



The Prince's
Responsible
Business Network



BUSINESS IN THE COMMUNITY GENDER PAY GAP REPORT 2023

2023 saw Business in the Community (BITC) continuing to focus on ways to support staff, with our emphasis on a strong employee proposition, with flexible and hybrid working at the core of this and developing our colleagues being a critical element of our engagement plans.

We firmly believe that even if you are not legally required to report and publish the Gender Pay Gap for your organisation, we must ensure that we are working together to create a more equal and fair society for everyone. If you need guidance on how to start your journey, visit BITC's [Gender Pay Gap Reporting Dashboard](#) to understand the benefits of being transparent.

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.

Our 2023 gender pay gap is **4.9%** and although we are a small organisation, we will not be complacent and will continue to measure and monitor our data.

Similarly, one of the key calls to action in our Race at Work Charter is to capture ethnicity data and publish our progress. This report is published separately on our website.

We all have a role to play in creating a fairer society.

Mary Macleod
Chief Executive, Business in the Community

Gender Pay Gap Reporting

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. Figures are calculated by measuring the gross per hour salary rate after salary sacrifice (pension and childcare vouchers) on the snapshot date each year (5th April 2023).

Gender Pay Gap vs Equal Pay

The gender pay gap takes into account all roles at all levels of an organisation, rather than comparing the pay received by women and men for carrying out the same roles. Therefore, 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 always have equal and fair pay for all our colleagues, and we are proud to be a real living wage employer.

National Data

The UK median gender pay gap for *all employees* is 14.3¹.

This means that by calculating the hourly pay of all employees, both part-time and full-time and fixed-term and permanent, women's hourly earnings, on average, are 14.3% less than men.

Among *full-time employees only* the UK median gender pay gap is 7.7%²

The office for National Statistics notes that the gender pay gap has been declining slowly over time; over the last decade it has fallen by approximately a quarter among full-time employees and all employees.

BITC Gender Pay Gap Reporting

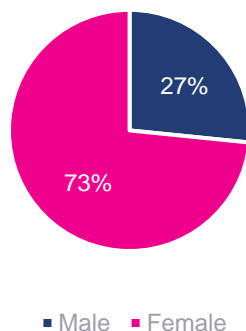
In line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Business in the Community is pleased to report our gender pay gap. We take our responsibility to report fully to our employees, members and stakeholders and include all staff across the United Kingdom in our calculations for complete transparency.

¹ [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

² [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

About BITC

Payroll relevant employees by Gender

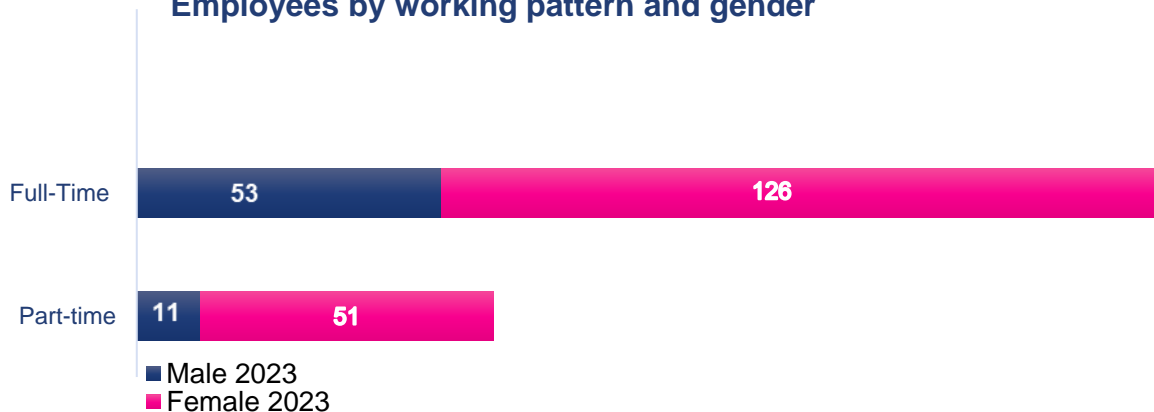


The table above shows the breakdown of the payroll relevant employees by gender.

We are a medium-sized employer with a total of 252 colleagues on the snapshot date of 5 April 2023.

