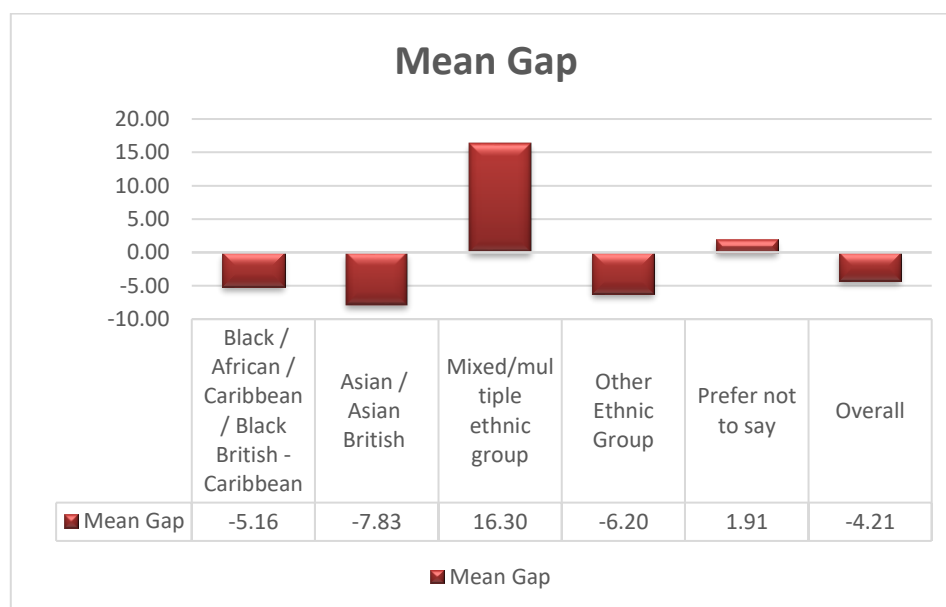|	Mean	Median
Walsall College Pay	-4.21	0%
ONS UK Pay Gap*	-	2.3%

*National Statistics (ONS) reporting 2020.

Walsall College's Mean Ethnicity Pay Gap

To calculate the mean pay gap, we add together all the hourly pay rates of all staff within the Net: ethnic minority groups, divided by the number of staff within the same group. We then repeat this calculation for the staff within the Net: white group. The difference between these figures is the mean ethnicity pay gap.

Mean Ethnicity Pay Gap		
NET: Ethnic Minority	£16.87	-4.3%
NET: White	£16.18	

At this snapshot date the average pay for staff in the White Ethnic Group is 4.3% less per hour than for the average of the Ethnic Minority Group. This mean gap means that for every £1 a member of staff within an ethnic minority received, a member of staff within the White Group received 96p.

The below chart looks at the mean gap by the broader ethnic categories:

	Black / African / Caribbean / Black British - Caribbean	Asian / Asian British	Mixed/multiple ethnic group	Other Ethnic Group	Prefer not to say	Overall
Mean Gap	-5.16	-7.83	16.30	-6.20	1.91	-4.21

This data shows that in all but the mixed/multiple ethnic groups and the prefer not to say category employees in the Ethnic Minority Groups earn more.
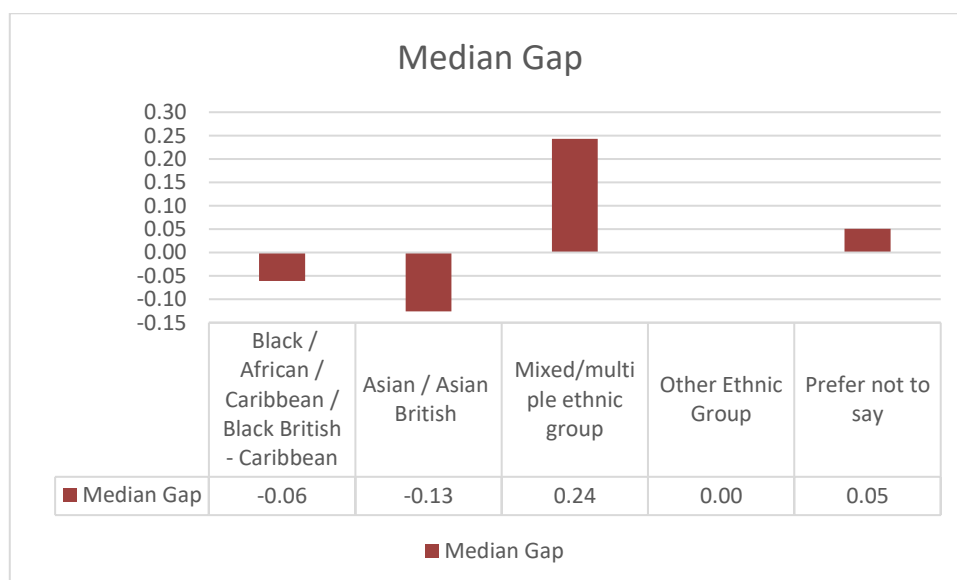
Walsall College's Median Ethnicity Pay Gap

To calculate our median ethnicity pay gap, we first rank all our people by their hourly pay. Then we compare what the employee in the middle of the white ethnic group pay range received with what the employee in the middle of the ethnic minority pay range received. The difference between these figures is the median ethnicity pay gap.

Median Ethnicity Pay Gap		
NET: Ethnic Minority	£16.72	0.0%
NET: White	£16.72	

At this snapshot date the median average pay for both groups was the same. This median gap means that for every £1 an Ethnic Minority group employee received, a White Ethnic group employee received £1.

