

ETHNICITY PAY GAP REPORTING 2024

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 fourth report.

The data contained within this report represents all Brook employees who have declared their ethnicity at the specified date of 5 April 2024, which is the same date used for our gender pay gap reporting. The total number of employees included is 267.

We used six calculations to show the difference between the average earnings of white and non-white¹ 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.

83% of Brook's workforce are white and 17% are from non-white backgrounds.

AVERAGE PAY GAP

Mean ethnicity pay gap – hourly rate	0%
Median ethnicity pay gap – hourly rate	8%

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	84%	76%	91%	80%
Non-white	16%	24%	9%	20%

BONUS PAY*

Mean ethnicity pay gap in bonus pay	63%
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¹ ONS' binary definition of white combined compared with non-white, as recommended by [CIPD](#)

Median ethnicity pay gap in bonus pay	0%
Proportion of non-white employees who received a bonus	52%
Proportion of white employees who received a bonus	52%

* This year's bonus data includes one-off payments made to 51% of Brook employees within the lower salary groups, to assist them with the cost of living financial pressure as winter approached.

WORK ON CLOSING THE ETHNICITY PAY GAP

83% of Brook's workforce is white, which is a 5% decrease from the previous report and 1% higher than the UK average according to the 2021 Census (82% white) but lower than the charity sector average reported by ACEVO in 2018 (91% white).

Last year non-white staff were under-represented in the upper pay quartile (10% compared to 12% of all staff). Representation has increased this year to 20% of staff within the upper pay quartile (compared to 17% of all staff).

The mean hourly pay gap has decreased from 15% last year to 0%, and the median pay gap stayed the same at 8% this year.

The overall number of non-white employees remains relatively low, but has increased this year, which is likely due to the reduction of unknown data compared to last year.

Work to improve equality, diversity and inclusion (EDI) across Brook is delivered and monitored through our annual EDI action plan and we have allocated additional resource through the appointment of a new EDI Lead, who will drive improvements across the organisation and also help to shape a new EDI strategy for the organisation.

DECLARATION

I confirm that our data reported is accurate.



Helen Marshall
Chief Executive

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