

Human Resources

Ethnicity Pay Report

Snapshot date - 31 March 2024

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 2024.

The figures provided in this report are based on the hourly rate of pay as at 31 March 2024 and bonuses (performance related pay) paid between April 2023 – March 2024.

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

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 2024.

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 2023, with 31 March 2024 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.

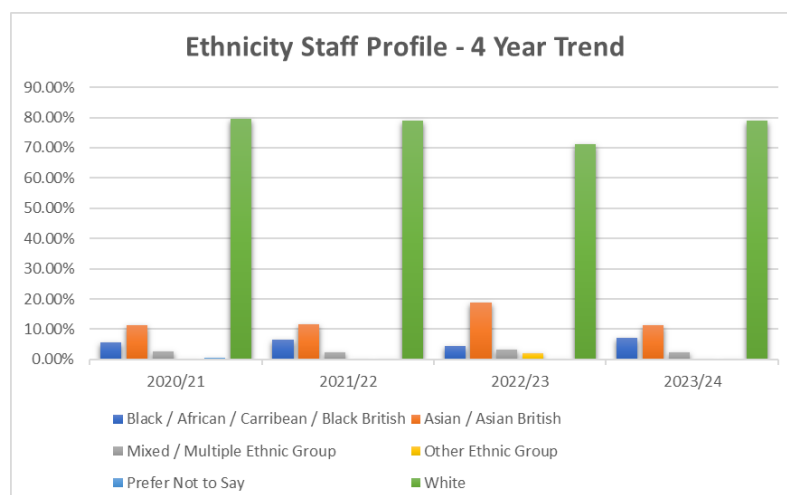
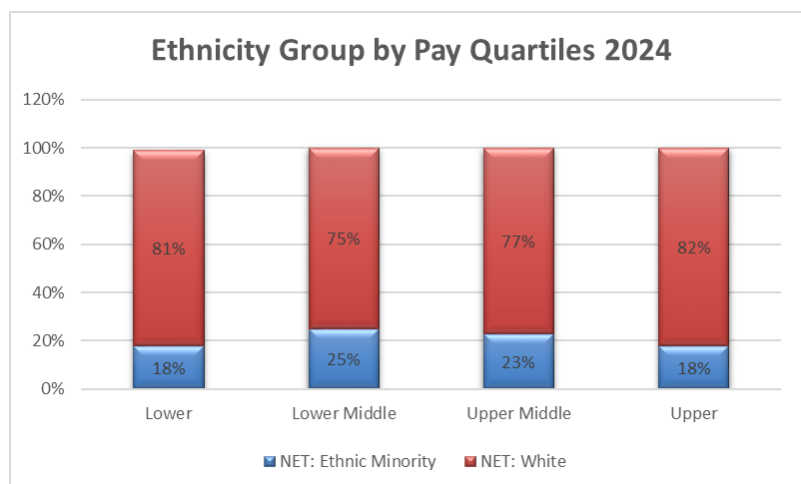
Workforce Profile

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						Gender		LGBTQ+	Disability
	Black / African / Caribbean / Black British - Caribbean	Asian / Asian British	Mixed/multi ple ethnic group	Other Ethnic Group	Prefer not to say	White	Male	Female	LGBTQ+	Disability
Walsall College	6.50%	10.90%	2.32%	0.23%	0.00%	80.10%	32.80%	67.20%	2.60%	11.30%
Walsall*	4.60%	18.70%	3.30%	2.10%	0.00%	71.30%	49.16%	50.84%	2.16%	9.40%
West Mids*	4.52%	13.34%	3.00%	2.10%	0.00%	77.04%	49.16%	50.80%	2.56%	18.10%
National*	4.20%	9.60%	3.00%	2.20%	0.00%	81.00%	49.16%	51.04%	3.16%	17.80%
FE Workforce Data collection (21/22)	3.93%	8.66%	2.39%	0.68%	0.00%	76.29%	35.08%	64.57%	not collected	6.17%

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 -0.5% and the median ethnicity pay gap is 5.8%.

