



Gender Pay Gap Reporting

The gender pay gap is the difference between the average earnings of women and men, 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.

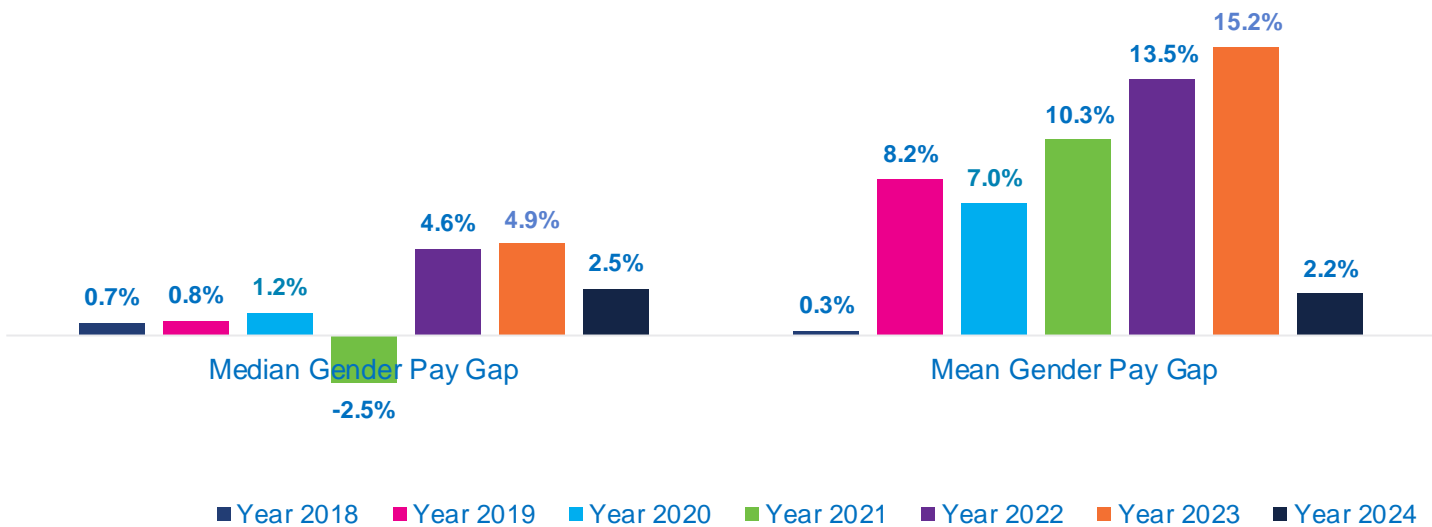
National Data

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-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



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



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

