



# BUSINESS IN THE COMMUNITY GENDER PAY GAP REPORT 2020

## Introduction

Business in the Community is an employer required to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We are committed to supporting employers to publish, understand and tackle their pay gaps. Our toolkits and guidance support employers through the reporting process.

We have all faced disruption at work and at home in the past months, but we can't let disruption get in the way of progress. Now is the time to tie up our laces and move faster on gender equality at work. We might have seen a minor increase in our own median pay gap in the last year, but we have a firm action plan in place. Being transparent on reporting is one of many steps, companies must take to ensure a gender equal future - a future that won't stop even if we do. Let's make sure every step counts.

**Amanda Mackenzie OBE, Chief Executive, Business in the Community**



## Gender Pay Gap vs Equal Pay

The gender pay gap is the difference between the average earnings of women and men, expressed relative to men's earnings. This excludes those who are on leave of any type that impacts their pay, for example unpaid leave or Maternity or Parental leave. The figures were calculated by measuring the gross per hour salary rate after salary sacrifice (pension and childcare vouchers) on 5th April 2020.

The gender pay gap takes into account all roles at all levels of the organisation, rather than comparing the pay received by women and men for carrying out the same roles.

The gender pay gap is different from unequal pay, which is where men and women do not receive the same pay but carry out the same job, a similar job, or a job of equal value. This is pay discrimination and is unlawful. Business in the Community is constantly reviewing our pay processes to ensure that we have equal pay.

## Methodology

To calculate our data, we took the mean salary for men and mean salary for women, removed the figure for women from that of men, divided by the men's rate and multiplied by 100. This reflects the difference as a percentage of the men's salary. The same calculation approach is used for the median figure.

For a full breakdown of how organisations are instructed to calculate their gender pay gap, and to see the guidance that we used, please visit the Government website [here](#)<sup>1</sup>.

**The UK currently has a national median gender pay gap of 15.5<sup>2</sup>%**

**This means that women earn on average 15.5% less than men**



## Our Gender Pay Gap at BITC

In line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Business in the Community is not required to report on the data from our Northern Ireland offices. However, we take our responsibility to report fully and transparently to our employees, members, and stakeholders seriously, so we have decided to include our Northern Ireland colleagues in our calculations for our gender pay gap information.

## Our Gender Pay Gap

**8.22%**

The BITC Mean Gender  
Pay Gap 2019

**7.00%**

The BITC Mean  
Gender Pay Gap 2020

## Mean Gender Pay Gap

A decrease of 1.22%

<sup>1</sup> <https://www.gov.uk/guidance/gender-pay-gap-reporting-make-your-calculations>

