

ETHNICITY PAY GAP REPORTING 2025

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 fifth report.

The data contained within this report represents all Brook employees who have declared their ethnicity at the specified date of 5 April 2025, which is the same date used for our gender pay gap reporting. The total number of employees included is 250.

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.

81.2% of Brook's workforce are white and 18.8% are from non-white backgrounds.

AVERAGE PAY GAP

Mean ethnicity pay gap – hourly rate	-2.17%
Median ethnicity pay gap – hourly rate	8.40%

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	84.13%	70.99%	92.06%	76.19%
Non-white	15.87%	29.03%	7.94%	22.58%

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

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

BONUS PAY*

Mean ethnicity pay gap in bonus pay	100%
Median ethnicity pay gap in bonus pay	NA
Proportion of non-white employees who received a bonus	0%
Proportion of white employees who received a bonus	4.43%

*This year's bonus data includes seven one-off payments made to Brook employees as part of the Rewarding Excellence Scheme and two one-off payments for performance. We are unable to report on the median ethnicity pay gap in bonus pay due to no non-white employees receiving a bonus.

WORK ON CLOSING THE ETHNICITY PAY GAP

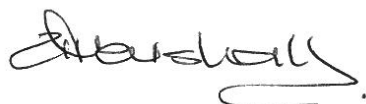
81.2% of Brook's workforce is white, which is a slight decrease from the previous report and is slightly lower than the national population figure of 81.7% white in England and Wales according to the 2021 Census. It is also slightly below the charity sector data from ACEVO where approximately 83.6% identify as white in 2025.

The mean hourly pay gap has decreased from 0% last year to -2.17% which is viewed as a positive result, and the median pay gap remains similar. The percentage of non-white employees within the upper pay quartile has increased this year, from 20% to 22.58%, compared to 18.8% across Brook's workforce as a whole.

Work to improve equality, diversity and inclusion (EDI) across Brook is delivered and monitored through our annual EDI action plan and staff voice through the annual staff survey. This year we ran anti-racist and unconscious bias training for senior staff and the board which will be rolled out to all staff as part of the 2026/2027 EDI Action Plan. We continue to review our policies and practices on recruitment and selection to ensure diversity, equity, inclusivity and fairness and have widened our reach for a more diverse talent pool by engaging with multiple recruitment platforms across the UK. We are pleased to note that 2025 staff survey data demonstrated an increase in 2 percentage points for the percentage of staff who agree that Brook encourages a culture of equality and diversity and an increase of fourteen percentage points for the percentage of staff who agree that Brook creates a safe environment to disclose bullying and harassment.

DECLARATION

I confirm that our data reported is accurate.



Helen Marshall
Chief Executive

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