

## **BCoT – Advancing anti-racism – 2024 data report – version 2 updated report**

As part of its commitment to become an anti-racist BCoT publishes its ethnicity data each year. 2024 is the fourth year of publication.

The college publishes:

- Staff and Student participation and diversity data
- Student achievement data
- Staff ethnicity pay gaps

This data becomes available at various points throughout the year, so the college publishes more than one version of the report each year. Staff related data is published in version 1, student related data is added in a later update. The most recent data for each year is highlighted in green.

The table at Appendix A shows the various terms and groupings used by the college for reporting purposes. In this report:

- Ethnically diverse is an inclusive term referring collectively to people with diverse backgrounds irrespective of the colour of their skin
- Global majority people of colour is an inclusive term for people who are members of the global population who are not white

The college will shortly be changing its reporting of the hourly rate of pay of its sessional staff to more accurately compare with that of permanent staff. When this happens there will be an impact on the mean, median and quartile reporting.

2023 data was skewed by the award of a bonus payment to all staff in January that year. This affects year-on-year comparisons with 2023 as it is the January payroll data which is used in these reports.

### **Headline comments from the data report**

#### Staff profile

The college's staff profile has become slightly less diverse over the 12-months to January 2024.

The median pay gap measure is more informative and reliable than the mean. It remains too high and in fact has increased since last year. Whilst the pay gap is positive for black staff, for Asian and other people of colour it is significantly negative, and Asian staff are over-represented in the lowest pay quartile of the college.

#### Students profile

White British students continue to underperform when compared to all other students, in fact the attainment gap has widened slightly in 2022/23. The college does analyse achievement by different ethnicity groupings but, due to small numbers in some groupings, the percentage results do not always present a meaningful analysis.

#### Student achievements

In recent years the achievement rates of people of colour have been higher than those of white British students. In 2024 this was reversed; the achievement rate was lower. This is due to a large cohort of refugee students who were studying ESOL qualifications and then relocated part way through their course and so were unable to complete and achieve their qualifications.

## Part 1 – Staff data

### BCoT staff profile compared to the Borough population profile

	Broad grouping	Basingstoke & Deane population % (2021 census)	BCoT staff profile (January 2024)
Global majority people of colour	Asian	<b>6.7%</b>	<b>7.8%</b>
	Black	<b>3.2%</b>	<b>3.0%</b>
	Other ethnicities	<b>1.7%</b>	<b>1.9%</b>
White	White other	<b>6.5%</b>	<b>6.2%</b>
	White British	<b>81.9%</b>	<b>81.1%</b>

### BCoT's staff profile – four-year trend

	BCoT staff Jan 2024	BCoT staff Jan 2023	BCoT staff Jan 2022	BCoT staff Jan 2021	Borough population 2021 census
<i>Number in cohort</i>	370	382	368	350	
White British	81.1%	80.7%	83.7%	83.0%	81.9%
White other	6.2%	6.3%	5.4%	7.4%	6.5%
Global majority people of colour	12.7%	12.9%	10.9%	9.7%	11.6%

#### Key points:

- The college has become slightly less diverse over the 12-month period to January 2024
- The headcount number of staff is lower than the previous year due to a higher number of unfilled vacancies, not a reduction in the size of the staff establishment.

### Ethnicity pay gap

This calculation compares the average wage rate of white British staff with that of other ethnicity groupings

	Mean pay gap*				Median pay gap*			
	2023/24	2022/23	2021/22	2020/21	2023/24	2022/23	2021/22	2020/21
Global majority people of colour	<b>-3.4%</b>	<b>-7.4%</b>	<b>-6.6%</b>	<b>+10.3%</b>	<b>-25.7%</b>	<b>-21.4%</b>	<b>-22.9%</b>	<b>+15.8%</b>
Ethnically diverse staff	<b>-4.2%</b>	<b>-5.0%</b>	<b>-6.6%</b>	<b>+2.7%</b>	<b>-16.7%</b>	<b>-8.6%</b>	<b>-19.6%</b>	<b>-5.3%</b>

\*the pay gap is either higher (positive number) or lower (negative number) than the white British average