	Mean	Median
Walsall College Pay	-0.5%	5.8%

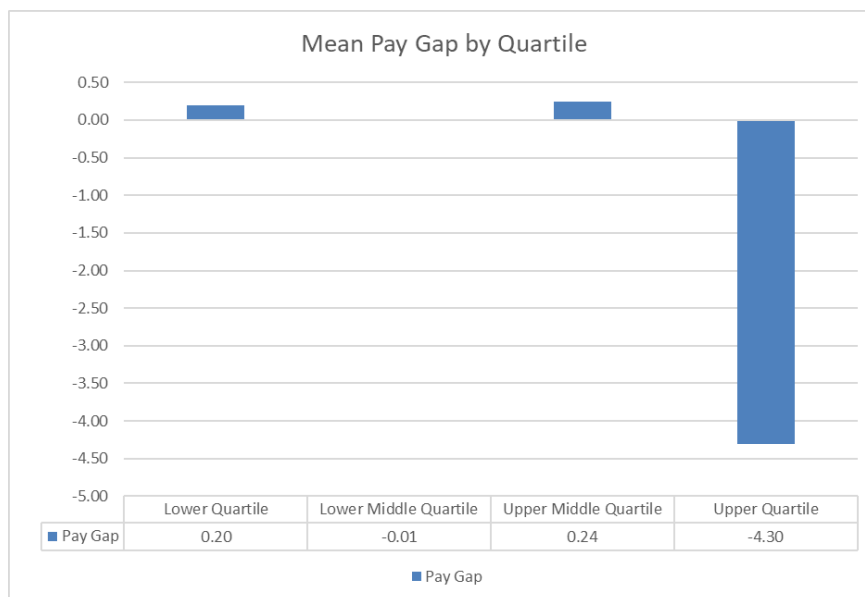
Walsall College's Mean Ethnicity Pay Gap

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.

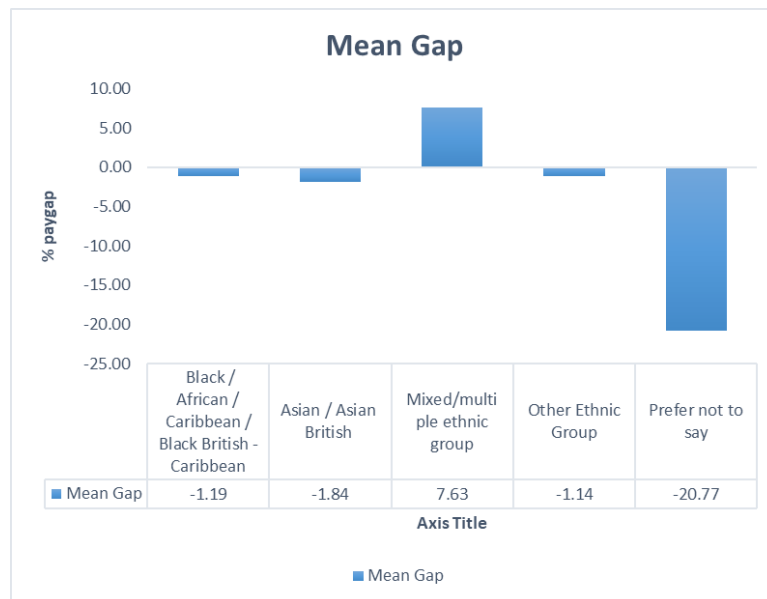
Mean Ethnicity Pay Gap		
NET: Ethnic Minority	£18.58	-0.5%
NET: White	£18.51	

At this snapshot date the average pay for staff in the White Ethnic Group is 0.5% 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 99.5p.

Below is the mean pay gap by quartile:



The below chart looks at the mean gap by the broader ethnic categories: This data shows that in all but the mixed/multiple ethnic groups category employees in the Ethnic Minority Groups earn more than the Net: White group.



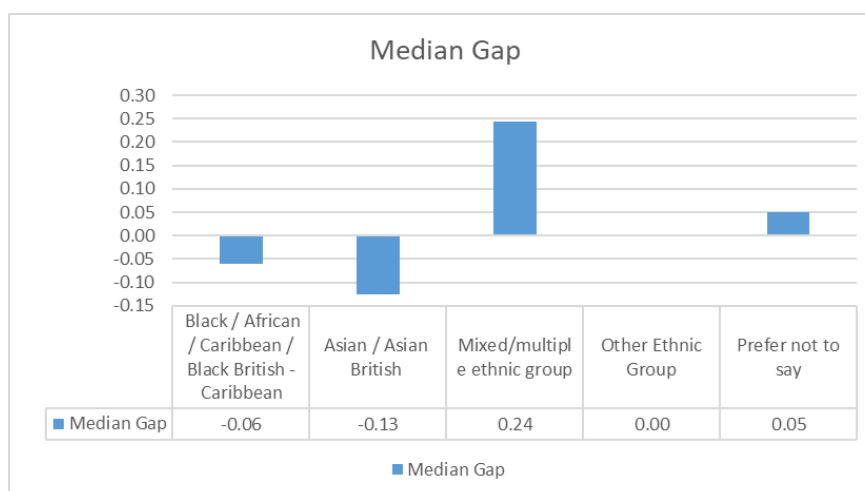
Walsall College's Median Ethnicity Pay Gap