<sup>2</sup>

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygap/ntheuk/2020>

**0.80%**

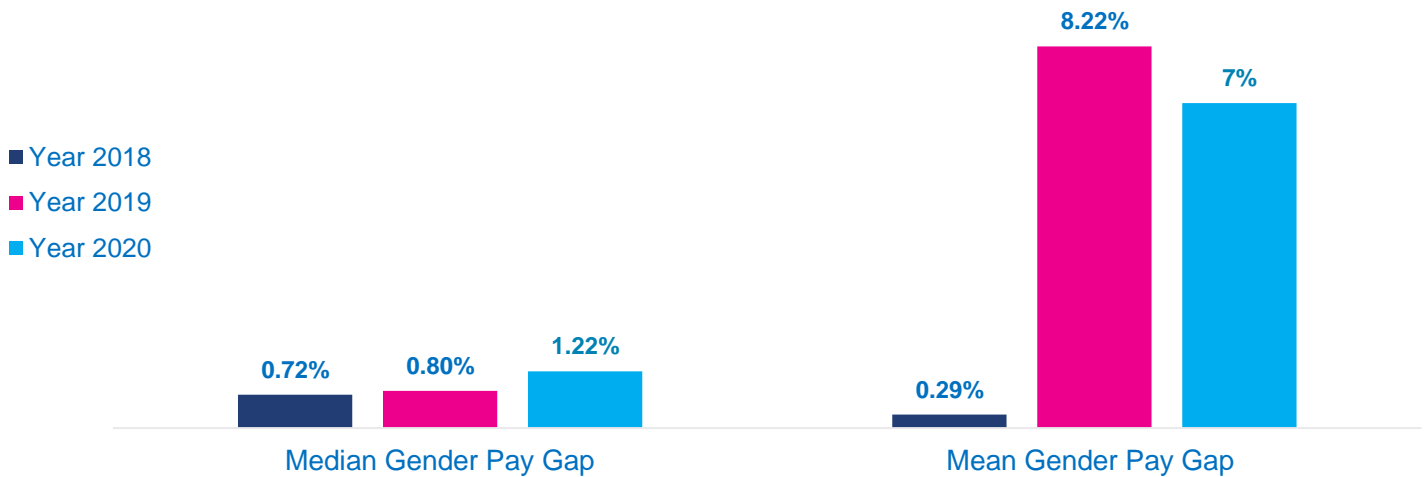
The BITC Median Gender Pay Gap 2019

**1.2%**

The BITC Median Gender Pay Gap 2020

### Median Gender Pay Gap

We see a minor increase of 0.4%



### Bonus Pay Gap

BITC has a zero gender pay gap in relation to bonuses as we do not award bonus payments.

### Why do we have a gender pay gap?

Our median gender pay gap remains low, with a slight increase of 0.4% on the previous year, but we can see a decrease of 1.22% of our mean gender pay gap on the previous year.

As the mean is calculated by taking the total, divided by the number of employees, it is more susceptible to skew by a small number of higher salaries, particularly when using a small data set.

As we are working with a small data set, the uneven distribution of men lower than 27% in the two middle quartiles and higher than 27% in the lower and top quartiles will have an impact on the mean gender pay gap.

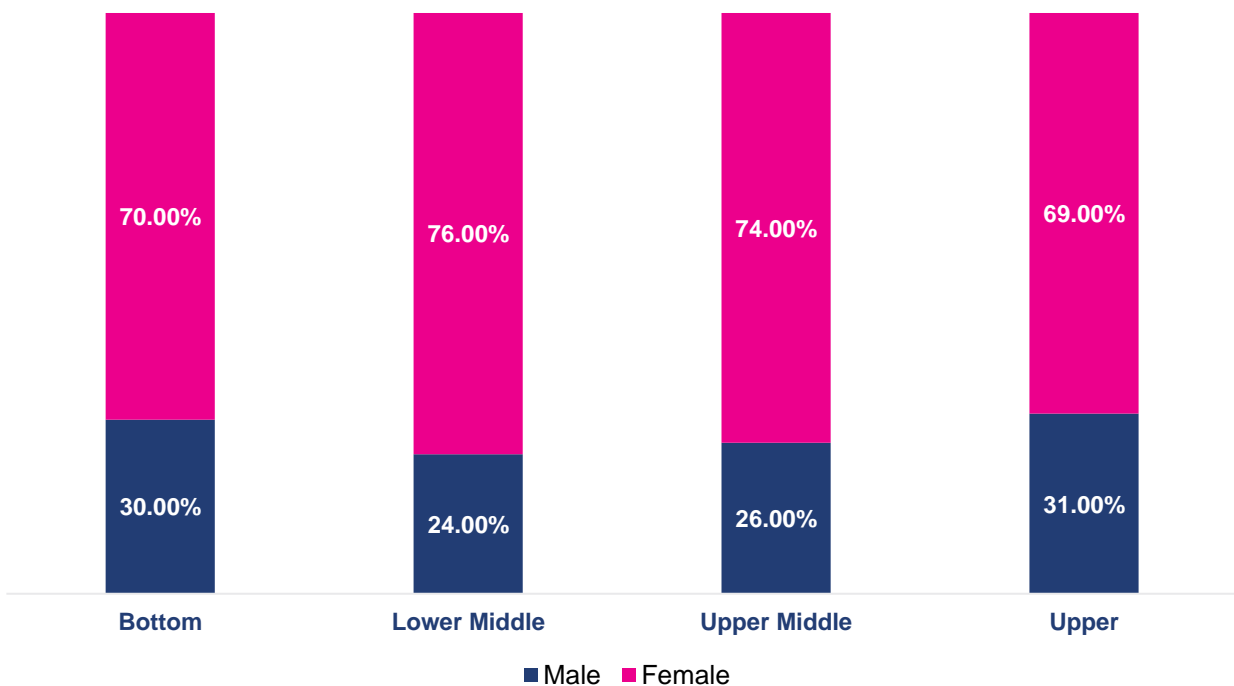
The median can be a more reliable figure when identifying a mid-point, given it is the salary that falls in the middle of a range when everyone's wages are lined up from smallest to largest. It is therefore more representative when there is a lot of variation in pay.

