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**COMBINED
PAY GAP REPORT**

Waltham Forest College 

Foreword

We are delighted to share with you Waltham Forest College’s Combined Pay Gap Report, a significant step in our ongoing commitment to transparency, equality, and the overall well-being of our workforce.

At Waltham Forest College we aspire to cultivate a diverse and inclusive workplace that allows our colleagues to be their authentic self and flourish. In pursuit of this vision, we have analysed our data to gain insights into our current standing, with the ultimate goal of identifying areas for improvement.

This report marks the beginning of a journey towards understanding and enhancement, providing a foundation for open dialogue and collaborative efforts. It is crucial to emphasise that our commitment to equality extends to all aspects of our workforce.

We do not differentiate in pay based on ethnicity, disability, or gender. While our report highlights disparities across these three areas, we are dedicated to delving deeper into the data to comprehend the underlying reasons for these gaps.

Recognising that creating a more equitable workplace requires time and persistent effort, we are confident that through collective awareness and continued action, we can overcome barriers and establish a workplace that champions diversity and equality.



Introduction

Waltham Forest College strives to be a supportive and flexible employer for its diverse and skilled workforce and supports the fair and equitable treatment of all staff irrespective of gender, ethnicity, disability, and position. By analysing and publishing the combined gender pay report encompassing gender, ethnicity and disability, we are demonstrating our commitment to be transparent and drive positive change.

Waltham Forest College recognises the importance of its role as an Anchor Institution and a Good Work Employer and is proud of its achievements in promoting a diverse and inclusive workforce. Around two thirds of our workforce are from ethnic minority backgrounds, reflecting the communities we serve and just under two thirds are female. However, we recognise there is more to do. As part of our ongoing commitment for tackling inequalities, we further analysed our workforce to identify any gaps in particular groups of staff so we could drive actions to further improve.

For most roles, the College operates pay systems according to job roles, based on the Association of Colleges' grading framework. Staff progress through their pay range based on an annual increment until the top of the grade is reached, subject to satisfactory performance.

In addition, the College utilises a Job Evaluation system in which all roles are evaluated, this ensures a transparent process is adopted and the value of each role within the College is based on knowledge, skills, expertise, and qualifications.

This report includes an analysis of our gender, ethnicity and disability pay gap. Whilst there is no legal requirement for employers to report on the ethnicity or disability pay gap, Waltham Forest College as part of its ongoing commitment to tackling inequality, has committed to report on and publish its ethnicity pay gap data.

By publishing this data, we hope to play our part in promoting transparency, supporting important discussions on the challenges faced within the workforce and in turn continue to be an inclusive employer.

The data used in this report is a snapshot from 31 March 2025 and is based on a total number of 409 employees an increase of 67 employees compared to the same period last year. The workforce consisted of 273 women and 136 men.

Total number of employees on 31 March 2025: 409



Gender

The gender pay gap analysis is based on a declaration rate of 100%.

As of 31st March 2025 there is:

- A median gender pay gap of 18.73%, down from 13.82% the previous year
- A mean gender pay gap of 9.33%, down from 6.83% the previous year

This shows an increase on the previous year but still better than the year before.

The mean and median gaps have increased in the last year because there have been some growth in lower paid areas that predominantly attract female employees, particularly ALS roles, which makes a significant impact with a 10:1 ratio of female to male in the Learning Support Practitioner role, which has an occupancy of 60 total employees, 14.66% of employees across the organisation, paid at London Living Wage.

The mean and median gender pay gaps exist across all quartiles, it should be noted that in the lower quartiles the split is 75%/25% Female to Male, but in the higher quartiles it is almost 60%/40%.

Ethnicity

This is the third year we have analysed our ethnicity pay gap.

As of 31 March 2025, we had:

- An overall median ethnicity pay gap of 7.21%, a slight reduction from 2024 of 7.62%
- A mean ethnicity pay gap of 3.34% a decrease on 2024 from 6.08%

An ethnicity pay gap exists for all earning quartiles.

