



# Combined Pay Gap Report 2023

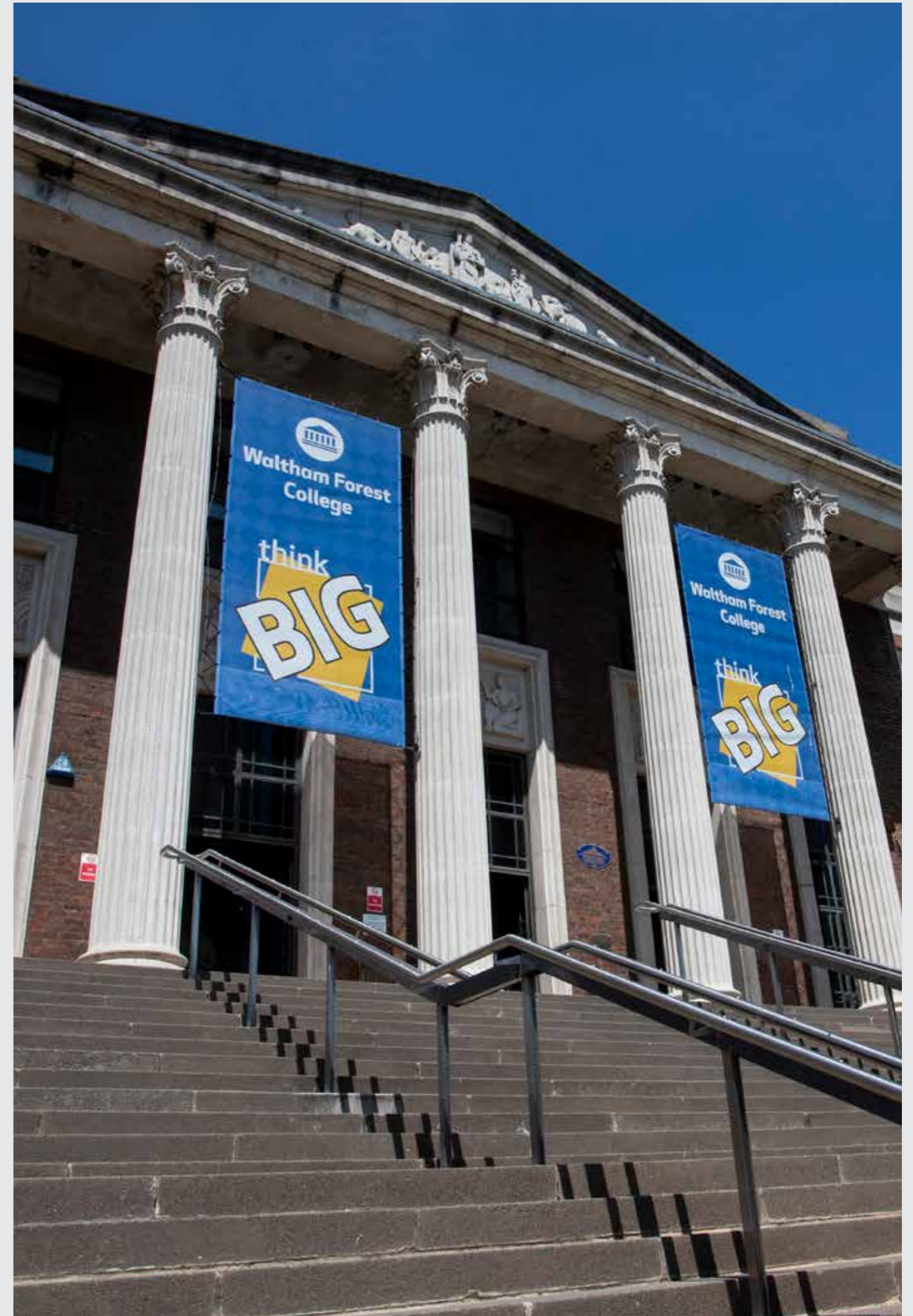
# Foreword

We are delighted to share with you Waltham Forest College's inaugural Combined Pay Gap Report, a significant step in our ongoing commitment to transparency, equality, and the overall well-being of our workforce.

At Waltham Forest College we are committed to promoting a diverse and inclusive workplace that supports our colleagues to be their authentic self and flourish. In pursuit of this commitment, we have meticulously analysed our data to gain insights into our current position, with the ultimate goal of closing any gaps identified.