We can see from the median pay gap of 1.2%, we still have an even distribution of men and women's salaries throughout the organisation at all levels and we do not have an equal pay issue

### Quartile data

On the snapshot date women made up 72.3% (198) of the full-time relevant employees and men 27.7% (76.).

### Quartiles 2020

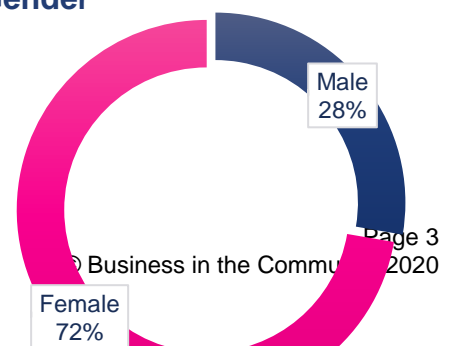


There has been an overall increase in headcount from the previous snapshot in 2019 (259) to 274 and a slight change in gender composition (70.2% women and 29.8% men on the 2019 snapshot date).

### Workforce Statistics on 5<sup>th</sup> April 2020 change circles

We had a total of 278 employees and 4 of those did not qualify as full-time relevant employees so were not included for the purposes of calculating the gender pay gap. Three of those were women on maternity leave.

### Employees by Gender

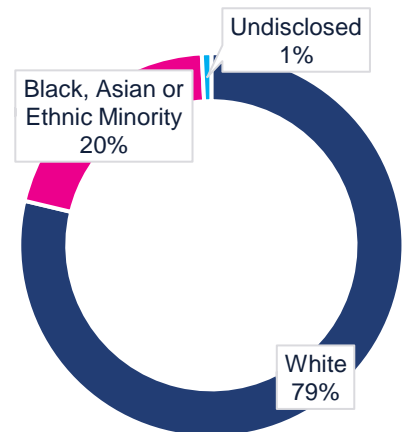


Women made up 72.3% (198) of the workforce. and men 27.7% (76).

The executive team was made up of 10 people, 5. were women including the Chief Executive.

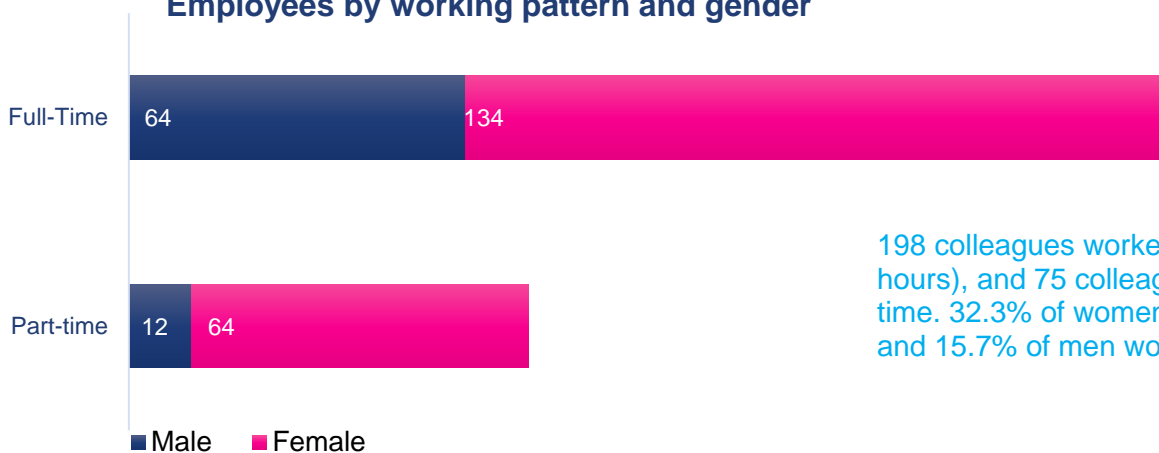
### Employees by Ethnicity

78.8% of the workforce were of a white ethnicity; 20.5% were Black, Asian, or ethnic minority; and 0.8% chose not to disclose.



