



# Breaking Barriers: A Decade of Race Equality Insights



## Black Pay Gap

Black\* employees were the only ethnic minority group to consistently earn less than White employees between 2012 and 2022.

In 2022 the **pay gap** between Black\* employees and White employees was 5.7%.

**5.7% less**



## Pensions

The average ethnically diverse person's pension pot is **£52,333 – 46% of the size of their White British counterparts.**



## Police Force

**Only 1.3%** of officers in England and Wales are from a Black or Black British background.



## NEET

Young Black Caribbean people represent **1.5%** of the 18-24 population in England and Wales yet face the highest **NEET rate of any ethnic group at 29.4%.**

Source: NEET Rates (%) by ethnic group (18-24) – England and Wales – APS J-D 2024



## Senior Civil Service

Only 100 Senior Civil Servants declared their ethnicity as Black as of March 2023. (**less than 1%**)



## Wealth

Ethnically diverse people are more likely to have a university degree, yet **nearly 40% of Black African graduates are in non-graduate jobs** compared to 20% of White graduates.



## FTSE 100

3.7% of leaders in the Top 3 positions (CEO, Chair and CFO) are from an ethnically diverse background.



**There are no black leaders in C-suite roles at FTSE 100 companies.**

## Investment Organisations

**Less than 1% of investment managers** identify as Black\*.



## Education



**2.7% of headteachers in 2023/24 were Black.** In 2022 the number of Black academic staff rose by 18% but **black people only make up 1% of all professors.**

## Politicians

In 2024, **90 of the UK's 650 Members of Parliament were ethnically diverse** (13.8%). The most diverse it has ever been.



Read the full report  
[bitc.org.uk/race](https://bitc.org.uk/race)

\*Black/African/Caribbean/Black British