It is crucial to emphasise that our commitment to equality extends to all aspects of our workforce. We do not differentiate in pay based on ethnicity, disability, or gender. While our report highlights disparities across these three areas, we are dedicated to delving deeper into the data to comprehend the underlying reasons for these gaps and help inform actions to address these.

Recognising that creating a more equitable workplace requires time and persistent effort, we are confident that through collective awareness and action, we can overcome barriers and establish a workplace that champions diversity and equality. The publication of this report demonstrates our commitment to transparency and action to further drive positive change.





# Introduction

Waltham Forest College aims to be a supportive and flexible employer for its diverse and skilled work force and supports the fair and equitable treatment of all staff irrespective of gender, ethnicity, disability and position. This is the first year we have produced a combined gender pay report encompassing gender, ethnicity and disability.

Waltham Forest College recognises the importance of its role as an Anchor Institution and a Good Work Employer and is proud of its achievements in promoting a diverse and inclusive workforce. Around two thirds of our workforce are from ethnic minority backgrounds, reflecting the communities we serve and just under two thirds are female. However, we recognise there is more to do. As part of our ongoing commitment for tackling inequalities, we further analysed our workforce to identify any gaps in particular groups of staff so we could drive actions to further improve.

For most roles, the College operates pay systems according to job roles, based on the Association of Colleges grading framework. Staff progress through their pay range based on an annual increment until the top of the grade is reached, subject to satisfactory performance.

In addition, the College utilises a Job Evaluation system in which all roles are evaluated, this ensures a transparent process is adopted and the value of each role within the College is based on knowledge, skills, expertise and qualifications.

This report includes an analysis of our gender, ethnicity and disability pay gap. Whilst there is no legal requirement for employers to report on the ethnicity or disability pay gap, Waltham Forest College as part of its ongoing commitment to tackling inequality, has committed, to report on and publish its ethnicity pay gap data.

By publishing this data, we hope to play our part in promoting transparency, supporting important discussions on the challenges faced in ethnic minority communities within the workforce and in turn continue to be an inclusive employer.

The data used in this report is a snapshot from 31 March 2023 and is based on a total number of 300 employees. The workforce consisted of 188 women and 112 men.

**Total number of employees on 31 March 2023: 300**

Male 112

Female 188



## Gender

The gender pay gap analysis is based on a declaration rate of 100%.

The key findings are as follows:

As of 31 March 2023 a median gender pay gap of 19.3% and a mean gender pay gap of 15.09%; both have increased since our last report.

The mean and median gaps have increased in the last year because there have been some changes in various roles, particularly management roles, which makes a disproportionate impact, given its size.

The mean and median gender pay gaps exist across all quartiles.

## Ethnicity

This is the first year we have analysed our ethnicity pay gap.

The key findings are as follows:

As of 31 March 2023, we had an overall median ethnicity pay gap of 11.22% and a mean ethnicity pay gap of 3.68%.

An ethnicity pay gap exists for all earnings quartiles.

## Disability

This is the first year we have analysed our disability pay gap.

The key findings are as follows:

As of 31 March 2023, we had a median disability pay gap of 27.8% and a mean disability pay gap of 18.12%.

The disability pay gap indicates that disabled staff are less employed at higher grades compared with other staff.

# Gender Pay Gap

This year our median gap increased percentage points to 19.34% an increase from 7.26%. While it is, of course, disappointing to see a large increase in our median gap, our data over the years has taught us that an increase or drop may not necessarily be sustained. These fluctuations in our reported gap are because we are a medium sized organisation with a predominately female workforce and therefore small changes in our employee profile has a significant impact.

In the year since our previous Median gap of 7.26% we have had some movement of female managers which has had a disproportionate impact on the gap.

**Table 1:** Four year trend for gender pay gap

Year	Median Pay Gap	Mean Pay Gap
2023/24	19.34%	15.09%
2022/23	7.26%	8.76%
2021/22	15.8%	4.1%
2020/21	15.8%	4.1%

The college did not make any contractual bonus payments in the relevant period and as such, we have not undertaken calculations on bonus gaps.