■ White ■ Black Asian or Ethnic Minority ■ Undisclosed

### Employees by working pattern and gender



198 colleagues worked full-time (35 hours), and 75 colleagues worked part-time. 32.3% of women worked part-time and 15.7% of men worked part-time.

This additional data is provided as part of our commitment to being open and transparent, and to more effectively identify the factors that might be driving our pay gap and help us to inform how we can improve. We consistently review our data with the intent to build and maintain a diverse workforce.

### Taking Action

- We continue to ensure that our policies and practices are fair by regularly reviewing them and, where possible, adopting practices that support a diverse and flexible workforce. For instance, we have reviewed our inclusion and diversity and flexible working policies and

developed guidance to support a more hybrid approach to home and office working as we adapt to a more flexible way of working after the lifting of COVID-related restrictions.

- We have reviewed our recruitment policy and processes to ensure our recruitment practices are both free from bias and fully inclusive. For instance, we are piloting observers in all our shortlisting and interviews to reduce unconscious bias and upskill hiring managers to reduce unintentional bias. We are also reviewing all our job descriptions to ensure they are inclusive.

## Going forward

It is our aim to maintain a gender pay gap as near to zero as we possibly can, but we acknowledge that in a small organisation a relatively minor change to the workforce can have a disproportionate impact on the figures.

We are determined to monitor our Gender Pay Gap and what drives it, so that we can address any gaps and ensure that men and women can progress equally within BITC.

## Other Pay Gaps

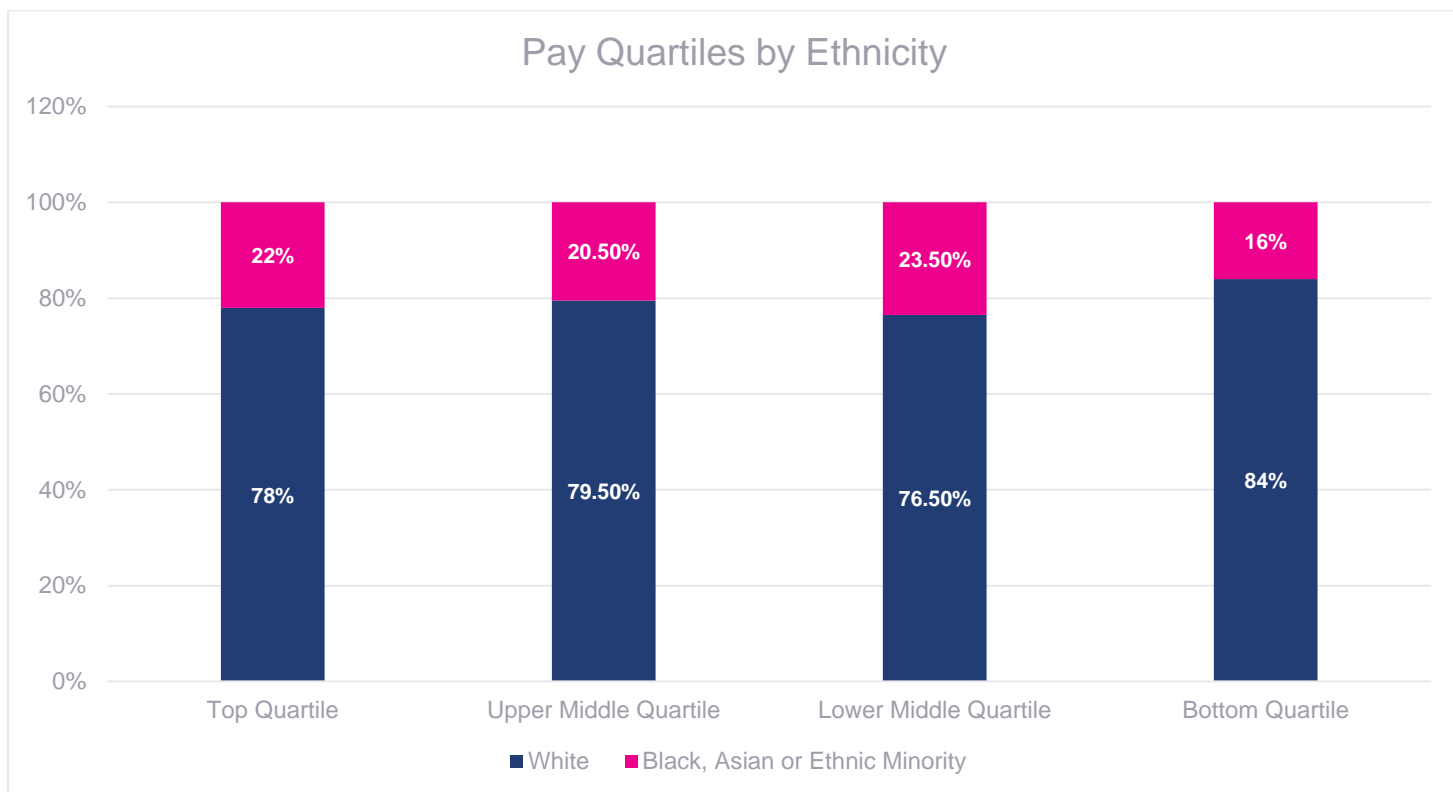
We run and report the data required of us which was pay, hours and gender to obtain the gender pay gap data reported. It is our intention to continue to measure the pay gap in other areas as well going forward, to ensure that there is pay equality across the organisation, e.g., gender pay gap by working hours and gender pay gap by ethnicity.

