

# BRIEFING

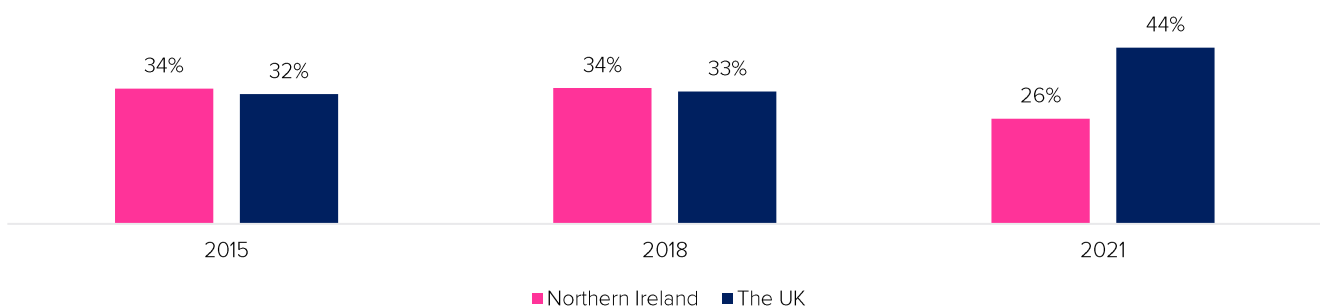
## RACE AT WORK 2021 SURVEY INSIGHTS PAPER: NORTHERN IRELAND

24,638 people in the UK took part in the 2021 Race at Work (RAW) survey, with 89 responses received from people living in Northern Ireland. At Census 2011 there were 31,113 people of black, Asian, mixed race or other ethnically diverse backgrounds living in Northern Ireland making up 1.7% of its population. The information given in this insight paper is based on the responses from the YouGov statistically weighted panel of 5,183 workers, of which 53 (1%) were from Northern Ireland. In this paper we compare the experiences of people in Northern Ireland to those in the UK overall as well as looking at trend data from the Race at Work surveys that took place in 2015 and 2018.

### Leadership in the region

One of the principles of the Race at Work Charter, established in 2018, is that organisations should have someone at the top of their organisation championing race. One of the key questions posed in the Race at Work survey is specifically on this area and can be seen in Figure 1 “Does your organisation have at least one senior leader and/or champion who actively promotes equality, diversity and fairness?”. Figure 1 shows there is a positive trend here as over the last 6 years organisations that have a senior leader or champion who promotes equality, diversity and fairness has increased from 32% to 44% in the UK overall. In contrast, Northern Ireland has seen a negative trend over this period, with 34% of respondents having at least one leader in 2015, this has decreased to 26% in 2021. This is in stark contrast to the trend across the rest of the UK. There is an opportunity for greater visibility of leaders on the importance of inclusion in Northern Ireland.

Figure 1: Does your organisation have at least one senior leader and/or champion who actively promotes equality, diversity and fairness? (% Yes)

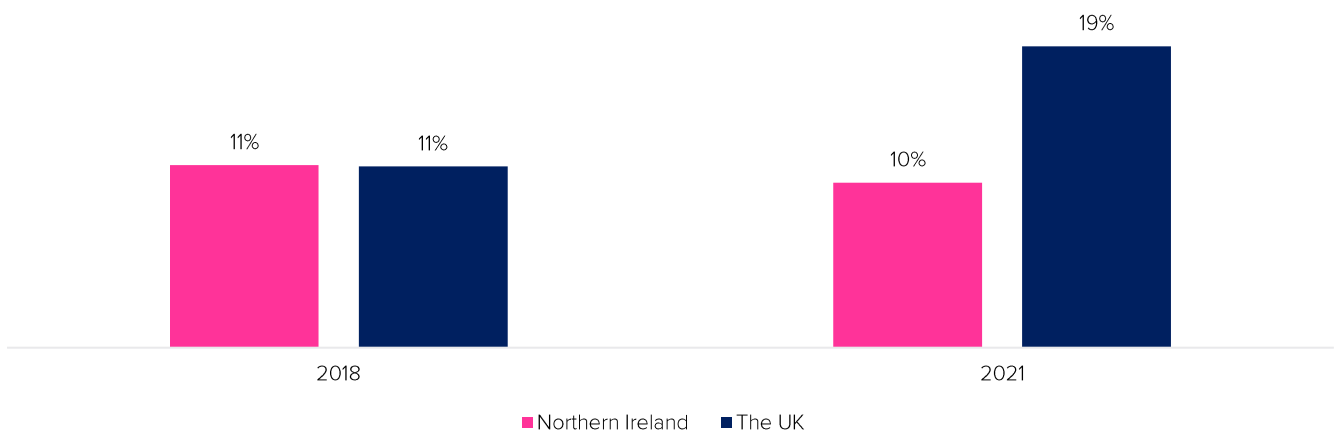


(Base) 2015: UK 6,076, Northern Ireland 73 (Base) 2018: UK 6,506, Northern Ireland 111 (Base) 2021: UK 4,929, Northern Ireland 49

