



BUSINESS IN THE COMMUNITY GENDER PAY GAP REPORT 2024

2024 saw Business in the Community (BITC) continuing to focus on embedding a strong employee proposition, with inclusive practices at the heart of this to support gender parity.

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 2024 median gender pay gap is **2.5%** reducing from 4.9% in 2023. Although we are a small organisation, we will not be complacent and will continue to monitor our data and take action to ensure all our colleagues thrive.

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 2024).

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 14.3%¹.

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.

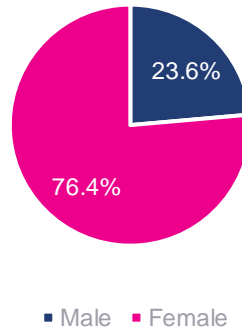
BITC Gender Pay Gap Reporting

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)

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 220 colleagues on the snapshot date of 5 April 2024.

For the purposes of reporting our gender pay gap we removed a total of 8 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 212 people.

Methodology

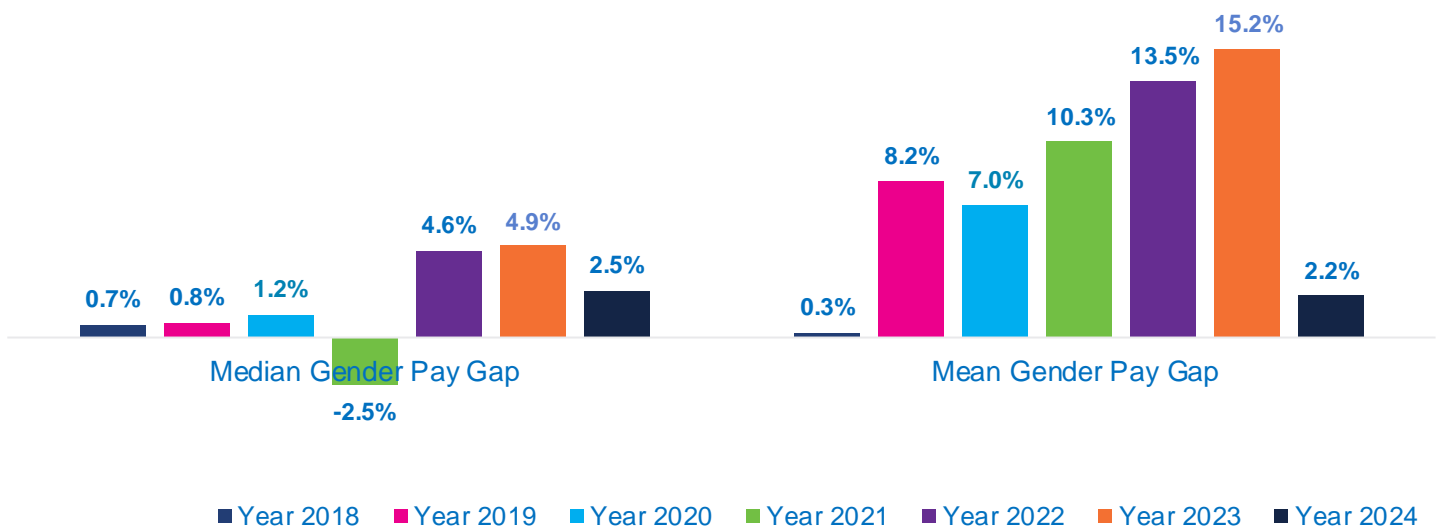
To calculate our gender pay gap, we took the mean salary for men and mean salary for women, removed the figure for women from that of men, divided by the men's rate and multiplied by 100. This calculates the difference as a percentage of the men's salary. The same method is used for the median figure.

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.²

Our median gender pay gap is 2.5%.

Our mean gender pay gap is 2.2%

² <https://www.gov.uk/guidance/making-your-gender-pay-gap-calculations>



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 2.5%. This means that on average men are paid 2.5% more than women on the snapshot date and this has decreased by 2.4% from 4.9% in 2023.

Our mean gender pay gap for all colleagues has decreased significantly from 15.2% in 2023 to 2.2% in 2024.

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.