**There is currently no legal requirement to report on ethnicity pay gaps, but we believe that it is incredibly important to do so and have recently petitioned the government to implement this now**

To calculate our ethnicity, pay gap we have used the following methodology. We measured the FTE contractual salary from every employee (as opposed to the full-pay relevant data that is used for gender pay gap reporting) on 5 April 2020 and divided employees into two ethnicity groups: (i) white, and (ii) Black, Asian and ethnic minority, based on the self-declared ethnicity

data that individuals have provided to us. We have a 99% self-disclosure rate for our data on ethnicity.

By using the same calculation approach as that for the gender pay gap, but from contractual FTE pay, we can establish if there is a Black, Asian and Ethnic Minority pay gap in FTE salaries.



By looking across the salary distribution in pay quartiles, by ethnicity, we can see that ethnic minority colleagues make up approximately the same % in the top 3 pay quartiles (between 20.5 and 23.5%) dropping to 16% in the bottom pay quartile. As we are calculating quite small numbers 1 colleague equates to approximately 1.5%.

The figure below represents the pay gap of white employee's vs Black, Asian and ethnic minority employees shown as a percentage of white employee salary.

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**-1.5%**

The BITC Ethnicity  
Mean Pay Gap 2020

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This means that, on average, our Black, Asian, and ethnic minority colleagues are paid 1.5% more than our white employees.

If we then look at our female employees and compare all Black, Asian, and ethnic minority female employees against all white female employees, we see that the mean and median are negative figures. This means that our Black, Asian and ethnic minority female population are paid on average 5% more than our white female population (mean pay gap).

**BITC Black, Asian and ethnic minority median pay gap female: -1.7%**

**BITC Black, Asian and ethnic minority mean pay gap female: -5.0%**

Taking the same approach and comparing all Black, Asian, and ethnic minority male employees against all white male employees.

**BITC Black, Asian and ethnic minority median pay gap male: 6%**

**BITC Black, Asian and ethnic minority mean pay gap male: 21%**

Whilst we see there is a large gap amongst Black, Asian, and ethnic minority male employees and their white male employees at 21%, we need to acknowledge that we are working with tiny data sets.

We are striving hard to encourage and promote diversity and inclusion, such as working with our colleagues in the Cultural Awareness Network to eliminate any bias in our recruitment process for roles, focusing on development, setting ourselves clear ethnicity targets, and looking at ways we can improve our attraction strategy to attract candidates from all communities.



## Going Forward

**We will continue to monitor and review our data to ensure we maintain our focus on inclusivity**



## Declaration

I confirm that our pay gap data for 2020 has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Jane Ingram**  
**Head of Human Resources**