

BUSINESS IN THE COMMUNITY ETHNICITY PAY GAP REPORT 2023

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 - 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 (BITC) is to ensure that ethnically diverse colleagues 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 BITC 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 -7.4%. Though this is clearly encouraging, we will not be complacent and 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.

Mary Macleod
Chief Executive, Business in the Community

About BITC

We are a medium size employer with 252 colleagues on the snapshot date of 5 April 2023. We are striving to increase our ethnic minority headcount to reflect the communities we are based in.

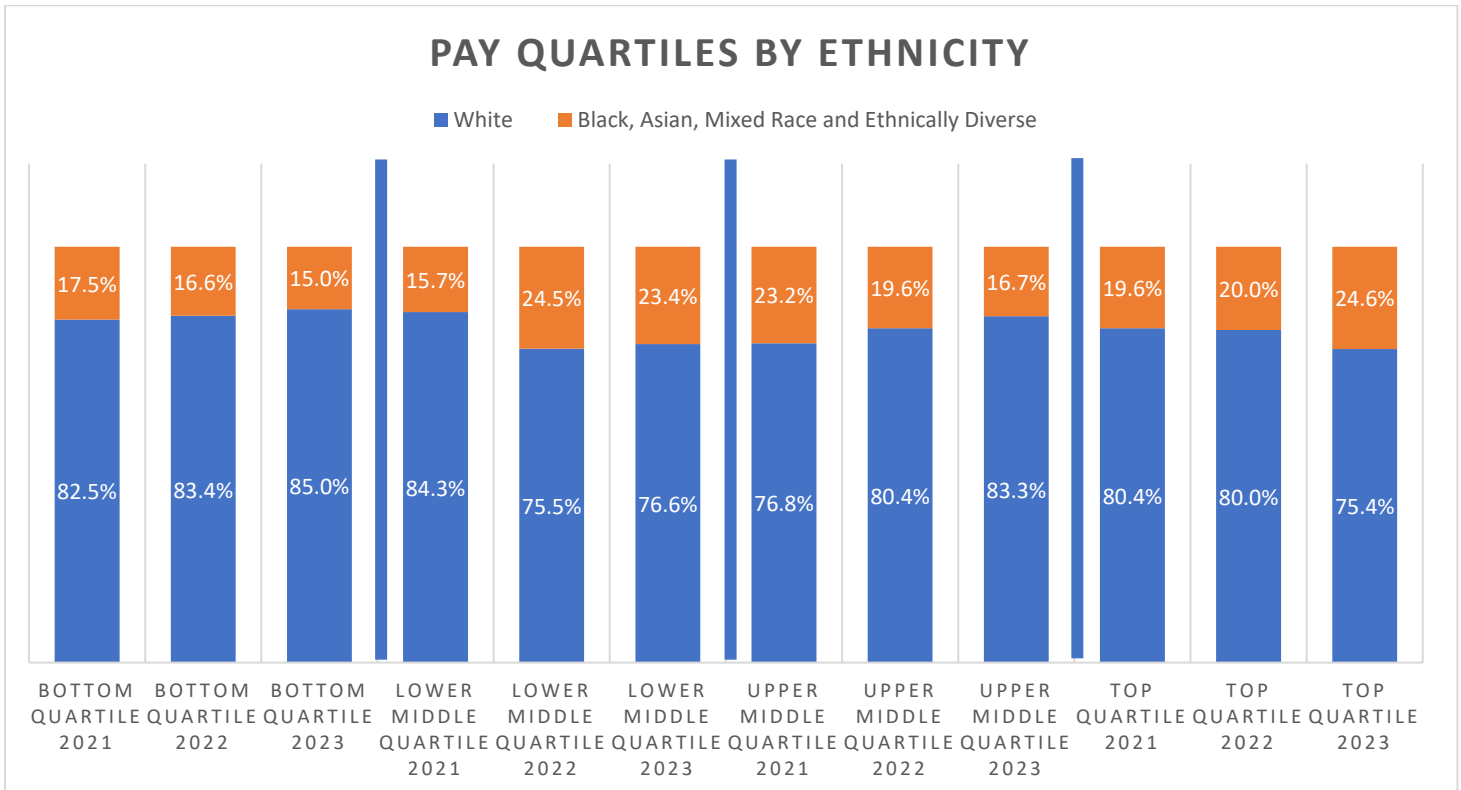
For the purposes of calculating our ethnicity pay gap, we note a further 7 colleagues have chosen not to disclose their ethnicity, and therefore these calculations are based on the 234 relevant colleagues who are both at full pay *and* have disclosed their ethnicity.

Ethnicity Pay Gap 2023

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

To calculate our ethnicity pay gap we have used the full-pay relevant data that is used for gender pay gap reporting on 5 April 2023 and divided colleagues 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 97.3% self-disclosure rate for our data on ethnicity.

By using the same calculation approach as that for the gender pay gap, 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 ethnically diverse colleagues make up 24.6% in the top quartile, this is an increase from 20% from 2022.

There has been a small decrease in all other quartiles. As previously indicated, percentage changes represent a small number of individuals, and we will monitor carefully to identify any long-term trends.

The figure below represents the pay gap of all White colleague's vs all Black, Asian, Mixed race and ethnically diverse colleagues shown as a percentage of White colleagues' salaries.