Disability

This is the third year we have analysed our disability pay gap.

As of 31 March 2025 we had:

- A median disability pay gap of 11.2%
- A mean disability pay gap of 3.87%

The mean is stretched as there are a number in management/senior roles that have brought this down. This would indicate that the median is a closer representative figure and would suggest that there is a lack of disabled employees in the mid-range roles

Due to a push in the numbers of staff sharing if they had a disability, the numbers are a far more accurate representation (26 out of 409 have no declaration), that has caused a huge swing in the figures due to a much smaller data pool last year.

The college is undergoing a journey to improve on our "disability confidence" status to reach the next stage of disability (disability leader) which will drive us to further improve this disparity.

Gender Pay Gap

This year our median gap increased to 18.73% a decrease from 13.82%. While it is of course, disappointing to see an increase in our median gap, our data highlights there is potential for improvement.

These fluctuations in our reported gap are because we are a medium sized organisation with a predominately female workforce and therefore small changes in our employee profile has a significant impact. We have had some growth in the number of female workers in London Living Wage roles which has increased both the median and the mean.

Table 1: Five-year trend for gender pay gap

Year	Median Pay Gap	Mean Pay Gap
2025/26	18.73%	9.33%
2024/25	13.82%	6.83%
2023/24	19.34%	15.09%
2022/23	7.26%	8.76%
2021/22	15.8%	4.1%

What is the Gender Pay Gap?

In the UK, public, private and voluntary sector organisations with 250 or more employees are required to report on their gender pay gaps annually. The reports show the difference between the average earnings of men and women, expressed relative to men’s earnings. If an organisation reports a gender pay gap, it does not necessarily mean women are paid less than men for doing the same job, but it does show that, on average, more men occupy higher paying roles than women.

Employers must report six different measures, based on a snapshot of pay data on a date set out by the Government Equalities Office:

Mean Gender Pay Gap:

The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

Median Gender Pay Gap:

The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

Mean Bonus Gap:

The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

Median Bonus Gap:

The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

Bonus Proportions:

The proportions of male and female relevant employees who were paid bonus pay during the relevant period.

Quartile Pay Bands:

The proportions of male and female full-pay relevant employees in the lower, lower middle, upper-middle and upper quartile pay bands.

Headlines about the gender pay gap tend to focus on the median figure, which ignores extremes and is therefore thought to be the most representative measure.

If there is a big difference between the mean and median pay gap, this indicates that the dataset is skewed, either by the presence of very low earners (making the mean lower than the median), or by a group of very high earners (making the mean bigger than the median).

The snapshot date as required by regulation creates a level playing field.

This Year

Our Median hourly rate difference of 18.73% means that for every £1 a man earns at Waltham Forest College, a woman earns 81p.

Median hourly rate difference: 18.73%



Median Hourly rate difference



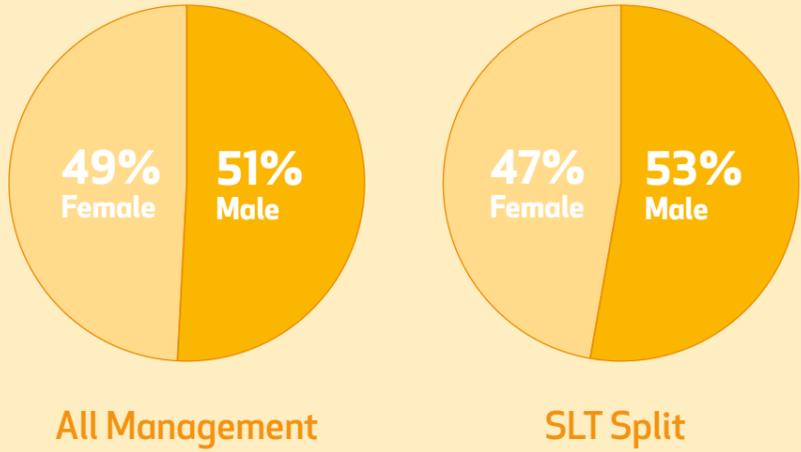
Table 2: The proportion of males and females in each quartile