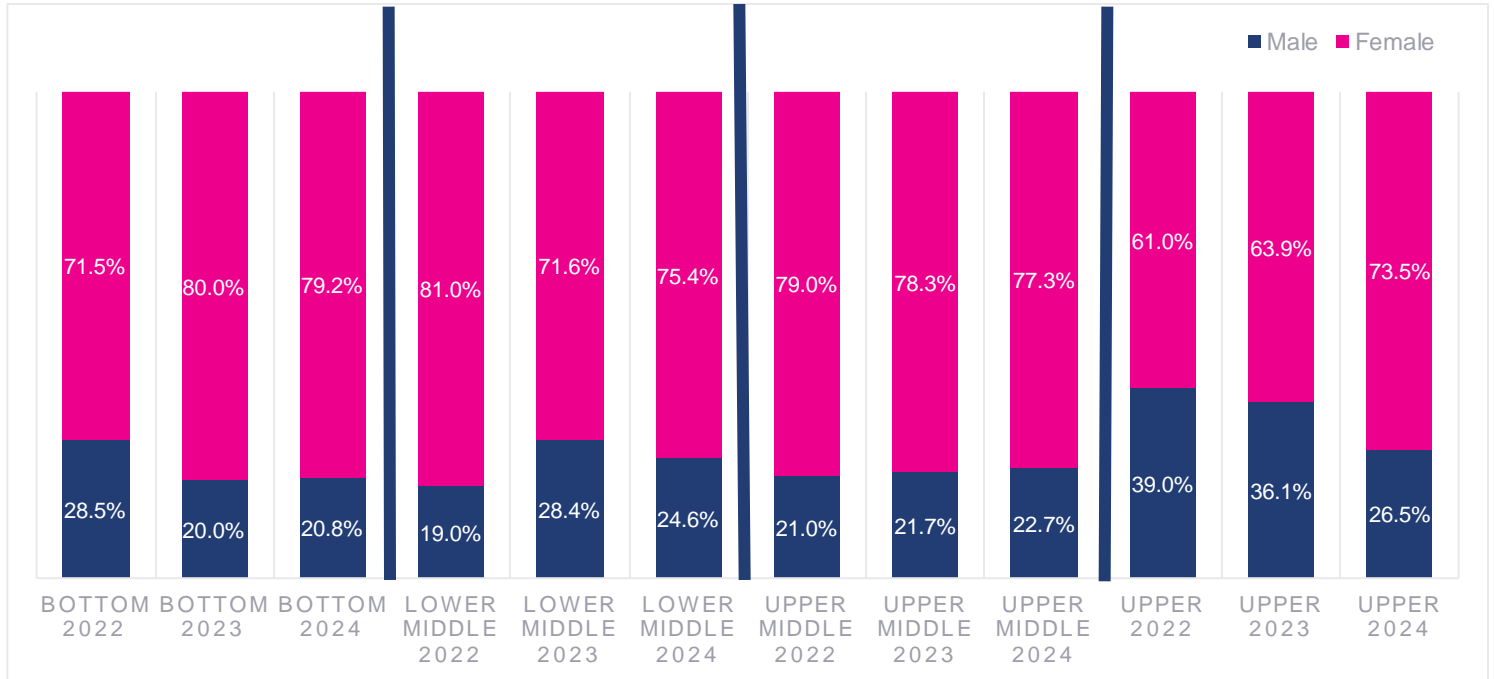
We note that we are working with small and uneven data sets and as such this presents a challenge as very small movements make a disproportionate impact, particularly with the mean figure.

We have a much smaller male population which means that changes of 2 or 3 higher paid colleagues will increase or decrease both the mean and median disproportionately.

Following a period of organisational change, the gender make-up of our Executive team changed, and this has caused the gender pay gap to decrease. This is illustrated in quartiles the table below.

Quartile data

Quartiles 2024



We note a slight change in gender distribution across the quartiles. In the upper quartile the male headcount has decreased by 9.4% of the total as a reflection of a number of males colleagues leaving in the past 12 months.

The overall headcount of full-pay relevant colleagues decreased from 241 to 212 on the snapshot date; we are cautious not to use this as a stand-alone indication but to monitor the longer-term trends.

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 to help us build and maintain a diverse workforce.

Taking Action

- We seek to be proactive in our employee policies walking the talk of being a responsible employer, taking action before legislation requires us. Our parenting and caring policies provide benefits over and above statutory requirements, regardless of length of service and we recently introduced 3 days paid caring leave for all colleagues.
- We give consideration to best practice and actions taken by our members whilst consulting the subject matter experts within our own organisation.

- We promote our good policies and practises internally. We encourage the sharing of positive colleague stories that highlight our inclusive approach, so all colleagues can see examples of how they can thrive and grow within BITC in different ways.
- A key element of our colleague proposition is a strong, flexible working culture, and we embrace fully colleagues needs to flex their working commitments to balance home and work whether through formal flexible working patterns, paid emergency dependant leave and hoc requests to flex their normal working day to balance home and work.
- We promote good development conversations as part of good line management activities and ensure all our development opportunities are open for all our colleagues. We review take up rates with a diversity lense to ensure all colleagues can access and feel able to take up development.
- We continue to ensure our recruitment policy and processes are both free from bias and fully inclusive. 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 communities we work in.

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 2024 has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Jane Ingram
Head of Human Resources