

# BRIEFING

## SUPPORTING EMPLOYEES: BETTER PAY

The cost-of-living crisis is challenging people as never before. Business in the Community (BITC) has reached out to its members to understand how businesses can support their employees. We have identified a number of clear actions employers can take. This briefing focuses on supporting better pay.

### How businesses can support employees during the cost-of-living crisis

The cost-of-living crisis is complex, but employers can help. BITC consulted members to create a [Cost-of-Living Action Plan](#) which identifies three actions businesses can take now to support their employees:

- Pay the real Living Wage to employees and contractors.
- Ensure employees have the option to work flexibly.
- Target support towards your lower income and vulnerable employees using workforce data and employee engagement.

### How employers can support better pay:

- Join over 11,000 employers across the UK and become a [Living Wage Employer](#) that pays wages based on living costs. This benefits both employers and employees. BITC supports our members to take action to improve employee pay and conditions. Many members have gone on to become accredited [Living Wage Employers](#).
- Talk openly about the gender pay gap and develop a pay gap action plan to tackle

BITC MEMBER MORRISONS, BELIEVES IN A FAIR DAY'S PAY FOR A FAIR DAY'S WORK AND BECAME THE FIRST UK SUPERMARKET TO GUARANTEE PAY OF AT LEAST £10 AN HOUR FOR STORE COLLEAGUES.

gender pay inequalities. Use [BITC's Gender Pay Gap Reporting Dashboard](#) to address the gender pay gap in your business and use BITC's [Gender Equality Route Map](#) as a guide on how to be transparent when setting pay, considering all women and applying a gender lens to a wide range of data. [BITC's 'Who Cares?' research](#) found that women are paid less, have lower status, less senior roles and are employed in less secure jobs than men.

- Measure your ethnicity pay gap. Start by capturing ethnicity data to establish a baseline. [BITC's Capturing Ethnicity Data actsheets](#) show you how to obtain and then publish your results. Sign up to [BITC's Race at Work Charter](#) which guides and supports employers to take action on race equality in the workplace. [BITC's 2021 Race at Work Survey](#) showed 43% of respondents said they felt underpaid for what they do, rising



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to 54% for African and Caribbean women and 56% for Bangladeshi women.

- Support the mental health of employees and help them thrive by being a 'switch off' employer that encourages employees to disconnect from work outside their agreed working hours. This will improve their wellbeing and productivity. BITC's [Your Job Can Be Good For You](#) report outlines further practical steps that support personal wellbeing and are beneficial to both

individuals and businesses. [BITC research](#) found that 36% of employees experienced a work-related mental health problem in the last year, and that top priorities for employees are work-life balance, salary, security and flexibility.

### Further BITC resources

[BITC's website](#) links you to all our resources and information on how to [join us](#).

## BITC COST OF LIVING ACTION PLAN

The BITC Cost-of-Living Action Plan sets out a series of business actions, tested with our members. This briefing has focused on the first action to support employees: Pay the real Living Wage to employees and contractors. You can find briefings on the other actions via the [BITC Cost-of-Living Hub](#).



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