

WHC Group Ethnicity Pay Gap 2025

The purpose of Ethnicity Pay reporting is to show the difference between the average earnings of white employees and employees from ethnic minorities. The data below represents the latest Ethnicity Pay Gap data as at the end of March 2025 and will be updated annually.

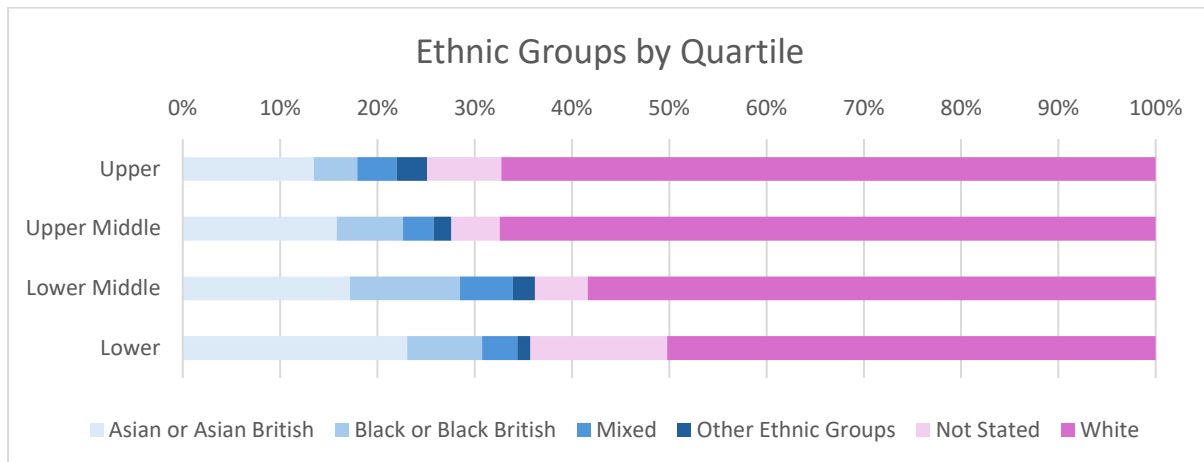
Table 1: Overall College Pay Gap:

	2025	2024	2023	2022
Mean Ethnicity Pay Gap	9%	7%	3%	6%
Median Ethnicity Pay Gap	10%	7%	6%	-7%

Table 2: Split of Pay Gap by Quartile:

Quartile	Hourly Pay Range	Number of Employees	% of Employees
Lower hourly pay quarter		221	24.94%
Asian or Asian British	£11.14-£15.26	51	5.76%
Black or Black British		17	1.92%
Mixed		8	0.90%
Not Stated		31	3.50%
Other Ethnic Groups		3	0.34%
White		111	12.53%
Lower middle hourly pay quarter		221	24.94%
Asian or Asian British	£15.40-£19.41	38	4.29%
Black or Black British		25	2.82%
Mixed		12	1.35%
Not Stated		12	1.35%
Other Ethnic Groups		5	0.56%
White		129	14.56%
Upper middle hourly pay quarter		221	24.94%
Asian or Asian British	£19.49-£25.84	35	3.95%
Black or Black British		15	1.69%
Mixed		7	0.79%
Not Stated		11	1.24%
Other Ethnic Groups		4	0.45%
White		149	16.82%
Upper hourly pay quarter		223	25.17%
Asian or Asian British	£25.87-£107.26	30	3.39%
Black or Black British		10	1.13%
Mixed		9	1.02%
Not Stated		17	1.92%
Other Ethnic Groups		7	0.79%
White		150	16.93%
Grand Total		886	100%

Table 3: Ethnic Groups by Quartile



Overall Commentary

The figures presented are an accurate reflection of the greater number of white employees employed at the College overall.

Where there is a positive percentage, this means that the average pay of a white employee is higher than for an employee belonging to an ethnic minority. The higher the percentage, the greater the ethnicity pay gap.

The College's Ethnicity Pay Gap is 9% which means that for every £1 a white employee earns, employees from ethnic minority groups earn 91p.

Ethnicity Pay Gap Actions

As part of addressing the ethnicity pay gap the College will continue to implement the working practices listed below:

- Blind recruitment process
- Recruitment panels which are diverse and have at least one neutral member
- Structured interviews for recruitment and selection
- All vacancies advertised internally
- Substantial training and development funds will be available to all employees
- Continually improve the reporting of recruitment and selection and internal progression
- Develop succession planning programme with a focus on the development of under-represented groups
- Continue to develop the management training and development programme