Gender	Lower Quartile	Lower Mid	Upper Mid	Upper Quartile	Grand Total
Female	74.11%	75.27%	58.88%	58.76%	66.75%
Male	25.89%	24.73%	41.12%	41.24%	33.25%

The pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay. Pay quarters give an indication of women’s representation at different levels of the organisation. Our figures show that we had a higher proportion of men in the highest paid roles in the organisation than women on the snapshot date of March 2025.

Leadership Split

On the surface ‘all management’ looks like an even split, however if we take into account that the split is 67:33 (Female to Male), then we would define a similar ratio at a management level as proportionate. For the Senior Leadership Team this remains true, in fact slightly further from a proportionate figure.



Ethnicity Pay Gap

We have used the following measures, which are the same as organisations in the UK are required to report on gender pay gaps:

Mean Ethnicity Pay Gap:

The difference between the mean hourly rate of pay of white full-pay relevant employees and that of full-pay relevant employees from other ethnic backgrounds.

Median Ethnicity Pay Gap:

The difference between the median hourly rate of pay of white full-pay relevant employees and that of full-pay relevant employees from other ethnic backgrounds.

Quartile Pay Bands:

The proportions of full-pay relevant employees from white and other ethnic backgrounds in the lower, lower-middle, upper-middle and upper quartile pay bands.

The data indicates that we have a close representation of White British vs combined ethnicity which is a really good starting point for improving our ethnicity pay gaps, should the numbers have not been so closely balanced then the data reporting would be subject to either being watered down or volatile where a single employee could skew the data one way or the other. You can also see that this year we have moved closer to Borough in all areas.

Table 2: Pay Quartiles

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
White British	29.46%	24.73%	36.45%	28.87%
Mixed/Multiple Other Minorities	21.43%	19.35%	26.17%	21.65%
Black	20.54%	13.98%	18.69%	15.46%
Asian	18.75%	33.33%	13.08%	25.77%
Other (Prefer not to say)	9.82%	8.60%	5.61%	8.25%

Workforce

We have made significant progress in encouraging staff to share their ethnicity with only a very small proportion of staff opting to 'prefer not to say' (33) not sharing their ethnicity. This is giving us more accurate data than we have had before. As well as a breakdown of ethnicity as a data split, we have also compared to the local area to assess how representative our staff are of our local community.

Ethnicity Split

Our ethnicity split is broadly aligned with the local area, but very different compared to national averages (White British 74.4%). What is equally important, is for us maintain accurate and reflective data. As we have a reportable amount of each main ethnicity group, this stops a single anomaly from warping the data to a point that it isn't reflective of the reality.

Table 1: Variation against local community

	Count of Base Origin	% of Total	Borough Count	Borough Percentage	Variance 24/25	Variance 23/24
Asian	91	22.25%	55,500	20%	2.25%	3%
Black	71	17.36%	41,700	14%	3.36%	7%
Mixed	91	22.25%	82,685	30%	-7.75%	-11%
White British	123	30.07%	98,200	36%	-5.93%	-6%
Prefer not to say	33	8.07%	-	-	-	-

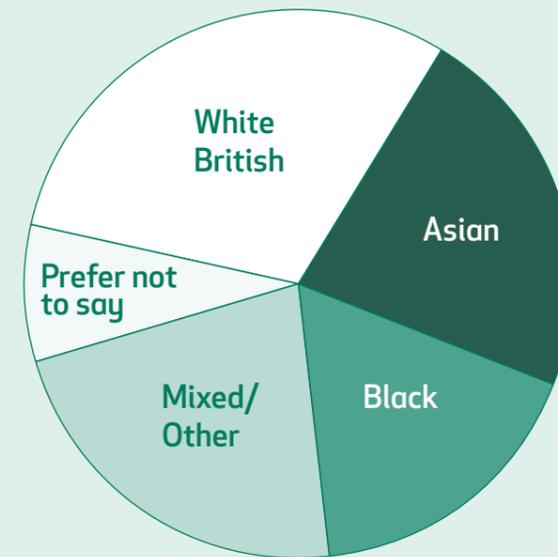


Table 3: Ethnicity Split

	Count	% Split
Asian	91	22.25%
Black	71	17.36%
Mixed/other	91	22.25%
Prefer not to say	33	8.07%
White British	123	30.07%