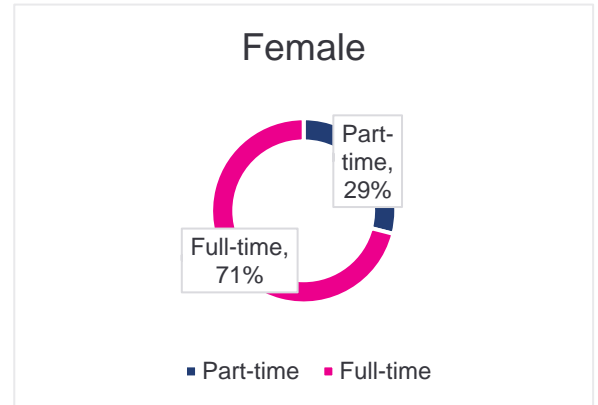
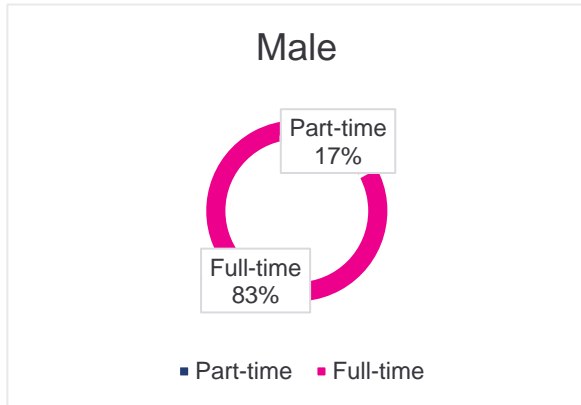
For the purposes of reporting our gender pay gap we removed a total of 11 female employees who were not payroll relevant as they were on maternity or adjusted sick pay. This means these calculations are based upon a headcount of 241 people.

Employees by working pattern and gender



The table above shows the proportion of full-time and part-time employees of the 241 full-pay relevant colleagues that were used to calculate the gender pay gap and we can see that female colleagues make up 82% of those who work less than 35 hours per week.

The figures on the following page also demonstrate the gender differences in working patterns.



Methodology

To calculate our gender pay gap, 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 calculates the difference as a percentage of the men’s salary. The same method 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.³

Our Pay Gap – All Colleagues

All Female Mean
£23.46ph

All Male Mean
£27.68ph

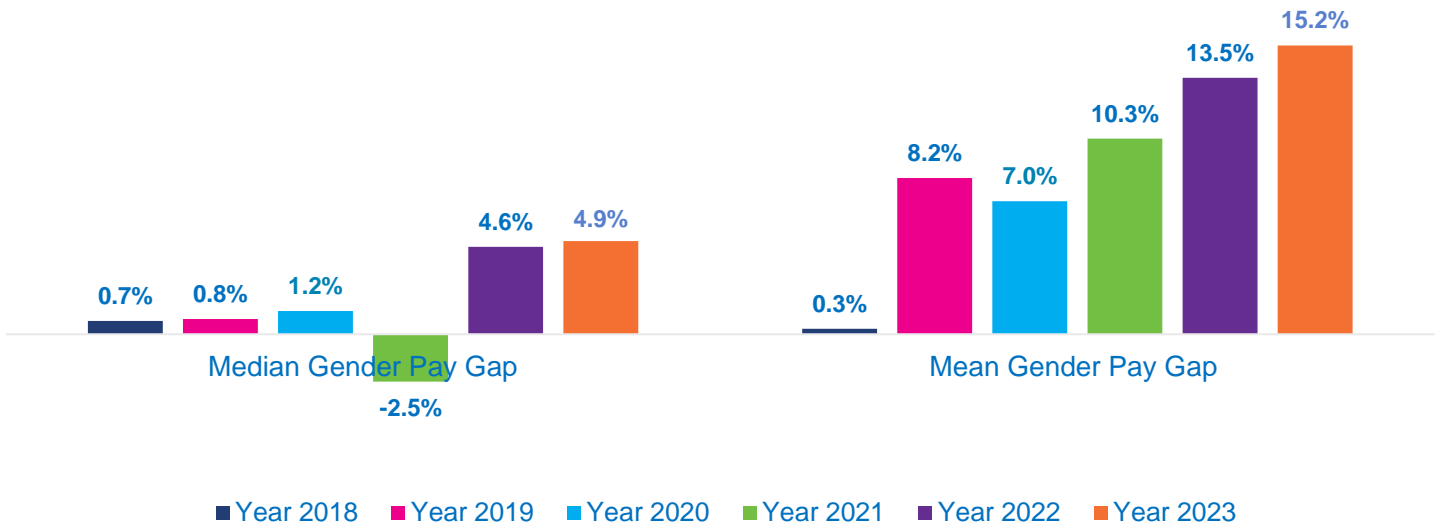
Our mean gender pay gap for all colleagues is 15.2%