## What is the Gender Pay Gap?

In the UK, public, private and voluntary sector organisations with 250 or more employees are required to report on their gender pay gaps annually. The reports show the difference between the average earnings of men and women, expressed relative to men’s earnings. If an organisation reports a gender pay gap, it does not necessarily mean women are paid less than men for doing the same job, but it does show that, on average, men occupy higher paying roles than women.

Employers must report six different measures, based on a snapshot of pay data on a date set out by the Government Equalities Office:

### Mean Gender Pay Gap:

The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

### Median Gender Pay Gap:

The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

### Mean Bonus Gap:

The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

### Median Bonus Gap:

The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

### Bonus Proportions:

The proportions of male and female relevant employees who were paid bonus pay during the relevant period.

### Quartile Pay Bands:

The proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

Headlines about the gender pay gap tend to focus on the median figure, which ignores extremes and is therefore thought to be the most representative measure.

If there is a big difference between the mean and median pay gap, this indicates that the dataset is skewed, either by the presence of very low earners (making the mean lower than the median), or by a group of very high earners (making the mean bigger than the median).

The snapshot date as required by regulation creates a level playing field.

# 2023/24

Our Median hourly rate difference of 19.34% means that for every £1 a man earns at Waltham Forest College, a woman earns 81p.

Median hourly rate difference: 19.34%



Table 2: The proportion of males and females in each quartile

Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	73%	65%	57%	54%
Male	27%	35%	43%	46%

The pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay.

Pay quarters give an indication of women's representation at different levels of the organisation. Our figures show that we had a higher proportion of men in the highest paid roles in the organisation than women on the snapshot date of March 2023.





# Ethnicity Pay Gap

We have used the following measures, which are the same as organisations in the UK are required to report on gender pay gaps:

## Mean Ethnicity Pay Gap:

The difference between the mean hourly rate of pay of white full-pay relevant employees and that of full-pay relevant employees from other ethnic backgrounds.

## Median Ethnicity Pay Gap:

The difference between the median hourly rate of pay of white full-pay relevant employees and that of full-pay relevant employees from other ethnic backgrounds.

## Quartile Pay Bands:

The proportions of full-pay relevant employees from white and other ethnic backgrounds in the lower, lower-middle, upper-middle and upper quartile pay bands.

## Workforce

On the snapshot date 92.4% of our workforce had openly disclosed their ethnicity to us. Of those, 101 (34%) are White British, 61 (20%) are Asian, 57 (19%) are Black, 58 (19.4%) are Mixed/Multiple.

## Pay Quartiles

	White British	Mixed/Multiple	Black	Asian	Other (Prefer not to say)
Upper quartile	29%	14%	24%	25%	8%
Upper-middle quartile	46%	28%	12%	7%	7%
Lower-middle quartile	36%	12%	21%	27%	4%
Lower quartile	24%	22.5%	19%	22.5%	12%

Each pay quartile represents a quarter, or 25% of our total workforce ranked by pay.

## Median Pay Gap

To calculate our median pay gap, we first ranked all our staff by their hourly pay. We identified what the person in the middle of the pay range for employees from black, Asian, mixed race, or other ethnic groups received. Then we compare it with what the person in the middle of our white population pay range received. The difference between these figures is the median ethnicity pay gap.

	All Ethnicities	Mixed/Multiple Other Minorities	Asian	Black	Other (Prefer not to say)
White British	11.22%	0%	18.75%	13.78%	27.8%
Mixed/Other Minorities			18.75%	13.78%	27.8%
Asian				-6%	11%
Black					16.31%

The median pay gap shown above means that for every £1 a white British staff member received, an Asian staff member received 81p, a black staff member received 86p. There was no gap with Mixed race staff. All Ethnicities grouped received 88p.

### Median pay gap: Ethnicity

White British	£1
Asian	£0.81
Black	£0.86
All Ethnicities	£0.88

Fluctuations in ethnicity pay gap, by quartile and by year will be driven by changes in the staff who work for Waltham Forest College. We as an employer are confident that we pay people fairly and equally in the same and similar roles, but in an organisation with a relatively small employee group, minor changes in our demographics and the levels and pay grades at which staff work will have a significant impact on our figures.

# Mean Pay Gap

To calculate the mean pay gap, we added together all the hourly pay rates that staff from black, Asian, mixed race, or other ethnic groups received. We divided the total by the number of staff from these groups in our workforce. We then repeated this calculation for white staff. The difference between these figures is the mean ethnicity pay gap.

