

BCoT – Advancing anti-racism – 2023 data report – Update with achievement data added

As part of its commitment to become an anti-racist BCoT is publishing its ethnicity data each year.

2023 is the third year of publication.

The college is publishing:

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

Because this data becomes available at different times throughout the year the college publishes more than one version each year. Staff related data is published in version 1, student related data is added in an update (this version). The most recent data for each year is highlighted in green.

Commentary on the data report

The 2023 staff data shows that the college has become more diverse and that some reductions in the ethnicity pay gaps have been achieved. The proportion of black staff working at the college is higher than in Basingstoke & Deane’s general population. Since 2021 the proportion of black staff employed has increased from 9.7% to 12.9%. Some of this increase followed the college’s cleaning contract changing from external contractor to in-house in 2022.

Ethnicity pay gaps were positive prior to bringing the cleaning contract in-house. Although staff working for the college on this contract received better pay and condition following the transfer, the transfer did adversely impact the pay gap figures for the college because these workers were identified as college staff for the first time. The ethnicity pay gap has reduced in 2023.

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 low numbers in some of the groupings, the percentage results do not always present a meaningful analysis.

A note on terminology used in this paper:

- Diverse heritage is an inclusive term for people with diverse backgrounds and includes both black and white people
- Black is an inclusive term for people of visible global heritage

Borough data

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

	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

	Borough 2021 census	BCoT students 2022/23	BCoT students 2021/22	BCoT students 2020/21	BCoT staff Jan 2023	BCoT staff Jan 2022	BCoT staff Jan 2021
Number in cohort		4,675	4,655	5,752	382	368	350
White British	81.9%	76.7%	81.8%	76.1%	80.7%	83.7%	83.0%
White other	6.5%	10.1%	7.4%	8.8%	6.3%	5.4%	7.4%
Black	11.6%	13.2%	10.8%	15.1%	12.9%	10.9%	9.7%

Breaking the student numbers down in more detail:

By student type:

Proportion of BCoT students with diverse heritage:

	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Full-time	12%	14%	15%	14%	15%	19%
Apprenticeships	10%	11%	10%	9%	8%	9%
Part-time	41%	25%	32%	33%	23%	29%
Higher Education	16%	16%	13%	12%	11%	17%

	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Entry and level 1	39%	28%	27%	32%	27%	28%
Level 2	27%	18%	29%	29%	16%	23%
Level 3	12%	15%	13%	13%	15%	17%
Higher Education	15%	16%	13%	12%	11%	17%

Qualification achievement data

	2018/19	2019/20	2020/21	2021/22	2022/23
Ethnicity: White British	85.3%	85.4%	87.5%	80.2%	83.2%
Ethnicity: White Other	90.2%	90.6%	92.7%	86.2%	93.2%
Ethnicity: Black	85.9%	88.2%	90.6%	82.8%	86.4%
Gaps:					
White British and White other	4.9%	5.2%	5.2%	6.0%	10%
White British and Black	0.6%	2.8%	3.1%	2.6%	3.2%
Highest performing ethnic group	Arab and Gypsy/Traveller Both 100%	Arab and Gypsy/Traveller Both 100%	Arab and Chinese (both 100%)	Indian (98.1%)	Chinese (100%)
Lowest performing ethnic group	White & Black Caribbean (67.5%)	White & Black Caribbean (81.3%)	Pakistani (84.9%)	Pakistani (62.5%)	Gypsy/Traveller (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/B&M average is higher than the white British average)	Mean difference 2022/23	Mean difference 2021/22	Mean difference 2020/21	Median difference 2022/23	Median difference 2021/22	Median difference 2020/21
Black staff	-7.4%	-6.6%	+10.3%	-21.4%	-22.9%	+15.8%
Black staff (excl. Principal)*	-13.7%	-15.5%	+0.4%	-23.3%	-24.1%	+9.1%
Diverse heritage staff	-5.0%	-6.6%	+2.7%	-8.6%	-19.6%	-5.3%
Diverse heritage staff (excl. Principal)*	-9.2%	-12.5%	-3.3%	-9.1%	-21.6%	-7.7%

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

Diverse heritage and white British proportions in each pay quartile

	Diverse heritage 2022/23	Diverse heritage 2021/22	Diverse heritage 2020/21	White British 2022/23	White British 2021/22	White British 2020/21
Quartile 1	29.5%	29.7%	21.6%	70.5%	70.3%	78.4%
Quartile 2	15.8%	12.0%	9.1%	84.2%	88.0%	90.9%
Quartile 3	14.7%	8.8%	10.2%	85.3%	91.2%	89.8%
Quartile 4	17.0%	15.1%	18.2%	83.0%	84.9%	81.8%

Notes on methodology

1. Student numbers are 'starts' for funding purposes
2. Ethnicity pay gap calculated 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

The group of employees that joined the college in 2022 when the cleaning contract was brought in-house were significantly more diverse than the workforce they joined. The proportion of cleaning staff with diverse heritage 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.

The college is working to address ethnicity pay gaps but recognises this will take time. 2023 data indicates that change is in the right direction.