

BUSINESS IN THE COMMUNITY ETHNICITY PAY GAP REPORT 2021

One of the key calls to action in our [Race at Work Charter](#) is to capture ethnicity data and publish our progress to ensure a transparent workplace for diversity fairness, in the same way in which we measure our gender pay gap.

This is important to us and part of our commitment at Business in the Community is to ensure that ethnic minority employees are represented at all levels in our own organisation. This is a key part of our continued focus on attracting and retaining a diverse workforce where all colleagues can thrive in an inclusive environment and ensures our colleague make-up reflects the communities we work with.

At the moment there is no legal requirement for Business in the Community to measure and report this data, but as we encourage and support other organisations to do this, we must lead by example.

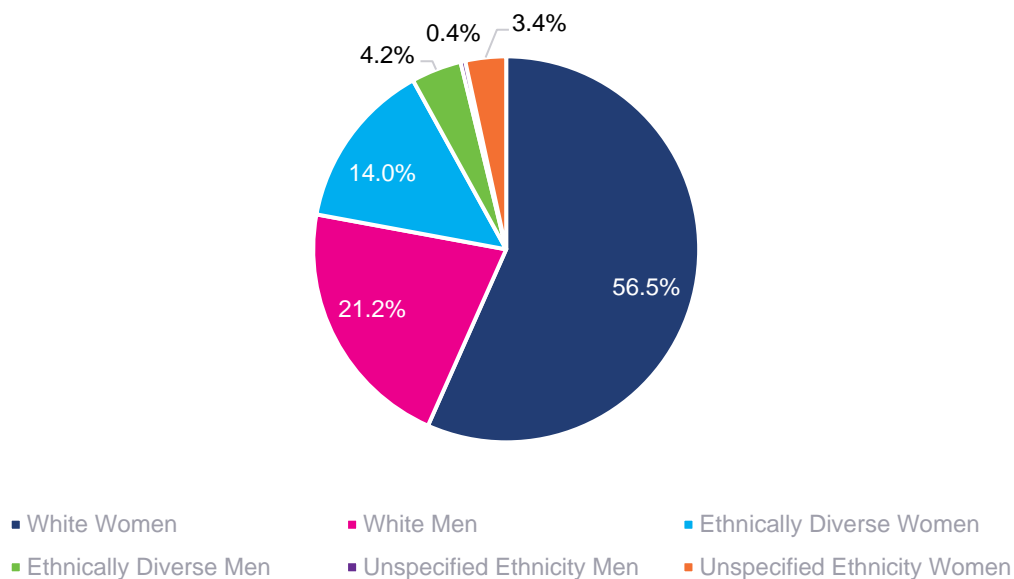
We have found that our median ethnicity pay gap is -4% .We will continue to focus on our [race commitments](#) to our colleagues and be transparent in our progress, using our ethnicity targets as a key driver of change. We are determined to continue to play our part in creating a fairer society.



Amanda Mackenzie OBE, Chief Executive, Business in the Community

About BITC

Colleague population



We are a medium size employer with 235 colleagues on the snapshot date of 5 April 2021. We are predominantly female and are striving to increase our ethnic minority headcount to reflect the communities we are based in.

