



BUSINESS IN THE COMMUNITY ETHNICITY PAY GAP REPORT 2024

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 -1.3%. 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 220 colleagues on the snapshot date.

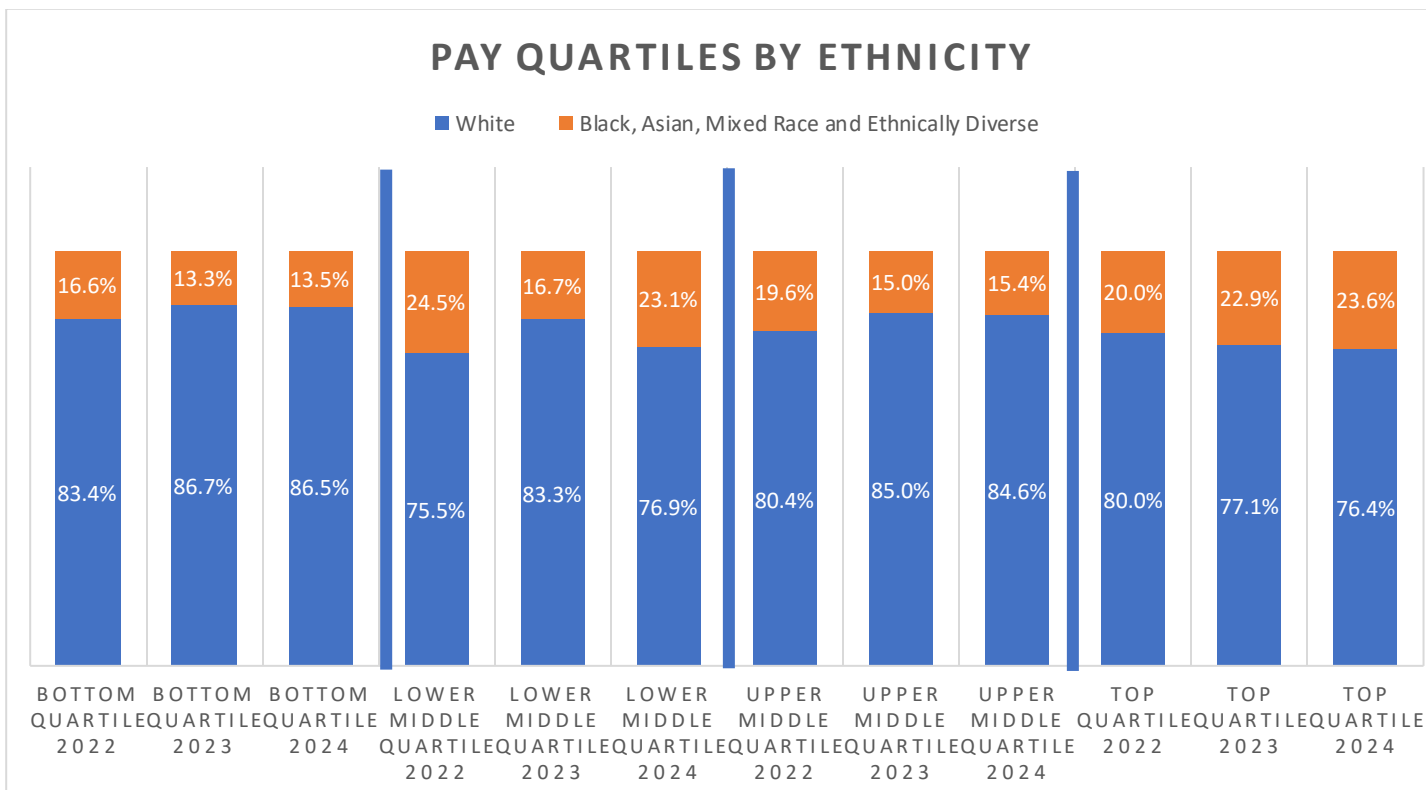
For the purposes of calculating our ethnicity pay gap, we note that of the full-pay relevant colleague (212) 5 colleagues have chosen not to disclose their ethnicity, and therefore these calculations are based on the 207 relevant colleagues who are both at full pay *and* have disclosed their ethnicity.