	All Ethnicities	Mixed/Multiple Other Minorities	Asian	Black	Other (Prefer not to say)
White British	3.68%	6.43%	4.97%	6.12%	11.14%
Mixed/Other Minorities			1.56%	0.5%	5%
Asian				2%	6.4%
Black					4.5%

The average pay for a person from the All Ethnicities groups was 3.68% less per hour than the average pay for a White British person. This mean gap means that for every £1 a White British person received, a person from this group received 96p.

The average pay for a person from the Asian group was 4.97% less per hour than the average pay for a White British person. This mean gap means that for every £1 a White British person received, a person from the Asian group received 95p.

The average pay for a person from the Black group was 6.12% less per hour than the average pay for a White British person. This mean gap means that for every £1 a White British person received, a person from the Black group received 93p.

The average pay for a person from the Mixed/Multiple group was 6.43% less per hour than the average pay for a White British person. This 'mean' gap means that for every £1 a White British person received, a person from the Mixed group received 93.5p.

## Causes of Ethnicity Pay Gap

A contributing factor to Waltham Forest College's ethnicity pay gap is that there are comparatively more black, Asian and Mixed ethnic minority employees in roles in low pay bands than white employees. It is important to note that around a third of employees are very long serving and therefore reflective of the demographics of the areas around the college at that time. In addition, we have a significant proportion of employees in part-time roles, and a small percentage of high earners in senior level or niche areas. As a result, this can skew the distribution of earnings in terms of the pay gaps.

Recruitment and attrition can have a significant impact on our data given our size of organisation and changes in the people who work with us will impact this data.



# Disability Pay Gap

We have used the following measures:

## Mean Ethnicity Pay Gap:

The difference between the mean hourly rate of pay of non-disabled full-pay relevant employees and that of full-pay relevant employees who are disabled.

## Median Ethnicity Pay Gap:

The difference between the median hourly rate of pay of non-disabled full-pay relevant employees and that of full-pay relevant employees who are disabled.

## Quartile Pay Bands:

The proportions of full-pay relevant employees from non-disabled and disabled in the lower, lower-middle, upper-middle and upper quartile pay bands.

## Workforce

Overall only 10% of staff declared a disability, this is low for the size of the organisation but representative of the national and local demographics. Because of our declaration, it is difficult for us to gauge the true picture. Feedback from focus groups have identified that many staff in this category do not consider themselves disabled and do not declare.

## Pay Quartiles

	No Disability	Disabled	Prefer not to say
Upper quartile	95%	3%	2%
Upper-middle quartile	93%	5%	2%
Lower-middle quartile	88%	11%	1%
Lower quartile	84%	15%	1%

Each pay quartile represents a quarter, or 25% of our total workforce ranked by pay.

## Median Pay Gap

To calculate our median pay gap, we first ranked all our staff by their hourly pay. We identified what the person in the middle of the pay range for employees from black, Asian, mixed race, or other ethnic groups received. Then we compare it with what the person in the middle of our white population pay range received. The difference between these figures is the median ethnicity pay gap.

Declaration	Yes	Prefer not to say
None	27.8%	-6.07%

The median pay gap shown above means that for every £1 a non disabled staff member received, a disabled staff member received 72p.

### Median pay gap: Disability



## Mean Pay Gap

To calculate the mean pay gap, we added together all the hourly pay rates that staff from each group received. We divided the total by the number of staff from these groups in our workforce. The difference between these figures is the mean ethnicity pay gap.