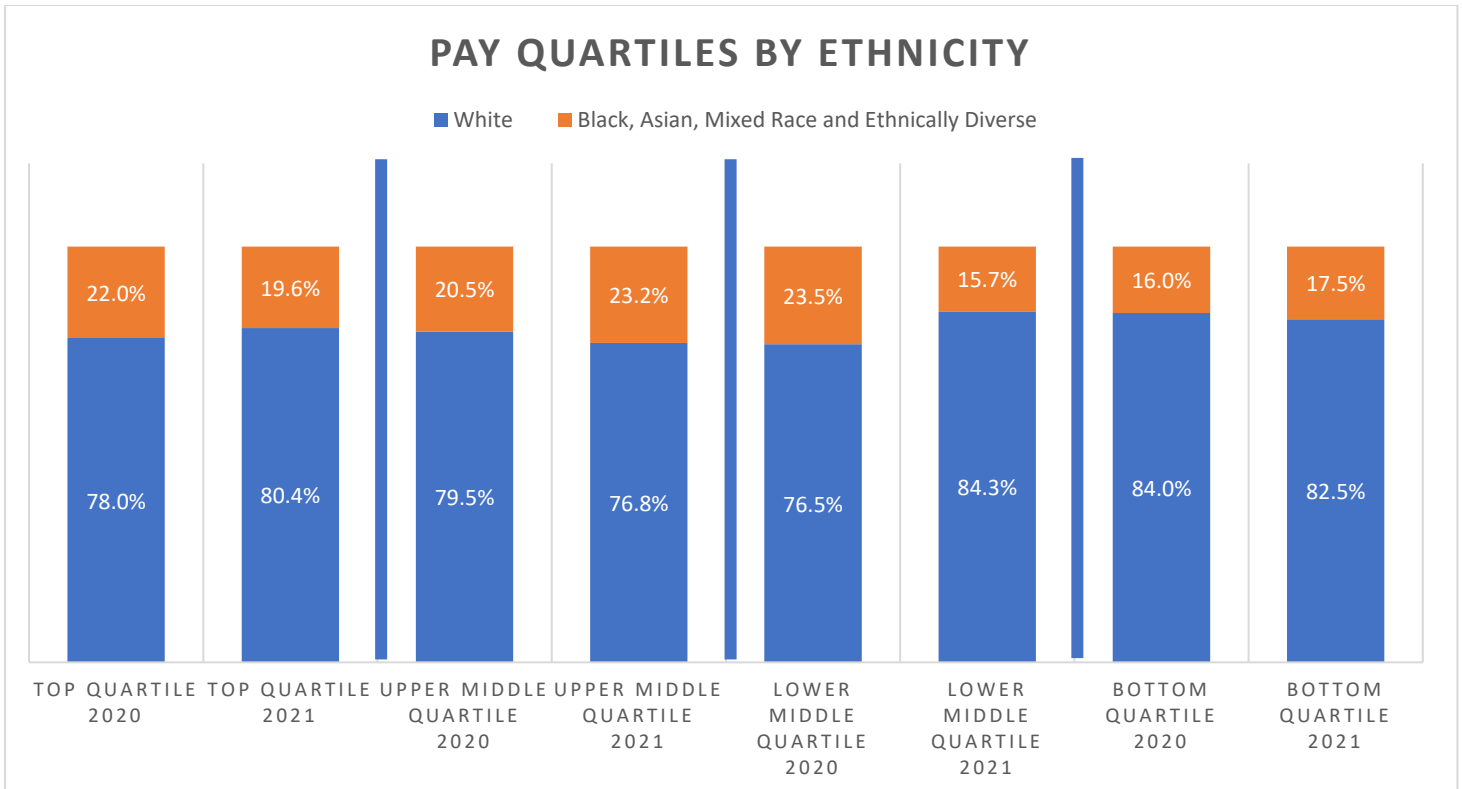
For the purposes of calculating our ethnicity pay gap, we removed 9 colleagues, 1 male and 8 female who had chosen not to disclose their ethnicity. This means these calculations are based upon a headcount of 226 people.

Ethnicity Pay Gap 2021

There is currently no legal requirement to report on ethnicity pay gaps, but we believe in the interest of transparency and to measure inclusivity that it is the right thing to do.

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 2021 and divided employees into two ethnicity groups: (i) White, and (ii) Black, Asian, Mixed Race and other ethnically diverse colleagues, based on the self-declared ethnicity data that individuals have provided to us. We have a 96% 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, Mixed Race and ethnically diverse pay gap in FTE salaries.



By looking across the salary distribution in pay quartiles, we can see that ethnic minority colleagues make up 19.6% in the top quartile, this decrease of 2.4% from 2020 is not the direction that we wish to report but we acknowledge that this represents a difference of approximately 1 colleague.