All Female Median
£22.09ph

All Male Median
£23.24ph

Our median gender pay gap for all colleagues is 4.9%

³ <https://www.gov.uk/guidance/making-your-gender-pay-gap-calculations>



Our Pay Gap – Full-time Colleagues only

Full-time
Female Mean
£24ph

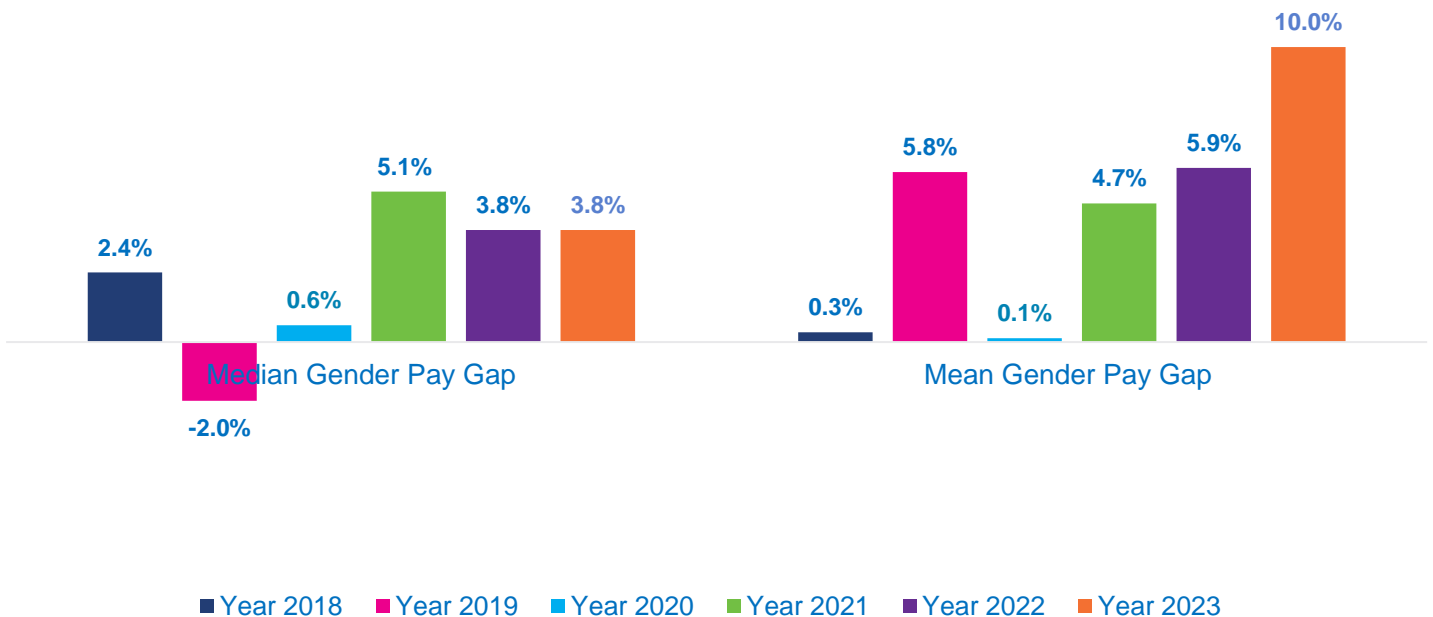
Full-time
Male Mean
£26.69ph

Our mean gender pay gap for full-time colleagues is 10%

Full-time
Female Median
£22.36ph

Full-time
Male Median
£23.26ph

Our median gender pay gap for full-time colleagues is 3.8%



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 for all colleagues is 4.9%. This means that on average men are paid 4.9% more than women on the snapshot date and this has increased by a fractional 0.3% from 4.6% in 2022.

Our mean gender pay gap for all colleagues has increased from 13.5% to 15.24%.

For the purposes of recording our gender pay gap we use the median figure as this is how the national statistics are reported by the ONS.

We note that we are working with small and uneven data sets and as such this presents a challenge as very small movements make a disproportionate impact, particularly with the mean figure.

