

## WHC Group Ethnicity Pay Gap 2024

The purpose of Ethnicity Pay reporting is to show the difference between the average earnings of white and employees from ethnic minorities. The data below represents the latest Ethnicity Pay Gap data as at the end of March 2024 and will be updated annually.

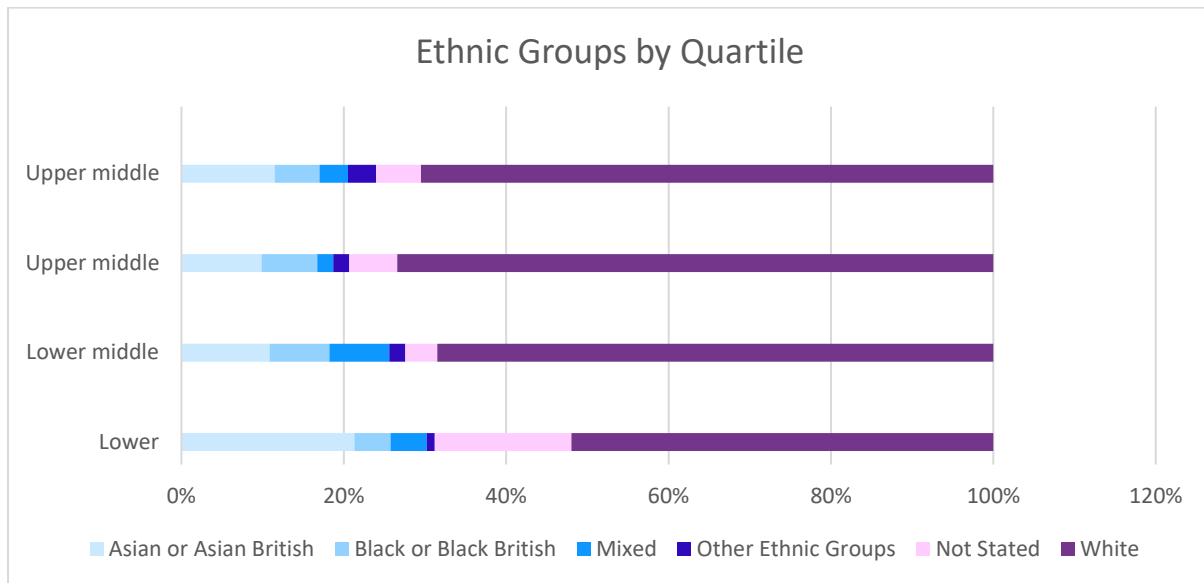
**Table 1: Overall College Pay Gap:**

	2024	2023	2022
<b>Mean Ethnicity Pay Gap</b>	7%	3%	6%
<b>Median Ethnicity Pay Gap</b>	7%	6%	-7%

**Table 2: Split of Pay Gap by Quartile:**

Quartile	Hourly Pay Range	Number of Employees	% of Employees
<b>Lower hourly pay quarter</b>		<b>202</b>	<b>25.00%</b>
Asian or Asian British	<b>£11.74 - £14.27</b>	43	5.32%
Black or Black British		9	1.11%
Mixed		9	1.11%
Not Stated		34	4.21%
Other Ethnic Groups		2	0.25%
White		105	13.00%
<b>Lower middle hourly pay quarter</b>		<b>203</b>	<b>25.12%</b>
Asian or Asian British	<b>£14.32 - £18.63</b>	22	2.72%
Black or Black British		15	1.86%
Mixed		15	1.86%
Not Stated		8	0.99%
Other Ethnic Groups		4	0.50%
White		139	17.20%
<b>Upper middle hourly pay quarter</b>		<b>203</b>	<b>25.12%</b>
Asian or Asian British	<b>£18.64 - £24.86</b>	20	2.48%
Black or Black British		14	1.73%
Mixed		4	0.50%
Not Stated		12	1.49%
Other Ethnic Groups		4	0.50%
White		149	18.44%
<b>Upper hourly pay quarter</b>		<b>200</b>	<b>24.75%</b>
Asian or Asian British	<b>£25.28 - £101.19</b>	23	2.85%
Black or Black British		11	1.36%
Mixed		7	0.87%
Not Stated		11	1.36%
Other Ethnic Groups		7	0.87%
White		141	17.45%
<b>Grand Total</b>		<b>808</b>	<b>100%</b>

**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 7% which means that for every £1 a white employee earns, employees from ethnic minority groups earn 93p.

### **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