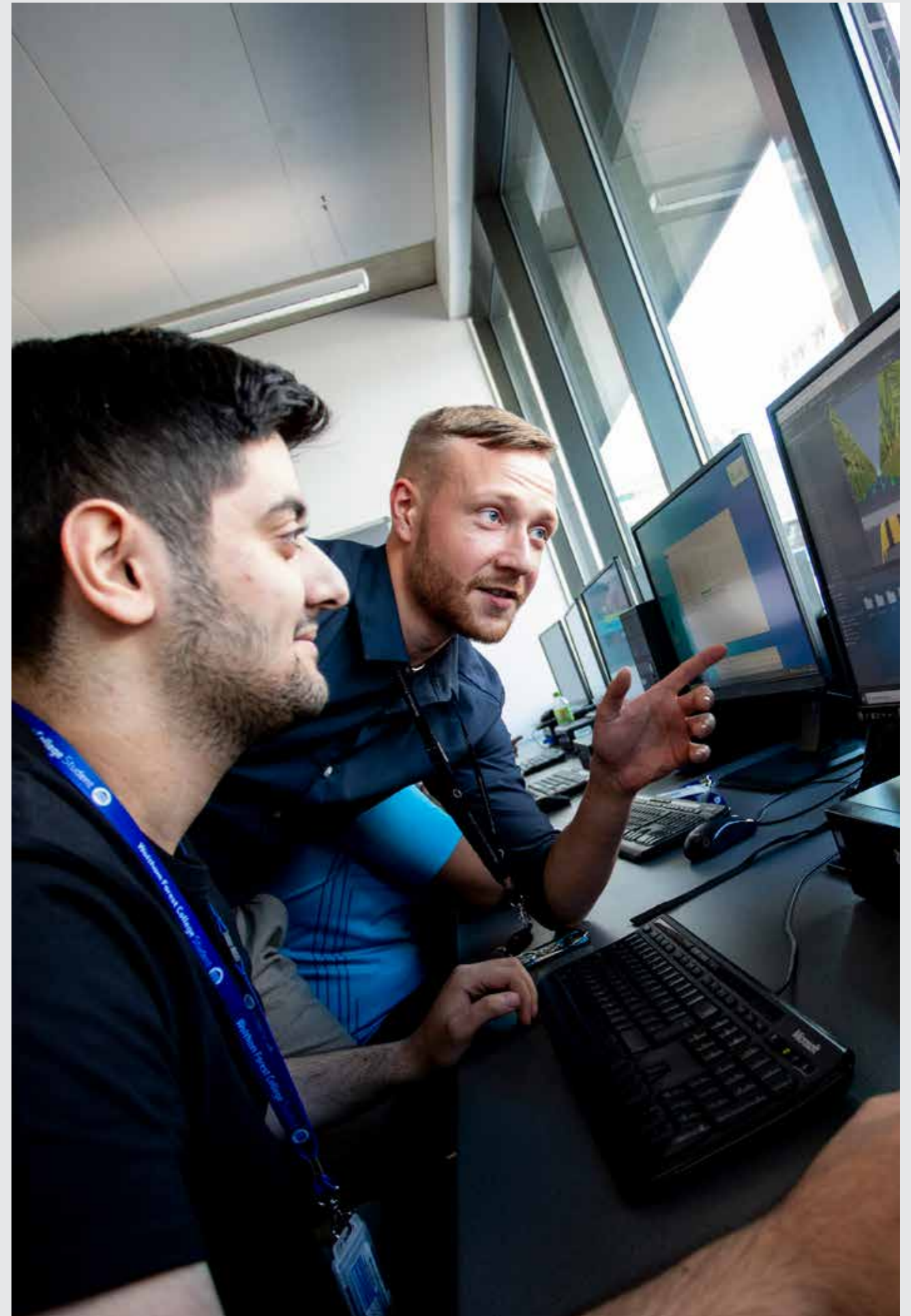
Declaration	Yes	Prefer not to say
None	18.12%	17.12%



# Addressing our Pay Differences

Waltham Forest College is committed to doing everything we can to tackle inequality and reduce our pay gaps. We will continue to:

- Continue to promote a culture of equality, diversity and inclusion throughout the college
- Encourage declarations from employees for both disability and ethnicity in order to enable the college to gain a complete understanding of any gaps.
- Promote and garner engagement from employees in our Equality Diversity and Inclusion Committee to help inform cultural changes and working conditions for all.
- Invest in the future pipeline of talent to support the development of future managers and leaders.
- Achieve greater inclusion through continually reviewing our talent attraction approach to ensure fairness and inclusivity. Continue to advertise job roles with transparent pay ranges and continue to review our flexible working arrangements.
- We are already a London Living Wage Employer and an accredited 'Good Work Employer'. We will continue to review our pay scales and benchmark the external market.
- We will continue to train our staff and managers in Equality Diversity, Inclusion and Unconscious Bias to ensure that staff avoid unconscious bias in decision making.
- We will continue to champion and promote transparent and inclusive practices with the aim of encouraging other employers to do the same.



# Contact us

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# Follow us

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