## Ethnicity pay gap reporting

While ethnicity pay gap reporting is still voluntary for companies, there is clear movement that in time would suggest they will become mandatory, as the recent [Women and Equalities Committee report](#) argued, there was no excuse for government inaction. Capturing ethnicity pay gap data is important for establishing a baseline to measure progress and track performance against targets. We have seen a large increase of organisations voluntarily capturing their ethnicity pay gap data. See Figure 2. This has increased from 11% in 2018 to 19% in 2021 in the UK. However, Northern Ireland has seen stagnation with organisations collecting ethnicity pay data slightly decreasing from 11% to 10% over this period. We would expect the tendency to publish ethnicity pay gap reporting to be between 49% to 62%; the sample size for this particular question was too small for Northern Ireland to include.

Figure 2: Does your employer collect data on the ethnicity pay gap ratio? (% Yes)

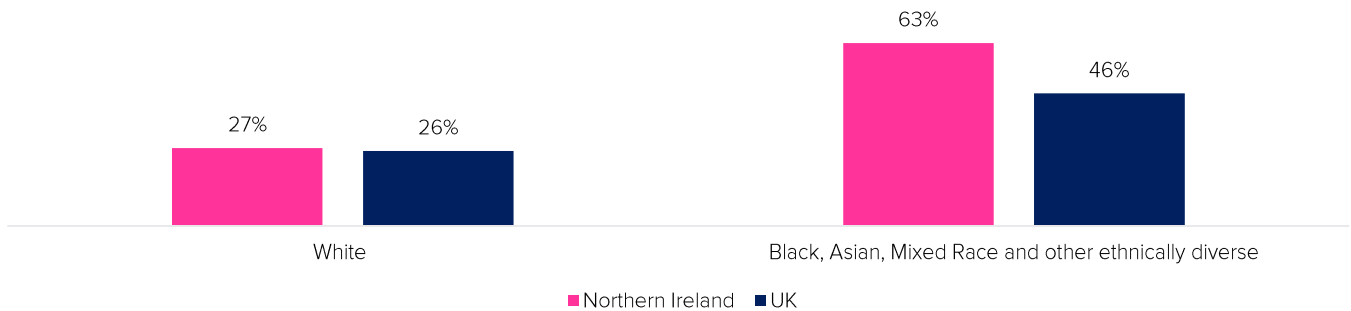


(Base) 2018: UK 6,506, Northern Ireland 111, (Base) 2021 UK 4,929, Northern Ireland 49

## Supporting race inclusion allies in the workplace

It is important for employers to provide support for inclusion allies to promote race equality in teams, at work and within their communities, as seen in Figure 3, which shows 26% of White employees say that they would like more support from their employers to promote race and ethnic diversity and inclusion. In Northern Ireland, Black, Asian, Mixed Race and other ethnically diverse respondents had greater demand than the UK average, with 63% wanting more support with allyship compared to 46% in the UK. For White British respondents there was only a slight difference, with 27% of respondents wanting more support with allyship in Northern Ireland and 26% in the UK overall.

Figure 3: I would like my organisation to support me to promote race and ethnic diversity and inclusion (% Yes)



## Race at Work Survey 2021 Regional Comparison

(Base) 2021: UK 2,516 White British and 2,296 ethnically diverse, Northern Ireland 38 White British and 9 ethnically diverse

The following chart shows how each region in the UK responded to some of the key questions in the 2021 RAW survey. We can see that Northern Ireland had a similar response to the UK overall when it came to the desire for greater support with allyship. However, were less likely to have senior leadership and to collect ethnicity pay gap data. It would appear Northern Ireland was more likely to publish ethnicity pay gap data; however, this was based on a very small sample size, so we did not include it in this insight paper.

