

BCoT – Advancing anti-racism – 2022 data report

As part of its commitment to become an anti-racism college, and as recommended for signatories to the Race at Work Charter, BCoT is publishing its ethnicity data.

The first college data published was in 2021. This report is the second year of publication. Following release of the 2021 census data showing population ethnicity by Borough this is an updated version of the 2022 report.

The college is publishing:

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

Commentary on the data report

Two key business changes have contributed to some significant movements in the data between 20/21 and 21/22. One was the college’s withdrawal from a large subcontract arrangement for the delivery of level 2 provision in health and social care in the London area. The second was the decision to bring ‘in-house’ the college’s cleaning contract which had previously been contracted out and so excluded from staff data.

A note on terminology used in this paper:

- Black and minoritised is an inclusive definition of people from ethnically diverse backgrounds who do not identify as white British
- Black is an inclusive term for the global majority population that are not white

Borough wide data

Basingstoke & Deane Borough population – all ages

	Population number change	Population Percentage change	Percentage point change	2021 census	2011 census
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%
Black	+9,403	+78.9%	+4.5%	11.6%	7.1%

College participation data

	Basingstoke & Deane (all ages) 2021 census	BCoT students 2021/22	BCoT students 2020/21	BCoT staff Jan 2022	BCoT staff Jan 2021
Number in cohort		4,655	5,752	368	350
White British	81.9%	81.8%	76.1%	83.7%	83.0%
White other	6.5%	7.4%	8.8%	5.4%	7.4%
Black	11.6%	10.8%	15.1%	10.9%	9.7%

Breaking the student numbers down in more detail:

By student type:

Proportion of BCoT students from Black and minoritised groups:

	2017/18	2018/19	2019/20	2020/21	2021/22
Full-time	12%	14%	15%	14%	15%
Apprenticeships	10%	11%	10%	9%	8%
Part-time	41%	25%	32%	33%	23%
Higher Education	16%	16%	13%	12%	11%

	2017/18	2018/19	2019/20	2020/21	2021/22
Entry and level 1	39%	28%	27%	32%	27%
Level 2	27%	18%	29%	29%	16%
Level 3	12%	15%	13%	13%	15%
Higher Education	15%	16%	13%	12%	11%

Qualification achievement data

	2018/19	2019/20	2020/21	2021/22
Ethnicity: White British	85.3%	85.4%	87.5%	80.2%
Ethnicity: White Other	90.2%	90.6%	92.7%	86.2%
Ethnicity: Black	85.9%	88.2%	90.6%	82.8%
Gaps:				
White British and White other	4.9%	5.2%	5.2%	6.0%
White British and Black	0.6%	2.8%	3.1%	2.6%
Highest performing ethnic group	Arab and Gypsy/Traveller Both 100%	Arab and Gypsy/Traveller Both 100%	Arab and Chinese (both 100%)	Indian (98.1%)
Lowest performing ethnic group	White & Black Caribbean (67.5%)	White & Black Caribbean (81.3%)	Pakistani (84.9%)	Pakistani (62.5%)

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

Staff ethnicity pay gap

Pay gap (a positive figure indicates the black/BAME average is higher than the white British average)	Mean difference 2021/22	Mean difference 2020/21	Median difference 2021/22	Median difference 2020/21
Black staff	-6.6%	+10.3%	-22.9%	+15.8%
Black staff (excl. Principal)*	-15.5%	+0.4%	-24.1%	+9.1%
Black and minoritised staff (Black and White other)	-6.6%	+2.7%	-19.6%	-5.3%
Black and minoritised staff (excl. Principal)*	-12.5%	-3.3%	-21.6%	-7.7%

*figures excluding Principal are provided to illustrate the impact on the pay gap calculation of this post

BAME and white proportions in each pay quartile

	Black and minoritised 2021/22	Black and minoritised 2020/21	White 2021/22	White 2020/21
Quartile 1	29.7%	21.6%	70.3%	78.4%
Quartile 2	12.0%	9.1%	88.0%	90.9%
Quartile 3	8.8%	10.2%	91.2%	89.8%
Quartile 4	15.1%	18.2%	84.9%	81.8%

Notes on methodology

1. Student numbers are 'starts' for funding purposes
2. Ethnicity pay gap calculated from January 2021 and January 2022 payrolls
3. Not known/prefer not to say are either excluded or apportioned in the same ratio as known data

The group of employees that joined the college after bringing the cleaning contract in-house have a much higher level of diversity compared to the workforce they joined. The proportion of cleaning staff from black and minoritised groups was close to 50% (compared to the college profile at the time of transfer of 17%) and these are all roles at the lower end of the pay scale.

This change has caused the college's ethnicity pay gaps to move from positive to negative, even though the same people doing are doing the same job with improved terms and conditions. By including this cohort of workers as employees, instead of excluding them as contractors, the college data looks very different.

This suggests a deficiency in the pay gap statistic, in that it only includes those people on the payroll of an organisation, not all the people working for that organisation. It illustrates that in the lower quartile of salaries the proportion of the workforce that are black and minoritised is much higher than the working population profile.