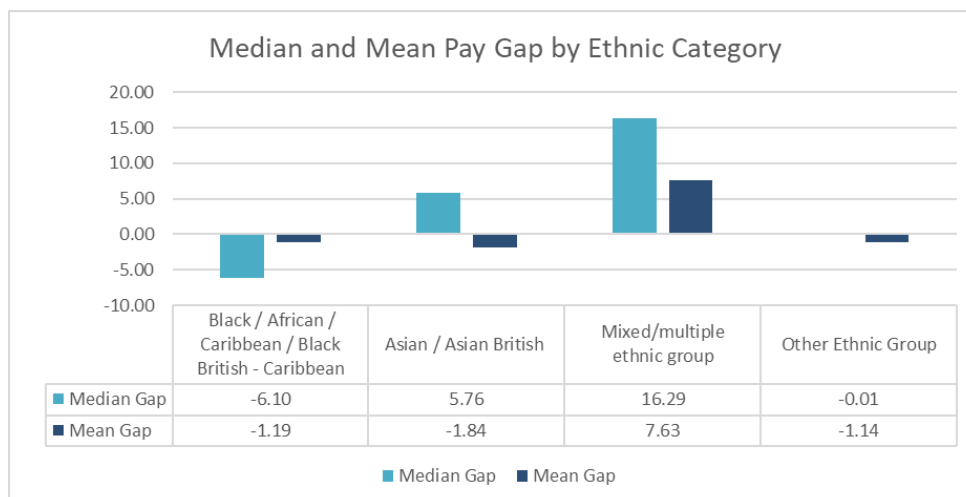
To calculate our median ethnicity pay gap, we first rank all our people by their hourly pay. Then we compare what the employee in the middle of the white ethnic group pay range received with what the employee in the middle of the ethnic minority pay range received. The difference between these figures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

Median Ethnicity Pay Gap		
NET: Ethnic Minority	£17.62	5.8%
NET: White	£18.70	

At this snapshot date the median average pay was higher for NET:White. This median gap means that for every £1 an Ethnic Minority group employee received, a White Ethnic group employee received £1.05.

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





Moving Forward: Our Commitment to Diversity, Equity, Inclusion & Belonging

At Walsall College, we remain fully committed to embedding Equality, Diversity, and Inclusion (ED&I) within the fabric of everything we do. The findings from this ethnicity pay gap report provide us with valuable insights, helping to shape our ongoing work to create an inclusive and fair workplace. While we celebrate the progress we've made, we acknowledge there are still areas for improvement and we remain dedicated to closing the pay gap and ensuring equity at all levels.

As part of our ongoing commitment to Equality, Diversity, Inclusion & Belonging (EDIB), we have taken significant steps to not only analyse our data and also take positive actions. Our decision to affiliate with the Black Leadership Group demonstrated our proactive stance on addressing racism, promoting diversity, and ensuring that racial equality is woven into every aspect of our organisational culture. By adopting the 10-point plan into our own approach we aim to build a more inclusive and equitable environment for all staff and students.. The integration of these efforts into our 5 C's framework — Culture, CPD, Curriculum, Connected, and Challenge — is a cornerstone of our approach to achieving real, measurable change.

Strengthening Our EDIB Framework

We will continue to strengthen and refine our **EDIB framework** under the 5 C's: **Culture**, **CPD**, **Curriculum**, **Connected**, and **Challenge**. Our ongoing work with the **Black Leadership Group** and the adoption of its **10-point plan** will guide our efforts to ensure racial equality is integrated into our organisation—from policy development to staff training and leadership.

In addition, our commitment to **FREDIE (Fairness, Respect, Equality, Diversity, Inclusion, and Engagement)** has been further validated through our **Investors in Diversity Bronze** award, and we are focused on building on this foundation to achieve **Investors in Diversity Silver** status. This progression will be informed by the **recommendations** provided by the **National Centre for Diversity** to ensure continuous development and alignment with best practices.

Embedding EDIB into Everyday Practice

To truly embed **EDIB** into our culture, it must be reflected in the way we engage with staff, deliver training, and structure our leadership practices. Appendix 1 outlines our commitments and approaches. While we acknowledge that there are challenges ahead in addressing the ethnicity pay gap, we are fully committed to the continued integration of ED&I principles into our work. Our affiliation with the Black Leadership Group, our FREDIE commitments, and our continued efforts to embed equality and diversity within the 5 C's framework will support our drive for meaningful progress. The insights gained from this report will be used to inform change as we strive to build a more inclusive and equitable workplace for all staff and students at Walsall College.

Appendix 1 - Our Aims

We continue to be committed to embedding a culture of ED&I within the fabric of our organisation. 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:

