

BCoT – Advancing anti-racism – 2025 data report – version 1

As part of its commitment to become an anti-racist BCoT publishes its ethnicity data each year. 2025 is the fifth year of publication.

The college publishes:

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

This data becomes available at various points throughout the year, so the college publishes more than one version of the report each year. Staff related data is published in version 1, student related data is added in a later update. The most recent data for each year is highlighted in green.

The table at Appendix A shows the various terms and groupings used by the college for reporting purposes. In this report:

- Ethnically diverse is an inclusive term referring collectively to people with diverse backgrounds irrespective of the colour of their skin
- Global majority people of colour is an inclusive term for people who are members of the global population who are not white

The college has not yet changed its reporting of the hourly rate of pay of its sessional staff to more accurately compare with that of permanent staff. When this happens there will be an impact on the mean, median and quartile reporting.

2023 data was skewed by the award of a bonus payment to all staff in January that year.

Headline comments from the data report

Staff profile

The college's staff ethnicity profile closely mirrors the population of Basingstoke and Deane.

Ethnicity pay gaps have reduced overall and there has been some balancing out across the pay quartiles. The large pay gap of Asian staff remains a concern, but it has moved in the right direction.

Students profile

The student population is more diverse than the borough population profile and the college's staff profile. The level of diversity increased again in 2023/24 to the highest level recorded since this data started to be reported.

Student achievements

In recent years the achievement rates of people of colour have been higher than those of white British students. In 2024 this was reversed; the achievement rate was lower. This is due to a large cohort of refugee students who were studying ESOL qualifications and then relocated part way through their course and so were unable to complete and achieve their qualifications.

Part 1 – Staff data (updated this report)

BCoT staff profile compared to the Borough population profile

	Broad grouping	Basingstoke & Deane population % (2021 census)	BCoT staff profile (January 2025)
Global majority people of colour	Asian	6.7%	7.4%
	Black	3.2%	5.0%
	Other ethnicities	1.7%	1.1%
White	White other	6.5%	5.6%
	White British	81.9%	80.9%

BCoT's staff profile – five-year trend

	BCoT staff 2025	BCoT staff 2024	BCoT staff 2023	BCoT staff 2022	BCoT staff 2021		Borough population 2021 census
<i>Number in cohort</i>	377	370	382	368	350		
White British	81%	81%	81%	84%	83%		81.90%
White other	6%	6%	6%	5%	7%		6.50%
Global majority people of colour	13%	13%	13%	11%	10%		11.60%

Key points:

- The current ethnicity profile of our staff mirrors the Borough's population from the 2021 census, but it is a little less diverse than it was three-years ago.
- There proportion of staff from the Global majority people of colour has increased over the five-year period and has been stable for the last three years.

Ethnicity pay gap

This calculation compares the average wage rate of white British staff with that of other ethnicity groupings

	Mean pay gap*					Median pay gap*				
	2025	2024	2023	2022	2021	2025	2024	2023	2022	2021
Global majority people of colour	0%	-3%	-7%	-7%	10%	-7%	-26%	-21%	-23%	16%
All ethnically diverse staff	-3%	-4%	-5%	-7%	3%	-10%	-17%	-9%	-20%	-5%

*the pay gap is the average rate of pay relative to the white British average. A positive number indicate the average is high that the white British figure, a negative number indicates lower.

Key points

- The mean and median measures produce different outcomes. Generally, the median is considered a better indicator than the mean.
- It is pleasing to note that, using either measure, the level of pay gaps have reduced considerably. Nevertheless, they are negative numbers, indicating there is further progress needed to achieve parity.
- The college's approach to pay awards recently have awarded higher percentage awards to lower paid staff. This has favoured ethnically diverse staff who remain over-represented in the lowest pay quartile (see below) and has contributed to the reduction in pay gaps.
- There is further analysis later in this report which looks at broad ethnicity groupings and highlights some significant contrasts between these groups.

The following table looks at the ethnicity proportions of staff in each pay quartile. Quartile 1 is the lowest paid quartile, quartile 4 is the highest paid.

	Ethnically diverse staff					White British staff				
	2025	2024	2023	2022	2021	2025	2024	2023	2022	2021
Quartile 1	28%	32%	30%	30%	22%	72%	68%	71%	70%	78%
Quartile 2	15%	13%	16%	12%	9%	85%	87%	84%	88%	91%
Quartile 3	13%	11%	15%	9%	10%	87%	89%	85%	91%	90%
Quartile 4	21%	20%	17%	15%	18%	79%	80%	83%	85%	82%

Key points

- This table shows movement in the right direction. Ethnically diverse staff remain over-represented in the lower quartile, but to a lesser extent, and they are also over-represented in the upper quartile and increasing.
- Equality of pay will have been achieved when the proportions of staff in each quartile are equal.

The following table shows how the pay gap data is impacted by the Principal's post being held by a member of the global majority. As the highest paid staff member this could have a distorting effect. The mean average has a higher degree of sensitivity than the median, but under both measures the pay gap increases if the Principal's salary is excluded.

2025	Principal included		Principal excluded	
	Mean pay gap	Median pay gap	Mean pay gap	Median pay gap
Global majority people of colour	0.1%	-6.8%	-6.6%	-9.9%
All ethnically diverse staff	-2.7%	-9.9%	-7.4%	-11.0%

Ethnically diverse and white British staff proportions in each pay quartile

The following tables recalculate the pay gaps using broad ethnicity groupings, the purpose for this being to identify if there are variations in the data linked to ethnicity groups. Because the numbers in each group are smaller they are more sensitive to changes in specific posts, so for this measure the Principal's post has been excluded from the calculations.

Pay gaps by broad ethnicity groupings

	Mean hourly pay (Jan 2024)	Pay gap %	Median pay (Jan 2024)	Median pay gap
Asian	£15.10	-16.0%	£12.45	-20.0%
Black	£18.91	5.2%	£20.28	30.4%
Other people of colour	£18.97	5.6%	£20.29	30.5%
White other	£16.27	-9.5%	£13.85	-11.0%
White British	£17.97		£15.55	

Within the heading of ethnically diverse there are some significant disparities. The average pay of black staff (with the Principal excluded) and of other people of colour is higher than any other group, including white British. For both groups the median gap compared to white British is +30%.

This contrasts starkly with the median pay of Asian staff which is 20% lower than white British staff and more than 50% below that of Black and other people of colour. Staff of Asian ethnicity are disproportionately represented in the lowest paid roles in the college and under-represented in the higher pay quartiles. Whilst the pay gap of this group is lower than the previous year it remains too high.

Part 2 – student data (this will be updated when the achievement data for 2024/25 is available)

Student ethnicity profile

	Borough population 2021 census	BCoT students 2023/24	BCoT students 2022/23	BCoT students 2021/22	BCoT students 2020/21
Number in cohort		4,318	4,675	4,655	5,752
White British	81.9%	75.0%	76.7%	81.8%	76.1%
White other	6.5%	10.8%	10.1%	7.4%	8.8%
Global majority people of colour	11.6%	14.2%	13.2%	10.8%	15.1%

Breaking the student numbers down in more detail:

By student type:

Proportion of BCoT students who are ethnically diverse:

	2019/20	2020/21	2021/22	2022/23	2023/24
Full-time	15%	14%	15%	19%	22%
Apprenticeships	10%	9%	8%	9%	11%
Part-time	32%	33%	23%	29%	31%
Higher Education	13%	12%	11%	17%	15%

	2019/20	2020/21	2021/22	2022/23	2023/24
Entry and level 1*	38%	40%	40%	45%	54%
Level 2	29%	29%	16%	23%	23%
Level 3	13%	13%	15%	17%	20%
Higher Education	13%	12%	11%	17%	15%

Qualification achievement data

	2019/20	2020/21	2021/22	2022/23	2023/24
White British	85.4%	87.5%	80.5%	83.2%	85.3%
White Other	90.6%	92.4%	85.4%	91.4%	89.3%
Global majority people of colour	88.2%	90.7%	83.2%	87.5%	83.2%
Gaps between:					
White Other and White British	5.2%	4.9%	4.9%	8.2%	4.0%
People of colour and White British	2.8%	3.2%	2.7%	4.3%	-2.1%

	2019/20	2020/21	2021/22	2022/23	2023/24
Highest performing ethnic group	Arab and Gypsy/Traveller Both 100%	Arab and Chinese (both 100%)	Indian (98.1%)	Chinese (100%)	Chinese and White & Black African (both 100%)
Lowest performing ethnic group	White & Black Caribbean (81.3%)	Pakistani (84.9%)	Pakistani (62.5%)	Gypsy/ Traveller (62.5%)	Other Black/ African/ Caribbean background (62.9%)

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

Notes on methodology used in this report

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

Appendix A: Ethnicity reporting groups used in this report

Ethnicity identified	Reporting group level 3	Reporting group level 2	Reporting group level 1
Black or Black British – African Black or Black British Caribbean Any other Black / African / Caribbean background Mixed / Multiple ethnic group - Black African and white or another ethnic group Mixed / Multiple ethnic group - Black Caribbean and white or another ethnic group	Black	Global majority people of colour	Ethnically diverse
Asian or Asian British Asian / Asian British - Indian Asian / Asian British - Pakistani Asian / Asian British - Bangladeshi Asian / Asian British - Chinese Asian / Asian British - Any other Asian background Mixed / Multiple ethnic group – Asian and white or another ethnic group	Asian		
Any other ethnic group Any other Mixed / Multiple ethnic group Arab	Other people of colour		
White - Irish White - Gypsy or Irish traveller White - Any other White background	White other	White other	
White - British White - English / Welsh / Scottish / Northern Irish / British	White British	White British	White British

Appendix B: The Basingstoke and Deane Borough population profile

Top level 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%
Global majority people of colour	+9,403	+78.9%	+4.5%	11.6%	7.1%