The below chart looks at the mean gap by the broader ethnic categories:

	Black / African / Caribbean / Black British - Caribbean	Asian / Asian British	Mixed/multiple ethnic group	Other Ethnic Group	Prefer not to say
Median Gap	-0.06	-0.13	0.24	0.00	0.05

Commentary

The College has excellent disclosure rates in relation to ethnicity and therefore we can have confidence in the data.

We continue to be committed to embedding a culture of ED&I within the fabric of our organisation. As part of our commitment and advancing our agenda we have affiliated with the Black Leadership Group. We have made this decision as we want to support and advance our aims to bring about change and be proactive in an anti-racist stance. The Group's 10-point plan covers four key themes where colleges need to reflect racial equality: curriculum, culture, climate and communications. This along, with other areas of equality is high on our agenda and aligns to our 5 C's framework and will be integrated into this approach.
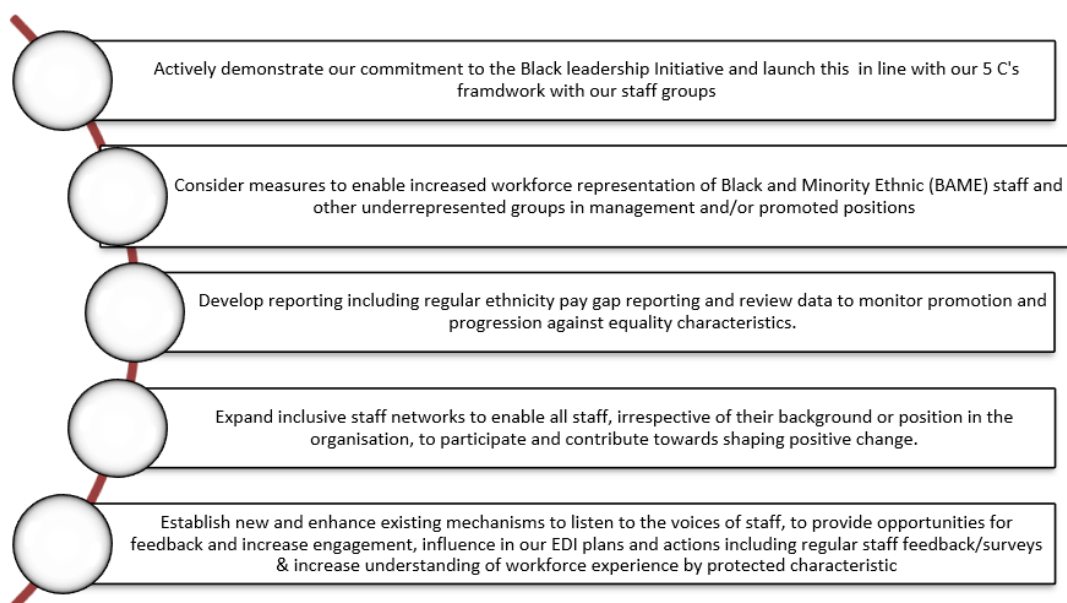
We will be starting work with the group this term and induction training on the 10 point plan. This will be the start of how we consider and introduce these conversations and progress them with all staff to develop how we integrate this into our 5 C's framework and also inform action plans and change.

Future Aims and Commitments

We continue to be committed to embedding a culture of ED&I within the fabric of our organisation. The Walsall College EDI commitment framework outlines a commitment to our objectives under the 5 C's: Culture, CPD, Curriculum, Connected, Challenge: As an organisation the following represents our commitments and aims:

EDI Commitment	Our Aim	Objective
Culture	Drive the development & advancement of a more inclusive culture	Proactively take steps to address imbalances in the representation of staff with particular focus at management levels.
Culture	Be attractive to a diverse range of talented people.	Develop & Engage a diverse staff population which reflects and meets the needs of the students and the communities the College serves.
Challenge	Challenge Discrimination	Promote a culture of mutual respect, tolerance and continue to adopt a zero-tolerance approach to discrimination, harassment, bullying and victimisation and foster a culture of respect.
Connected	Actively Consider EDI in practical ways in all that we do so others can readily see the difference it makes.	Maximise opportunities to develop understanding, and celebration of equality, diversity and inclusion and promote a diverse culture
Connected	Progress and strengthen the links between the equality and wellbeing agendas	Champion wellbeing inclusion and work to ensure that wellbeing is seen as a priority for all and demonstrated in our policies and practices
CPD	Accelerate the development of diverse talent and future leaders	Ensure that staff at all levels have access to relevant training, tools and personal agency to contribute to positive culture change at all levels of the organisation.

As part of those commitments we will:

- Actively demonstrate our commitment to the Black leadership Initiative and launch this in line with our 5 C's framdwork with our staff groups

- Consider measures to enable increased workforce representation of Black and Minority Ethnic (BAME) staff and other underrepresented groups in management and/or promoted positions

- Develop reporting including regular ethnicity pay gap reporting and review data to monitor promotion and progression against equality characteristics.

- Expand inclusive staff networks to enable all staff, irrespective of their background or position in the organisation, to participate and contribute towards shaping positive change.

- Establish new and enhance existing mechanisms to listen to the voices of staff, to provide opportunities for feedback and increase engagement, influence in our EDI plans and actions including regular staff feedback/surveys & increase understanding of workforce experience by protected characteristic

For further information please see the EDI Annual Report.