### Key points

- Mean pay gaps have reduced. This is a positive change indicating the rates of pay of ethnically diverse staff have increased at a higher rate than those of white British staff. This is welcome as it shows the college is moving towards eliminating any negative bias in the ethnicity of its workforce.
- However median pay gaps have increased. Surprisingly both median figures (white British and ethnically diverse) are lower in 2024 than they were in 2023, indicating that the college staff profile has changed over the 12-months with more staff employed on below average salaries. In part this is attributable to increasing staff numbers in the cleaning team. More of these roles have are held by ethnically diverse staff, resulting in an increase in the median pay gap.
- As the quartile data below shows, the proportion of ethnically diverse staff in the lowest quartile of paid roles is disproportionately high.
- The college's recent pay awards have been structured to provide a higher percentage increase to the lowest paid staff. The expectation was that this would have reduced the median ethnicity pay gap. However, the comparison of 2024 to 2023 is impacted by the impact of a one-off flat-sum bonus payment paid to all staff in January 2023 which masks the positive impact of this differentiated approach to pay.
- A similar approach has been adopted to the pay award for 2024/25 so the median pay gap should reduce when next measured in January 2025. The college is committed to supporting its lowest paid staff and reducing the pay gap between the highest and lowest paid members of staff.

The following table shows the impact on this data of the Principal's post being held by a person of colour. It recalculates the figures after excluding this post from the data. The mean average has a high degree of sensitivity, the median doesn't. The impact on the mean would be greater still if the post-holder were white British rather than black. This indicates the mean measure is of limited use when assessing pay gaps as they can shift significantly with a change in the ethnicity of a single post-holder. The median is a better indicator.

	Mean pay gap*				Median pay gap*			
	2023/24	2022/23	2021/22	2020/21	2023/24	2022/23	2021/22	2020/21
Global majority people of colour (excl. Principal)**	-10.4%	-13.7%	-15.5%	+0.4%	-25.7%	-23.3%	-24.1%	+9.1%
Ethnically diverse staff (excl. Principal)**	-8.9%	-9.2%	-12.5%	-3.3%	-18.8%	-9.1%	-21.6%	-7.7%

\*\*figures excluding Principal illustrate the sensitivity of this post on the pay gap calculation

### Ethnically diverse and white British staff proportions in each pay quartile

The following table looks at the ethnicity proportions of staff in each pay quartile. Quartile 1 is the lowest paid quartile

	Ethnically diverse staff				White British staff			
	2023/24	2022/23	2021/22	2020/21	2023/24	2022/23	2021/22	2020/21
Quartile 1	32.3%	29.5%	29.7%	21.6%	67.7%	70.5%	70.3%	78.4%
Quartile 2	13.0%	15.8%	12.0%	9.1%	87.0%	84.2%	88.0%	90.9%
Quartile 3	10.8%	14.7%	8.8%	10.2%	89.2%	85.3%	91.2%	89.8%
Quartile 4	19.6%	17.0%	15.1%	18.2%	80.4%	83.0%	84.9%	81.8%

#### Key points

- Quartile 1 (the lowest paid quartile) is over represented by ethnically diverse staff – in particular cleaning staff and nursery staff.
- Quartiles 2 and 3 are under-represented ethnically.
- Quartile 4 is in line with the staff average

### Pay gaps by broad ethnicity groupings

	Mean hourly pay (Jan 2024)	Mean pay gap %	Median pay (Jan 2024)	Median pay gap
Asian	£13.87	-22%	£11.27	-26.9%
Black	£27.49	54%	£23.49	+52.4%
Other people of colour	£14.86	-17%	£13.35	-13.4%
White other	£16.76	-6%	£14.67	+1.2%
White British	£17.81	0%	£15.41	0%

The Principal's salary does distort the above the table, when excluded the data is:

	Mean hourly pay (Jan 2024)	Pay gap %	Median pay (Jan 2024)	Median pay gap
Asian	£13.87	-22%	£11.27	-26.9%
Black	£22.78	28%	£23.21	+50.5%
Other people of colour	£14.86	-17%	£13.35	-13.4%
White other	£16.76	-6%	£14.67	+1.2%
White British	£17.81	0%	£15.41	0%

Within the heading of ethnically diverse there are some significant disparities. The average pay of black staff, using both mean and median and even with the Principal excluded, is higher than any other group. The white other pay gap on the median measure is also positive.

However, the median pay of Asian staff is significantly below that of any group, indicating that it is staff of Asian ethnicity who are disproportionately in the lowest paid roles in the college.