Ethnicity Pay Gap 2024

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 2024 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 97.7% 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 23.6% in the top quartile, this is a small increase from 22.9% from 2023.

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.

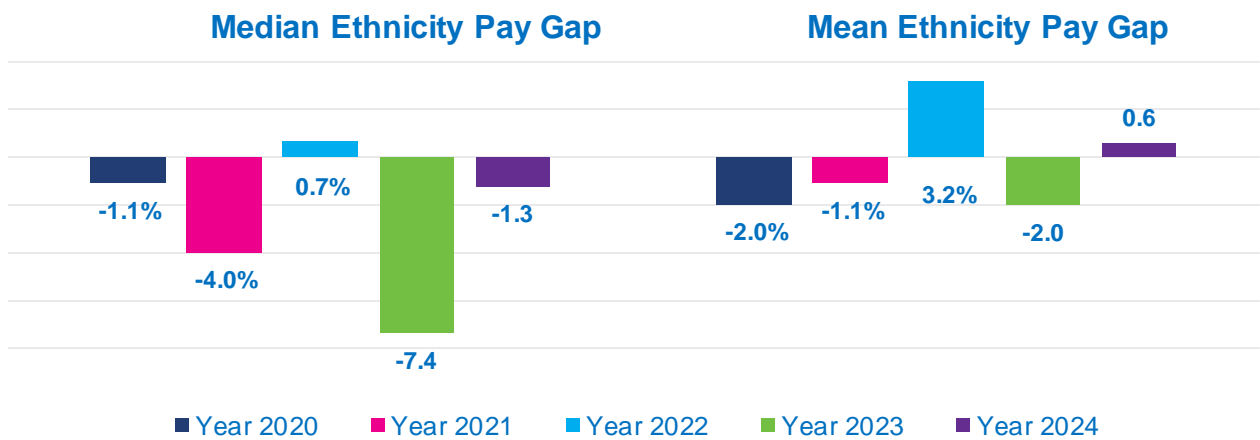
The figure below represents the pay gap of all White colleague's vs all Black, Asian, Mixed race and ethnically diverse colleagues shown as a percentage of White colleagues' salaries.

Our Ethnicity Pay Gap – All Colleagues

Our median Ethnicity pay gap for all colleagues is -1.3%

Our mean Ethnicity pay gap for all colleagues is 0.6%.

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



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.

Taking Action

We are not complacent about our negative ethnicity pay gap and continue to take action to ensure we maintain our commitments on race and inclusion.

- We continue to refresh and update our recruitment approach and processes to ensure we reduce any unconscious bias and can attract a diverse candidate pool.
- We give consideration to best practice and actions taken by our members whilst consulting the subject matter experts within our own organisation.
- We place great emphasis on ensuring all our leaders role model inclusive behaviours. Our Executive team have participated in race and inclusive behaviours awareness sessions, and this is being expanded more widely to our senior leadership teams. This will increase our own understanding of different cultures and backgrounds and embed expectations of our leaders to act inclusively.
- We listen to the experiences of our ethnically diverse colleagues working with our cultural awareness network and our union partners to gather feedback and pay particular focus on ways to enhance the development and retention of ethnically diverse colleagues. This includes a sponsorship programme for ethnically diverse colleagues and mentoring and coaching opportunities for all colleagues.
- We use data to monitor and track our progress against our ethnicity targets and analysis our diversity data across a number of areas including our engagement surveys and development opportunities and uptake. This will enable us to put in place the right actions to enhance the engagement, development, and retention of our ethnically diverse colleagues.

Jane Ingram
Head of Human Resources