

Ethnicity Pay Gap Reporting 2021 – Brook Young People

Ethnicity pay gap reporting is not mandatory in the UK but Brook believes that it is good practice to record this data in order to be transparent and improve diversity and inclusivity in our work place. This is our first report.

The data contained within this report represents all Brook employees who have declared their ethnicity at the specified date of 28 March 2021, which is the same date used for our gender pay gap reporting. The total number of employees included is 206, compared to 215 employees used in the gender pay gap report.

We used six calculations to show the difference between the average earnings of white and non-white employees ¹in our organisation and use these results to assess:

- the levels of race equality in our workplace
- the balance of white and non-white employees at different levels
- how effectively talent is being maximised and rewarded

87% of Brook's workforce are white and 13% are from non-white backgrounds.

Average pay gap

Mean ethnicity pay gap – hourly rate	15%
Median ethnicity pay gap – hourly rate	14%

The mean hourly rate is the average hourly wage across the entire organisation, so the mean ethnicity pay gap is a measure of the difference between the non-white mean hourly wage and the white mean hourly wage.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle; so the median ethnicity pay gap is the difference between the non-white median hourly wage (the middle paid non-white employee) and the white median hourly wage (the middle paid white employee).

Proportion of non-white employees in each pay quartile

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of non-white employees in each quartile gives an indication of non-white representation at different levels of the organisation.

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
White	92%	76%	87%	94%
Non-white	8%	24%	13%	6%

¹ ONS' binary definition of white combined compared with non-white, as recommended by [CIPD](#)

Bonus Pay*

Mean ethnicity pay gap in bonus pay	81%
Median ethnicity pay gap in bonus pay	0%
Proportion of non-white employees who received a bonus	12%
Proportion of white who received a bonus	16%

* Includes an additional awards scheme run in 2021 to reward outstanding responses by our employees to the COVID-19 pandemic.

Work on closing the Ethnicity Pay Gap

This is the first time Brook has captured this important data, which we see as key to understanding Brook's position, as part of our continued commitment to equality in the workplace and ensuring an inclusive workplace culture.

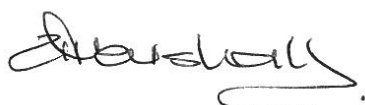
87% of Brook's workforce is white. We are committed to developing our own staff and have robust and equitable performance management, coaching opportunities and rewarding excellence schemes in place plus an option for hybrid working in many roles, but these opportunities only become visible once you become an employee.

Our ethnicity pay gap data indicates a fairly balanced spread across quartiles, with the lower and highest quartiles seeing the lowest percentages of non-white employees. There is a 4% difference in bonus pay. The overall number of non-white employees is low. Brook recognises that in order to increase the number of non-white employees we need to understand our data better, and the introduction of a new applicant tracking system (ATS) at Brook will give us further insight into our advertising and recruitment processes.

All work to improve equality, diversity and inclusion at Brook is covered in our internal action plan for 22/23.

Declaration

I confirm that our data reported is accurate.

A handwritten signature in black ink, appearing to read 'H Marshall'.

Helen Marshall

Chief Executive

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