## Part 2 – student data

### Student ethnicity profile

	Borough population 2021 census	BCoT students 2023/24	BCoT students 2022/23	BCoT students 2021/22	BCoT students 2020/21
Number in cohort		4,318	4,675	4,655	5,752
White British	81.9%	75.0%	76.7%	81.8%	76.1%
White other	6.5%	10.8%	10.1%	7.4%	8.8%
Global majority people of colour	11.6%	14.2%	13.2%	10.8%	15.1%

Breaking the student numbers down in more detail:

#### By student type:

Proportion of BCoT students who are ethnically diverse:

	2019/20	2020/21	2021/22	2022/23	2023/24
Full-time	15%	14%	15%	19%	22%
Apprenticeships	10%	9%	8%	9%	11%
Part-time	32%	33%	23%	29%	31%
Higher Education	13%	12%	11%	17%	15%

	2019/20	2020/21	2021/22	2022/23	2023/24
Entry and level 1*	38%	40%	40%	45%	54%
Level 2	29%	29%	16%	23%	23%
Level 3	13%	13%	15%	17%	20%
Higher Education	13%	12%	11%	17%	15%

### Qualification achievement data

	2019/20	2020/21	2021/22	2022/23	2023/24
White British	85.4%	87.5%	80.5%	83.2%	85.3%
White Other	90.6%	92.4%	85.4%	91.4%	89.3%
Global majority people of colour	88.2%	90.7%	83.2%	87.5%	83.2%
<b>Gaps between: White Other and White British</b>	<b>5.2%</b>	<b>4.9%</b>	<b>4.9%</b>	<b>8.2%</b>	<b>4.0%</b>
<b>People of colour and White British</b>	<b>2.8%</b>	<b>3.2%</b>	<b>2.7%</b>	<b>4.3%</b>	<b>-2.1%</b>

	2019/20	2020/21	2021/22	2022/23	2023/24
Highest performing ethnic group	Arab and Gypsy/Traveller Both 100%	Arab and Chinese (both 100%)	Indian (98.1%)	Chinese (100%)	Chinese and White & Black African (both 100%)
Lowest performing ethnic group	White & Black Caribbean (81.3%)	Pakistani (84.9%)	Pakistani (62.5%)	Gypsy/ Traveller (62.5%)	Other Black/ African/ Caribbean background (62.9%)

*NB: achievement is the number of students that achieve a qualification as a proportion of the number starting the course.*

Notes on methodology used in this report

1. Student numbers are 'starts' for funding purposes
2. Ethnicity pay gap is determined from January payrolls in each year
3. Not known/prefer not to say are either excluded or apportioned in the same ratio as known data

**Appendix A: Ethnicity reporting groups used in this report**

<b>Ethnicity identified</b>	<b>Reporting group level 3</b>	<b>Reporting group level 2</b>	<b>Reporting group level 1</b>
Black or Black British – African Black or Black British Caribbean Any other Black / African / Caribbean background Mixed / Multiple ethnic group - Black African and white or other ethnic group Mixed / Multiple ethnic group - Black Caribbean and white or other ethnic group	Black	Global majority people of colour	Ethnically diverse
Asian or Asian British Asian / Asian British - Indian Asian / Asian British - Pakistani Asian / Asian British - Bangladeshi Asian / Asian British - Chinese Asian / Asian British - Any other Asian background Mixed / Multiple ethnic group – Asian and white or other ethnic group	Asian		
Any other ethnic group Any other Mixed / Multiple ethnic group Arab	Other people of colour		
White - Irish White - gypsy or Irish traveller White - Any other White background	White other	White other	
White - British White - English / Welsh / Scottish / Northern Irish / British	White British	White British	White British

Appendix B: The Basingstoke and Deane Borough population profile

**Top level data**

Basingstoke & Deane Borough population – all ages – comparing the 2011 and 2021 censuses

	<b>Population number change</b>	<b>Population percentage change</b>	<b>Percentage point change</b>	<b>2021 census</b>	<b>2011 census</b>
Number	+17,355	+10.3%		185,154	167,799
White British	+3,494	+2.4%	-6.3%	81.9%	88.2%
White other	+4,458	+57.1%	+1.8%	6.5%	4.7%
Global majority people of colour	+9,403	+78.9%	+4.5%	11.6%	7.1%