Median Pay Gap

To calculate our median pay gap, we first ranked all our staff by their hourly pay. We identified what the person in the middle of the pay range for employees from black, Asian, mixed race, or other ethnic groups received. Then we compare it with what the person in the middle of our white population pay range received. The difference between these figures is the median ethnicity pay gap.

Table 4: Median

	Own	All Ethnicities	Mixed/ Multiple Other Minorities	Asian	Black
White British	£19.93	7.21%	-2.16%	16.88%	6.92%
Mixed/Other	£20.37			19.46%	9.28%
Asian	£17.05				-8.52%
Black	£19.93				

The median pay gap shown above means that for every £1 a white British staff member received, an Asian staff member received 86p, a black staff member received 94p, and mixed-race member of staff £1.02p. All Ethnicities grouped received 94p (2p increase from the previous year).

Fluctuations in ethnicity pay gap, by quartile and by year will be driven by changes in the staff who work for Waltham Forest College. We as an employer are confident that we pay people fairly and equally in the same and similar roles, but in an organisation with a relatively small employee group, minor changes in our demographics and the levels and pay grades at which staff work will have a significant impact on our figures.

Mean Pay Gap

To calculate the mean, pay gap, we added together all the hourly pay rates that staff from black, Asian, mixed race, or other ethnic groups received. We divided the total by the number of staff from these groups in our workforce. We then repeated this calculation for white staff. The difference between these figures is the mean ethnicity pay gap.

Table 5: Mean

	All Ethnicities	Mixed/Multiple Other Minorities	Asian	Black
White British	3.34%	1.35%	4.04%	4.64%
Mixed/Other			2.73%	3.34%
Asian				0.63%
Black				

The average pay for a person from the 'all ethnicities' group was 3.34% (down from 6.08%) less per hour than the average pay for a White British person. This mean gap means that for every £1 a White British person received, a person from this group received 97p.

The average pay for a person from the Asian group was 4.04% (down from 9.57%) less per hour than the average pay for a White British person. This mean gap means that for every £1 a White British person received, a person from the Asian group received 96p.

The average pay for a person from the Black group was 4.64% (down from 5.77%) less per hour than the average pay for a White British person. This mean gap means that for every £1 a White British person received, a person from the Black group received 95p.

The average pay for a person from the Mixed/Other was 1.35% (down from 2.90%) less per hour than the average pay for a White British person. This 'mean' gap means that for every £1 a White British person received, a person from the Mixed group received 98p.

Year on year there has been improvement across the board with the average almost halved across all ethnicities.

Causes of Ethnicity Pay Gap

A contributing factor to Waltham Forest College's ethnicity pay gap is that there are comparatively more black, Asian and Mixed ethnic minority employees in roles in low pay bands than white employees. It is important to note that around a third of employees are very long serving and therefore reflective of the demographics of the areas around the college at that time. In addition, we have a significant proportion of employees in part-time roles, and a small percentage of high earners in senior level or niche areas. As a result, this can skew the distribution of earnings in terms of the pay gaps.

