

# Gender and Ethnicity Pay Gaps Report 2023 South Bank Colleges

## Foreword

South Bank Colleges comprises Lambeth College and London South Bank Technical College and exist to meet the needs of those that live, work and learn in south London. South Bank Colleges is a diverse organisation with equality, diversity and inclusion (EDI) as a central thread. Monitoring pay gaps improves our understanding of inequality and discrimination and enables us to tackle inequalities in both our organisation and society. Monitoring our pay gaps and voluntarily publishing our ethnicity pay gap reflects the wider LSBU Group's fundamental and shared commitment to EDI.

This report details a number of actions that we have taken over the past year. Our gender pay gaps and mean ethnicity pay gaps increased slightly this year, although we were pleased that our median ethnicity pay gap reduced. We also increased the proportion of women paid in the upper quartile. There is much more to do, including the actions highlighted in the report, and we will continue to work in partnership with our staff and students to tackle pay inequity and wider structural discrimination.

**Fiona Morey, Executive Principal SBC**

## Terms Explained

This report should be read alongside the 2023 equality pay gap reports for London South Bank University (LSBU). This report presents the gender and ethnicity pay gap reports for South Bank Colleges (SBC), also using a snapshot of data from 31 March 2022.

The mean and the median are measures of central tendency within data sets, used as an industry standard to analyse pay gaps. The gender pay gap is the percentage difference between the average pay of men and women across the whole workforce, and the ethnicity pay gap compares the pay of white and racially minoritised groups colleagues using the same methodology.

The gender pay legislation uses a binary definition of gender (male and female) and our calculation of the ethnicity pay gap has used the aggregated grouping of racially minoritised groups. We recognise the limitations of these approaches. Nevertheless, pay gaps remain a valuable tool for assessing levels of equality in the workplace and how effectively talent is being nurtured.

## Gender Pay Gap Summary

Between 31 March 2021 and 31 March 2022 the mean and median gender pay gaps increased from 2.7% to 3.81% (mean) and 3.8% to 7.57% (median). This reflects the same trend seen at LSBU.

Year	Mean pay gap	Median pay gap
2022	3.81%	7.57%
2021	2.70%	3.80%

Further analysis of the pay quartiles at SBC shows that the proportion of women paid below the median has remained largely unchanged, and that there had been an increase of women paid in the upper quartile. Nevertheless, women remain disproportionately represented in the lower two pay quartiles.

The increase in the gender pay gap has come from an increase of over 10% in the proportion of women in the upper middle quartile.

Quartile	Male 2022	Female 2022	Male 2021	Female 2021
Upper	39.32%	60.67%	43.80%	56.20%
Upper Middle	42.22%	57.77%	31.80%	68.20%
Lower Middle	37.77%	62.22%	36.40%	63.60%
Lower	30.00%	70.00%	30.40%	69.60%

## Ethnicity Pay Gap Summary

Between 31 March 2021 and 31 March 2022 the mean ethnicity pay gap increased from 12.00% to 14.15%. However, there was a reduction of nearly 3% in the median ethnicity pay gap, from 18.35% to 15.46%. These pay gaps remain above the LSBU equivalent figures.

Year	Mean pay gap	Median pay gap
2022	14.15%	15.46%
2021	12.00%	18.35%

The reduction in the SBC mean pay gap reflects small reductions in the proportion of BAME staff in the lower middle and lower pay quartiles. This is partly as BAME candidates are more likely to apply be interviewed and be appointed to roles at SBC, as in previous years.

The proportion of BAME staff in the upper quartile reduced between 31 March 2021 and 31 March 2022 by nearly 4%. This suggests that more work is needed to support the progression and appointment of BAME staff to the most senior roles.

Quartile	White 2022	RM 2022	White 2021	RM 2021
Upper	48.31%	51.68%	44.44%	55.55%
Upper Middle	45.67%	54.32%	45.67%	54.32%
Lower Middle	32.14%	67.85%	28.57%	71.42%
Lower	26.13%	73.86%	24.40%	75.58%

## Actions from Last Year

Tackling the gender and ethnicity pay gaps is a long-term commitment requiring actions in multiple areas. However, SBC committed to and have completed several actions since the 2022 pay gap reports:

- Human Resources have reached out to a wider talent pool, developing new recruitment packs, holding recruitment fairs and working with new recruitment agencies.
- Adverts are reviewed to ensure that they use gender-neutral language and SBC continues to promote job-shares and flexible working wherever possible.
- HR continue to support recruiting managers with job design and job descriptions. A Recruitment Adviser has been appointed with a remit to improve recruitment processes.
- The SBC salary structure has been reviewed. Grade 3 salaries are above the London Living Wage minimum and at writing the report we have no staff, directly employed at the College, on this grade.
- The Leadership Development programme for Black staff has continued for staff with no previous management experience (Tier 1) and staff already in a management role (Tier 2).
- Family-friendly policies continue to be promoted, including options for emergency care arrangements, addressing an issue that has been highlighted for carers in senior roles.
- There have been reviews of two areas where there have traditionally been a number of staff in entry level roles, with new enhanced roles created.

## Next Steps

Many of the actions from this year will continue during 2022/23 alongside the following additional actions:

- Work with the wider LSBU Group to implement a formal mentoring scheme to support women and under-represented groups to develop and progress in their careers.
- Investigate options to support leadership development alongside the Management and Leadership Development Programme for Black Staff for other under-represented groups.
- Salary benchmarking with the Association of Colleges and develop a formal policy to ensure that the SBC employment offer is competitive, reducing potential for negotiation. This could include additional benefits such as around progression and CPD for support staff.
- Additional work around tight recruitment markets such as construction and engineering, including earlier planning and working with recruitment agencies to encourage a wide range of applicants from different backgrounds.