

# Ethnicity Pay Gap Report 2024



# Ethnicity pay gap report

This is the first time we have published the British Library's ethnicity pay gap. From this point forward we will be publishing these figures annually, alongside our gender pay gap and our disability pay gap, with the goal of reducing and eliminating these gaps, and ensuring that the Library as a workplace is welcoming, fair and empowering for everyone, regardless of background.



## Roly Keating, the British Library's Chief Executive, said:

In 2018 I committed to eliminating our gender pay gap by 2023, the year of our 50th anniversary. We achieved that milestone last year, and have maintained it since, and it's clear to me that the annual publication of the pay gap played a key role both in tracking our progress and galvanising efforts across the organisation.

This year we're publishing our ethnicity pay gap for the first time, as part of our Race Equality Action Plan, and our broader efforts to support diversity, equity and inclusion. The median gaps are currently 5.33% for Asian colleagues and 13.03% for Black colleagues. Clearly this is not where we want to be and so our target is to eliminate both these gaps by 2030, the end of our current *Knowledge Matters* strategy period. Annual publication of these figures will ensure that we do so in a transparent and accountable manner.



## Jas Rai, the British Library's Interim Chief Operating Officer, said:

We are voluntarily publishing our ethnicity pay gap so we have a benchmark for progress, against which we'll report on annual basis going forward. We are disappointed with the median pay gaps that currently exist, and we have a number of initiatives underway which we believe will make a substantive difference – including career development opportunities, inclusive recruitment and our commitment to the Race at Work Charter (see '*Our commitment*', p6).

By focusing our efforts, and tracking our progress in the coming years, we are determined to deliver positive change in this area, as we have done with the gender pay gap.

# Ethnicity pay gaps – 5 April 2023

The ethnicity pay gap is the percentage difference between the median (or mean) average hourly pay of employees in different ethnic groups. For the British Library's ethnicity pay calculations, we have calculated the average percentage earnings for our Asian and Black colleagues relative to our white colleagues. This gives us two separate pay gaps – one for each ethnic group.

## Asian pay gap

**5.33%**

Median

**3.95%**

Mean

On average Asian members of staff earn 94.67p for every £1 that white members of staff earn.

## Black pay gap

**13.03%**

Median

**16.80%**

Mean

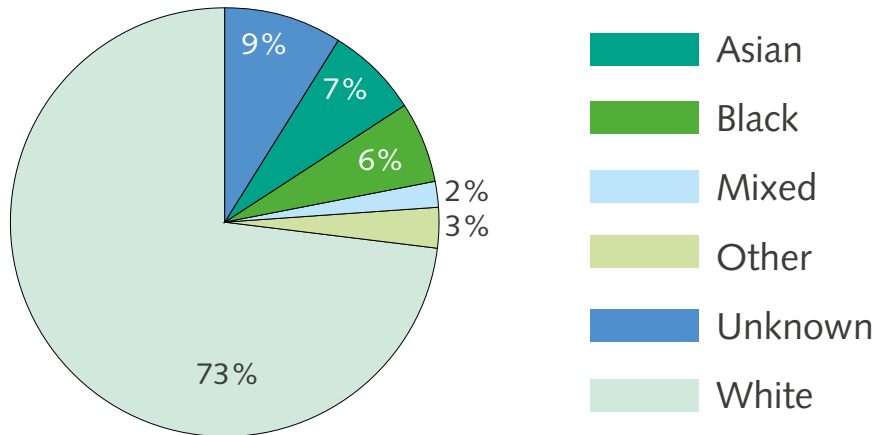
On average Black members of staff earn 86.97p for every £1 that white members of staff earn.

## Ethnicity bonus pay gap

Bonuses do not make up a significant component of employee pay at the British Library. Only three senior employees are entitled to a bonus payment, in accordance with the terms of their specific contracts. Due to the sensitive nature of this data and the significantly low data size we are unable to share this information.

# Our people

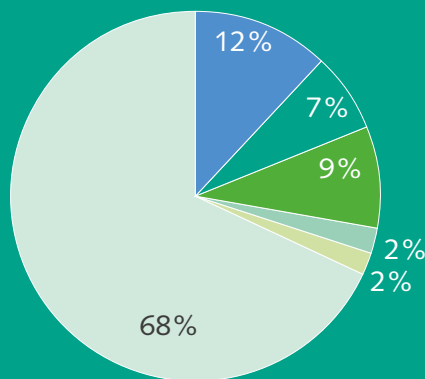
This is a snapshot of the British Library's whole organisation demographics, broken down by the high-level ethnic groups in line with the *Ethnicity facts and figures guidance* on gov.uk



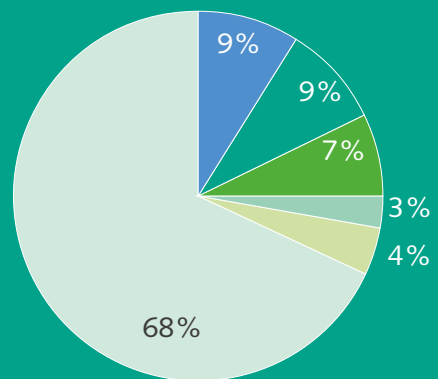
## Proportion of Black, Asian and white employees in each pay quartile

To work out the quartiles, the workforce is divided into four equal-sized groups starting with the lowest salaries in the organisation. Quartile one represents the lowest earners making up the first group, and quartile four represents the highest earners in the last group.