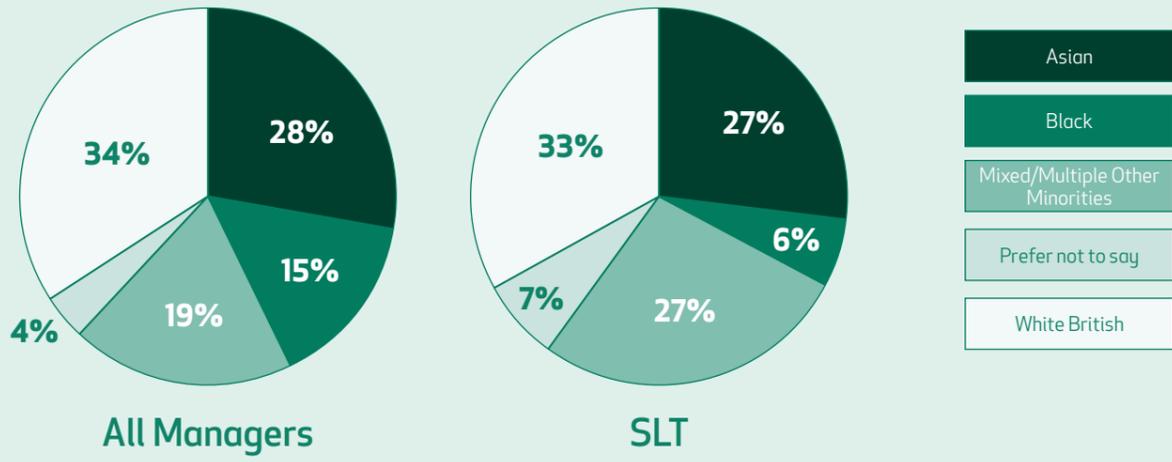
Recruitment and attrition can have a significant impact on our data given our size of organisation and changes in the people who work with us will impact this data.

Department Level

We have reviewed the ethnicity split at a department level to ensure any potential unconscious bias is challenged and ensure that opportunities are open to all staff equally. It doesn't mean there is unconscious bias, but where we observe any imbalances, we review future interview panels and shortlisting panels and add a neutral party to add diversity to the process.

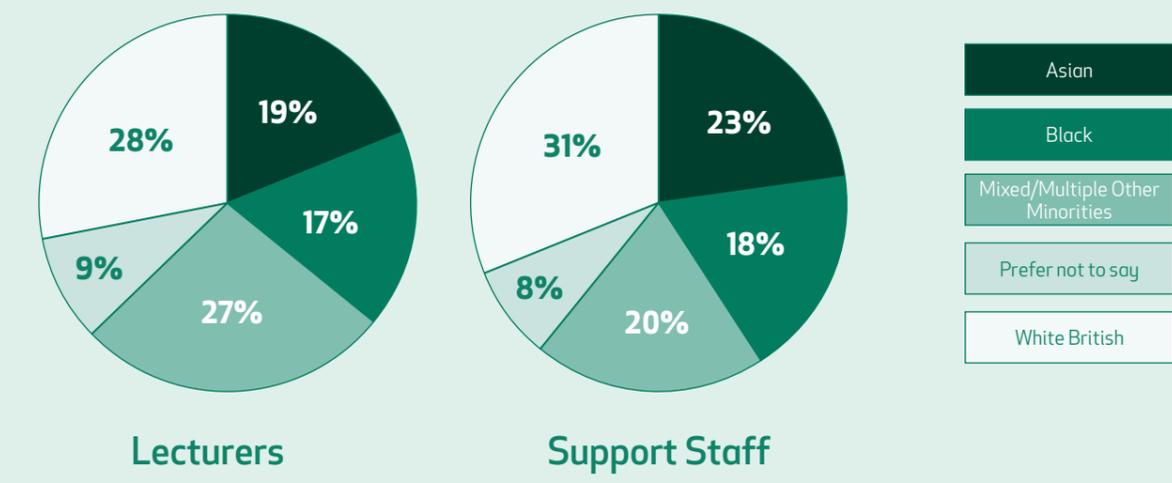
Management Split

Across all management roles there is a diverse representation of our overall workforce. Within our Senior Leadership Team at the time of this snapshot there is a disproportionate number of employees identifying as black. We recognise that there are a small number of positions (15), so the data would shift significantly with just one position changing. As part of our future plans of development we will remain vigilant that the opportunities for learning and development are open to all aspiring managers.