Our Ethnicity Pay Gap – All Colleagues

White
All Median £22.18ph

Ethnically Diverse
All Median £23.84ph

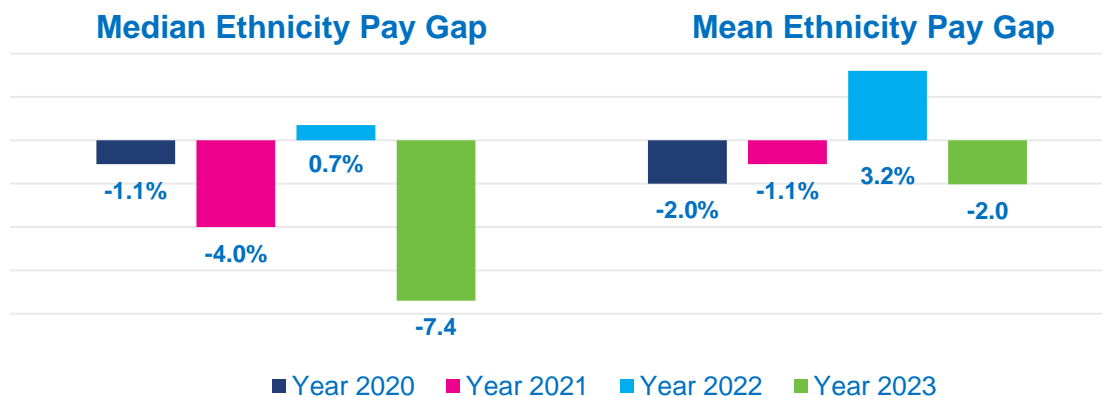
Our median Ethnicity pay gap for all colleagues is -7.4%

White
All Mean £24.55ph

Ethnically Diverse
All Mean £25.05ph

Our mean Ethnicity pay gap for all colleagues is -2.0%

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



Ethnicity by Gender

Ethnically Diverse
Female Median £24.16ph

White
Female Median £21.78ph

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%
2022 BITC Black, Asian, Mixed Race and ethnically diverse median pay gap female: -0.8%
2023 BITC Black, Asian, Mixed Race and ethnically diverse median pay gap female: -10.9%

Ethnically Diverse
Female Mean £24.88ph

White
Female Mean £23.34ph

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%
2022 BITC Black, Asian, Mixed Race and ethnically diverse mean pay gap female: -1.5%
2023 BITC Black, Asian, Mixed Race and ethnically diverse mean pay gap female: -6.5%

If we then look at our female colleagues and compare all ethnically diverse female colleagues against all White female colleagues, we see that both the mean and median are negative figures. This means that our Black, Asian, Mixed Race and ethnically diverse female population are paid on average more than our White female population.

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

Ethnically Diverse
Male Median £21.08ph

White
Male Median £23.21ph

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%
2022 BITC Black, Asian, Mixed Race and ethnically diverse median pay gap male: 25.9%
2023 BITC Black, Asian, Mixed Race and ethnically diverse median pay gap male: 9.1%

Ethnically Diverse
Male Mean £25.55ph

White
Male Mean £27.83ph

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%
2022 BITC Black, Asian, Mixed Race and ethnically diverse mean pay gap male: 13.5%
2023 BITC Black, Asian, Mixed Race and ethnically diverse mean pay gap male: 8.1%

Whilst we see there is a gap amongst Black, Asian, Mixed Race and ethnically diverse male colleagues and their White male colleagues' median and mean pay, we can see that this has shrunk on both counts, particularly the median pay which has reduced from 25.9% in 2022 to 9.1% in 2023. Of course we ideally would like to see no gap at all.

We do need to acknowledge that we are working with tiny data sets which means a small movement can make a disproportionately big difference. This in no way discounts our efforts to strive for an inclusive workforce, however; in fact, this makes us more committed to inclusive recruitment practices to increase our male ethnically diverse workforce.

Taking Action

We are not complacent about our negative ethnicity pay gap and continue to take action to ensure our focus on inclusivity and use our ethnicity targets and continued monitoring of our data to ensure we maintain our focus on inclusivity and our commitments on race.

- We work closely with our colleagues in our Cultural Awareness Network to eliminate any bias in our recruitment process, having reviewed our advertising and documentation to promote attracting a diverse candidate pool and operate an observer process for selection, to reduce any unconscious bias.
- We place great emphasis on ensuring all our leaders role model inclusive behaviours, to help create a strong sense of belonging for all our colleagues and support making BITC an employer of choice. Our senior leaders have participated in reciprocal mentoring with ethnically diverse colleagues and our line managers have undertaken race awareness upskilling as a way of increasing our own understanding of different cultures and backgrounds.
- We listen to the experiences of our ethnically diverse colleagues and have paid particular focus on the development of colleagues to support retention of our ethnically diverse colleagues. This has included regular inclusive succession and development planning upskilling and resources available for line managers. This will support the reduction of any unconscious bias in development and the progression for ethnically diverse colleagues.
- We have enhanced the promotion of organisational wide development opportunities so all colleagues can consider development in line with their needs and aspirations and ensure opportunities reach ethnically diverse colleagues. We track development uptake to ensure this reflects our diversity.

Jane Ingram
Head of Human Resources