

## ETHNICITY PAY GAP REPORTING 2022

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 workplace. This is our second report.

The data contained within this report represents all Brook employees who have declared their ethnicity at the specified date of 28 March 2022, which is the same date used for our gender pay gap reporting. The total number of employees included is 222, compared to 248 employees used in the gender pay gap report. The biggest reason for the difference in numbers is due to not holding ethnicity data for our bank workers. Bank workers would not qualify for bonus payments.

We used six calculations to show the difference between the average earnings of white and non-white<sup>1</sup> employees in our organisation and used 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.

86% of Brook's workforce are white and 14% are from non-white backgrounds.

### AVERAGE PAY GAP

Mean ethnicity pay gap – hourly rate	13%
Median ethnicity pay gap – hourly rate	6%

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
<b>White</b>	87%	80%	82%	93%
<b>Non-white</b>	13%	20%	18%	7%

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

### **BONUS PAY\***

Mean ethnicity pay gap in bonus pay	28%
Median ethnicity pay gap in bonus pay	-80%
Proportion of non-white employees who received a bonus	6%
Proportion of white employees who received a bonus	19%

\*38 awards in total, including 10 long service awards.

### **WORK ON CLOSING THE ETHNICITY PAY GAP**

86% of Brook's workforce is white, which is a 1% drop from the previous report.

Our ethnicity pay gap data indicates a fairly balanced spread across quartiles, with the lowest and highest quartiles seeing the lowest percentages of non-white employees for the second year. Percentages of non-white employees in the upper two quartiles have improved this year, increasing from 13% to 18% in the upper middle quartile and 6% to 7% in the upper quartile.

The mean and median hourly pay gaps have both reduced this year, which is encouraging, and the mean bonus pay gap has reduced from 81% to 28%, although the overall number of non-white employees remains low.

Work to improve equality, diversity and inclusion (EDI) across Brook is delivered and monitored through an annual EDI action plan, with actions undertaken in 2022/23 including a full review of the data being captured, a revised code of conduct for staff linking to Brook's values and a new EDI statement. Anonymous recruitment was considered but it was felt that this would not be beneficial at this stage. We implemented the action identified in the 2021 ethnicity pay gap report by introducing a new applicant tracking system (ATS) and will now start to monitor the data available through this system to help inform our recruitment decision making.

We recognise that a commitment to diversity and inclusivity in our workplace starts at the very top of the organisation, and in 2023 we will undertake a governance diversity audit and produce recommendations to address any areas of underrepresentation amongst our trustees and committee members.

Staff will be invited to help inform the contents of next year's EDI action plan.

### **DECLARATION**

I confirm that our data reported is accurate.



Helen Marshall  
**Chief Executive**

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