Non-Management Split

Both sides look reasonably well split, although not identical there is diversity represented in both groupings.



Disability Pay Gap

We have used the following measures, which are the same as organisations in the UK are required to report on gender pay gaps:

Mean Disability Pay Gap:

The difference between the mean hourly rate of pay of non-disabled full-pay relevant employees and that of full-pay relevant employees who are disabled.

Median Disability Pay Gap:

The difference between the median hourly rate of pay of non-disabled full-pay relevant employees and that of full-pay relevant employees who are disabled.

Quartile Pay Bands:

The proportions of full-pay relevant employees from non-disabled and disabled in the lower, lower-middle, upper-middle and upper quartile pay bands.

Workforce

Last year only 7.3% of staff shared if they had a disability, now 93.64% have shared if they have a disability.

Pay Quartiles

Overall only 7.3% of staff shared if they had a disability, this is low for the size of the organisation but reasonably close to the national and local demographics. It is therefore difficult for us to gage the true picture. Feedback from focus groups have identified that many staff in this category do not consider themselves disabled and do not declare.

Table 1: Pay Quartiles

	Lower	Lower Middle	Upper Middle	Upper
Disabled	10.71%	6.45%	6.54%	6.19%
Undisclosed	7.14%	8.60%	5.61%	4.12%
Not Disabled	77.68%	79.57%	83.18%	86.60%
Prefer Not to Say	4.46%	5.38%	4.67%	3.09%

Median Pay Gap

To calculate our median pay gap, we first ranked all our staff by their hourly pay. We identified what the person in the middle of the pay range for employees from black, Asian, mixed race, or other ethnic groups received. Then we compare it with what the person in the middle of our white population pay range received. The difference between these figures is the median ethnicity pay gap.

Table 2: Median

	Own	Media % Var
Disabled	£17.05	11.20%
Not Confirmed	£15.37	19.95%
Not Disabled	£19.20	
Prefer Not to Say	£16.56	13.75%

The median pay gap shown above means that for every £1 a non disabled staff member received, a disabled staff member received £1.05p.

Mean Pay Gap

To calculate the mean pay gap, we added together all the hourly pay rates that staff from each group received. We divided the total by the number of staff from these groups in our workforce. The difference between these figures is the mean ethnicity pay gap.

Table 3: Mean

	Own	Mean % Var
Disabled	£19.52	3.87%
Not Confirmed	£19.04	6.20%
Not Disabled	£20.30	
Prefer Not to Say	£18.76	7.60%

The mean pay gap shown above means that for every £1 a non-disabled staff member received, a disabled staff member received 96p.

Addressing our Pay Differences

Waltham Forest College is committed to doing everything we can to tackle inequality and reduce our pay gaps. We will continue to:

- Continue encouraging employees for both disability and ethnicity to share their data in order to maintain the current level of representative data.
- Promote and garner engagement from employees in our Equity Diversity and Inclusion Committee to help inform cultural changes and working conditions for all.
- Invest in the future pipeline of talent to support the development of future managers and leaders.
- As part of our commitment to equity and inclusion, we are developing a Women's Network to actively support and encourage women into leadership roles, fostering a culture where talent can thrive regardless of gender.
- Achieve greater inclusion through continually reviewing our talent attraction approach to ensure fairness and inclusivity. Continue to advertise job roles with transparent pay ranges and continue to review our flexible working arrangements.
- We are already a London Living Wage Employer, an accredited 'Good Work Employer' and this year gained the accreditation of "Sunday Times Best Places To Work". We will continue to review our pay scales and benchmark the external market.
- We will continue to train our staff and managers in Equality Diversity, Inclusion and Unconscious Bias to ensure that staff avoid unconscious bias in decision making.
- We will continue to champion and promote transparent and inclusive practices with the aim of encouraging other employers to do the same.
- We will continue our pursuit to gain the accreditation of Disability Leader.



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