	UK Overall	North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland	Northern Ireland
Does your organisation have at least one senior leader and/or champion who actively promotes equality, diversity and fairness? (%Yes)	44%	51%	40%	41%	38%	38%	44%	50%	48%	45%	34%	40%	26%
Does your employer collect data on the ethnicity pay gap ratio (%Yes)	19%	20%	17%	17%	15%	17%	18%	23%	19%	19%	19%	19%	10%
Does your employer publish data on the ethnicity pay gap ratio? (% Yes)	56%	61%	51%	60%	62%	51%	49%	56%	58%	54%	60%	58%	82%
I would like my organisation to support me to promote race and ethnic diversity and inclusion (% Agree) <b>All respondents</b>	36%	28%	37%	29%	33%	34%	35%	43%	33%	32%	32%	32%	39%
I would like my organisation to support me to promote race and ethnic diversity and inclusion (% Agree) <b>White respondents</b>	26%	24%	26%	21%	28%	22%	25%	34%	25%	26%	32%	23%	27%
I would like my organisation to support me to promote race and ethnic diversity and inclusion (% Agree) <b>Black, Asian, Mixed Race and other ethnically diverse respondents</b>	46%	40%	53%	45%	39%	44%	47%	47%	45%	41%	28%	50%	63%

### Key

- Where a region's response is more than 3% higher than the UK overall
- Where a region's response is more than 3% lower than the UK overall

## Actions that Employers can take

The following outlines the actions employers can take to demonstrate their commitment to supporting allyship, ensuring inclusion in supply chains and to build on the momentum to accelerate the growth in the number of employers publishing their ethnicity pay gaps and setting targets. Businesses can demonstrate their commitment to inclusive and responsible business through these actions:

- Chief Executives to sign up to, and refresh commitment to the expanded Race at Work Charter.** Expand the commitment to zero tolerance on bullying and harassment, to include customers, clients, service users and contractors. Support inclusion allies in the workplace. Include Black, Asian, Mixed Race and other ethnically diverse led businesses in the supply chain (set targets for inclusion, timely payment and contact value).

2. **Senior leaders to act as mentors and sponsors.** Leaders to act as active mentors and sponsors, using their influence to open doors for Black, Asian, Mixed Race and other ethnically diverse employees when development or progression opportunities are being planned, discussed and allocated.
3. **Increase transparency and accountability.** Publish ethnicity pay gaps. Set and publish targets to improve representation and progression to senior executive and board level. Targets should be linked to pay and reward, and incentivise leaders to act as sponsors and advocates to progress talent in the pipeline to the top table, and at every level, while including different voices and perspectives around the key decision-making tables.
4. **Set performance objectives for managers linked to pay and reward, to ensure active, conscious inclusion in their teams.** All managers should have them. Objectives should include ensuring that employees from Black, Asian, Mixed Race and other ethnically diverse backgrounds have fair access to training, development and progression opportunities.
5. **Embed actions on inclusion within Environment, Social and Governance (ESG) reporting.** Include indicators of how success against the important principles of ESG will promote inclusion and how the organisation's internal and external impact will be measured.

### Our resources to help embed these principles

#### 1. Appoint an executive Sponsor for Race

- [Top tips to become a visible leader on ethnicity](#)
- [Briefing: Engage in two-way mentoring models - what is reverse mentoring?](#)

#### 2. Capture ethnicity data and publicise progress

- [Capturing Ethnicity Data Webinar](#)
- [10 reasons to monitor ethnicity](#)
- [What should employers monitor in terms of ethnicity?](#)
- [5 steps to a successful monitoring programme](#)
- [A Guide for General Counsels Insights into Ethnicity Pay Gap Reporting](#) and accompanying [webinar](#).

#### 3. Commit at board level to zero tolerance of harassment and bullying in the workplace and from customers and clients

- [Toolkit on tackling racial harassment and bullying for charter signatories](#)
- [Tackling Harassment and Bullying from Customers and clients](#)
- [The University of Manchester thematic review Equality, Diversity and Racism in the Workplace report](#)
- [Centre On Dynamics of Ethnicity: Racist banter is no laughing matter!](#)
- [Centre On Dynamics of Ethnicity: The effects of racism at work](#)
- [Centre On Dynamics of Ethnicity: Racism is not water off a duck's back](#)

#### 4. Make equity, diversity and inclusion the responsibility of all leaders and managers

- [Business must not let race equality gap widen during COVID-19 crisis](#)
- [Briefing on SMART performance objectives](#)
- [Mental Health and Wellbeing for Ethnically Diverse Women – A guide for Managers](#)

- [Performance Objectives Toolkit](#)
5. Take action that supports ethnic minority career progression
- [Race at Work Charter: One Year On 2019 Report](#)
  - [Race at Work Black Voice Report 2020](#)
  - [Race at Work Charter 2020 Survey Report](#)
6. Support inclusion allies in the workplace
- [Supporting Inclusion Allies](#)
  - [Black Talent Allyship toolkit](#)
7. Inclusive supply chains
- [Include Black, Asian, Mixed Race and other ethnically diverse led businesses in the supply chain briefing](#)

### ENJOYED THIS CONTENT?

You might also like to:

- find out more about our [Race](#) work
- [learn more about our advisory services](#)
- [join us for one of our upcoming events](#)



Talk to one of our expert team [today](#) to learn how membership of BITC can help you take your responsible business journey further, and drive lasting global change.