The percentage has increased in the upper middle quartile by 2.7%.

There has been a decrease in the lower middle and increase in the bottom quartile as shown above. As previously indicated, this is to be monitored carefully as part of a long-term trend.

The figure below represents the pay gap of all White employees vs all Black, Asian, Mixed Race and ethnically diverse employees shown as a percentage of White employee salary.

Our Ethnicity Pay Gap – All Colleagues

All White
mean £22.32



All Ethnic Minority
mean £22.55



Our mean ethnicity pay gap for all colleagues is -1.0%

All White
median £20.06

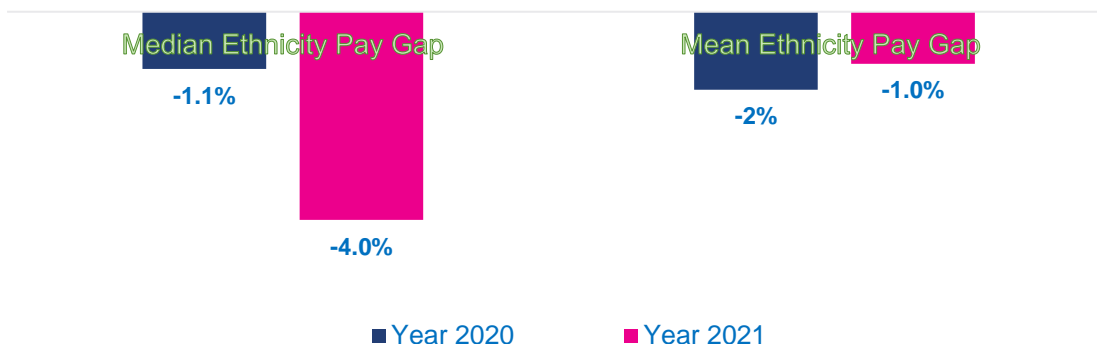


All Ethnic Minority
median £20.87



Our median ethnicity pay gap for all colleagues is -4.0%

This means that, on average, our Black, Asian, Mixed Race and other ethnically diverse colleagues are paid 4% more than our White employees.



2020 BITC Black, Asian, Mixed Race and ethnically diverse median pay gap female: -1.7%
2021 BITC Black, Asian, Mixed Race and ethnically diverse median pay gap female: 0%

2020 BITC Black, Asian, Mixed Race and ethnically diverse mean pay gap female: -5.0%
2021 BITC Black, Asian, Mixed Race and ethnically diverse mean pay gap female: -3.6%

If we then look at our female employees and compare all 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, Mixed Race and ethnically diverse female population are paid on average exactly the same or more than our White female population.

Taking the same approach and comparing all Black, Asian, Mixed Race and ethnically diverse male employees against all White male employees:



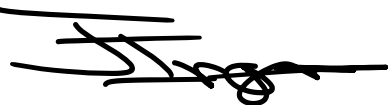
2020 BITC Black, Asian, Mixed Race and ethnically diverse median pay gap male: 6%
2021 BITC Black, Asian, Mixed Race and ethnically diverse median pay gap male: 11.1%

2020 BITC Black, Asian, Mixed Race and ethnically diverse mean pay gap male: 21%
2021 BITC Black, Asian, Mixed Race and ethnically diverse mean pay gap male: 4.3%

Whilst we see there is a larger gap amongst Black, Asian, Mixed Race and ethnically diverse male employees and our White male employees at 11.1%, we need to acknowledge that we are working with tiny data sets. This in no way discounts our efforts to strive for an inclusive workforce, in fact this makes us more committed.

Going Forward

We will continue to monitor and review our data to ensure we maintain our focus on inclusivity, using our ethnicity targets to focus our actions through our race commitments. We work closely with our colleagues in our BITC Cultural Awareness Network to eliminate any bias in our recruitment process for roles, look at ways to improve our recruitment strategy and focus on the development of colleagues, particularly using mentoring and coaching.



Jane Ingram
Head of Human Resources