We have a much smaller male population which means that, given there are a number of men on the executive team it raises both the mean and median disproportionately. We know that a number of male colleagues left the organisation in 2020 that reduced our gender pay gap to a negative figure. Since then the slightest change in diversity of our Executive team to increase the number of males has caused the gender pay gap to become positive again

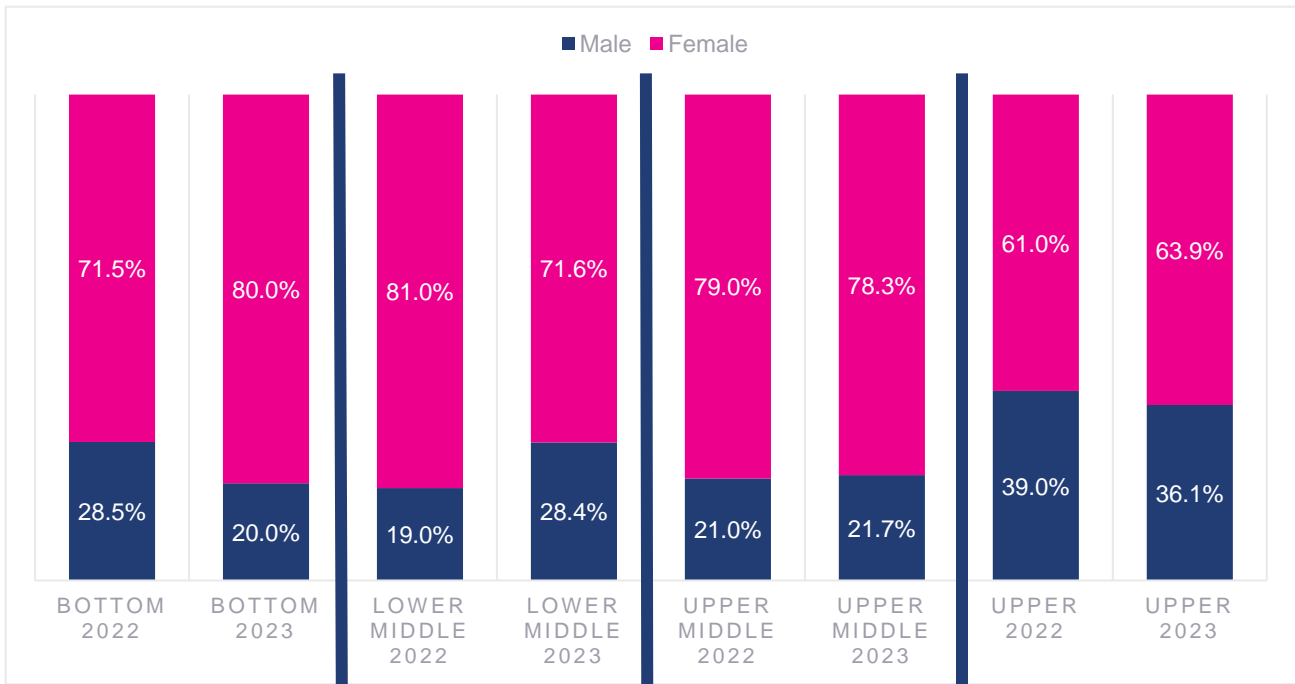
The majority of part-time colleagues being women also impacts the mean and median average hourly pay for all.

Looking at the full-time only population, we can see the figures are much closer together with a median gap of 3.8% with a larger mean gap of 10%.

Whilst we are not required to report on this set of figures it is important to us to form a full picture of where we need to address any imbalance.

Quartile data

Quartiles 2023



We note a slight change in gender distribution across the quartiles. In the upper quartile the male headcount has decreased by 3% of the total, while it has increased by just under 9% in the lower middle quartile.

The overall headcount increased from 235 to 241 on the snapshot date; we are cautious not to use this as a stand-alone indication but to monitor the longer-term trend.

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 both fair and inclusive and support the attraction and retention of a diverse workforce and review these regularly. We regularly

remind colleagues and line managers of the benefits we offer and encourage the sharing of positive colleague stories that highlight our inclusive approach.

- Our parenting and caring policies provide benefits over and above statutory requirements and have been further enhanced to further to help address workplace inequities including ensuring all prospective parents receive some level of paid leave regardless of their length of service.
- A key element of our colleague proposition is a strong, flexible working culture, for example we introduced a day one right to flexible working before this became a statutory requirement We embrace fully colleagues needs to flex their working commitments to balance home and work whether through formal flexible working patterns or ad hoc requests to flex their normal working day to balance home and work .
- We continue to ensure our recruitment policy and processes are both free from bias and fully inclusive, regularly reviewing our adverts and documentation and explore ways that we can encourage more diverse applicant pools.
- We promote our commitment to a hybrid working environment and flexible locations for roles as part of our recruitment practises to help our roles to appeal to every member of the community in which we work.

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.

We will continue to monitor and review our data to ensure we maintain our focus on full inclusivity - gender, ethnicity, age, and disability.

Declaration

I confirm that our pay gap data for 2022 has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Jane Ingram
Head of Human Resources