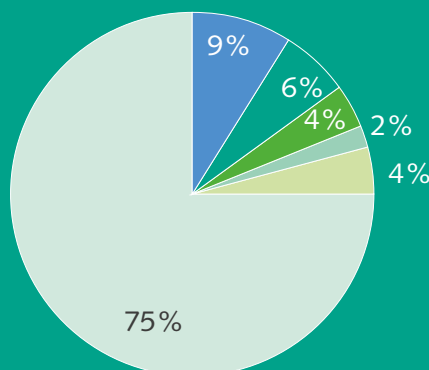
Q1



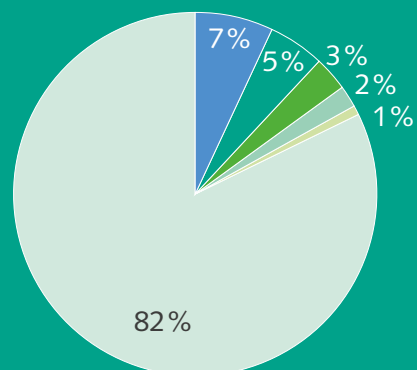
Q2



Q3



Q4



# Understanding our ethnicity pay gaps

In our commitment to transparency and fostering an inclusive workplace, the British Library is proud to share our first report on ethnicity pay gaps. Regrettably, our analysis has revealed existing pay gaps among both Asian and Black colleagues. We are actively engaged in implementing strategies to reduce and eliminate these disparities.

It's important to note that reporting ethnicity pay gaps is a voluntary initiative, and we acknowledge the inherent challenges in benchmarking within our sector as a result. Despite these obstacles, we are dedicated to establishing a robust framework for measurement and improvement. This initial report serves as our baseline for assessing future progress.

## Key insights

### Key insight one

#### Percentage of employees in each quartile

In the first quartile, colleagues in the Black, Black British, Caribbean and African ethnic group, represent 9% of staff and this reduces to 3% in the fourth quartile. The colleagues in the Asian or Asian British ethnic group represent 7% of staff in the first quartile, increasing to 9% at the highest in the second quartile and reducing to 5% in the fourth quartile. This means that representation decreases in the higher grades of the British Library.

### Key insight two

#### Difference in quartile pay gaps

In quartile one the median and mean pay gaps are both negative (-2.65%, -0.53%) for colleagues in the Black, Black British, Caribbean and African ethnic group, whereas, in quartile four the pay gaps increase to 4.0% (median) and 14.12% (mean). This means that quartile four contributes most heavily to the overall pay gap for Black, Black British, Caribbean and African colleagues.

Conversely, we see negative pay gaps in both quartile one (-4.06% median, -4.63% mean) and quartile four (-9.16% median, -5.49%) for colleagues in the Asian or Asian British ethnic group. Meaning the lower middle and upper middle quartiles are where we see pay gaps for Asian or Asian British colleagues.

### Key insight three

#### Percentage increase of white employees

Whilst the percentages of other ethnic groups generally decrease, the percentage of white employees is at its lowest with 68% in quartile one and increases by 15% to 82% in quartile four – the highest percentage increase of any ethnic group.

# Our commitment

Our target is to eliminate the Asian or Asian British and Black, Black British, Caribbean or African ethnicity pay gaps by 2030. To do this we will be monitoring our progress on an annual basis by publishing the ethnicity pay gap report alongside the gender pay gap and disability pay gap

## We will take the following actions to reduce and eliminate the ethnicity pay gaps:

- Investing in career development opportunities for Asian, Black, mixed race and other ethnically diverse colleagues
- Undergoing an inclusive recruitment audit to highlight any barriers in the process for applicants. The review will also look at the differences in recruitment across both sites
- Investing in specific leadership development workshops on race and senior leader impact
- Embedding diversity and inclusion learning into all new training programmes
- Improving our data monitoring and collection to generate more specific and targeted analysis of experiences
- Continuing to implement our Race Equality Action Plan across the organisation
- Continuing to work towards the seven calls to action set within the Race at Work Charter
- Continuing our reciprocal mentoring scheme for Strategic Leaders and Black, Asian, mixed race and other ethnically diverse colleagues
- Continuing our early careers training placements providing opportunity for Black, Asian, mixed race and other ethnically diverse people entering the sector
- Continuing to collaborate and work with Trade Union colleagues and the Cultural, Racial and Ethnically Diverse staff network.

## A pay gap is not the same as unequal pay

A pay gap is not the same as unequal pay. Unequal pay means that employees performing equal work, or work of equal value, are not receiving equal pay – which is unlawful.

An ethnicity pay gap is a measure of the difference between ethnic groups' average earnings across an organisation as a whole over a period of time, regardless of role or seniority. It is not a like-for-like comparison of employees of different ethnicities. This means that although we have a fair pay and reward policy, and equal pay, we may still have a pay gap.

## Mean and Median explained

The mean and median are different ways of calculating the average of a dataset and are used to calculate pay gaps. Both are used as they tell us different things about the data. The mean or mathematical average is worked out by adding all the data values together and dividing by the total number of values in the data set.

The median is the positional average. It is found by ordering all values (in a data set) in numerical order and finding the middlemost value. The advantage of the median over the mean is that the mean is affected by any outliers in the data set (such as a very small or large value), whereas the median looks for the value 'positioned' in the middle of the data set. Therefore, we lead with the median figure.

## Terminology

We have calculated the ethnicity pay gaps based on the list of high-level ethnic groups as found on the 2021 census and recommended by the *Ethnicity facts and figures guidance* on gov.uk. These are 'Asian or Asian British', 'Black, Black British, Caribbean or African', 'mixed or multiple ethnic groups', 'other ethnic group' and 'white'. This contrasts with using terms such as 'BAME' (Black Asian and minority ethnic) and calculating only one pay gap. By reporting on separate Asian and Black pay gaps we aim to highlight the different experiences of these groups and therefore develop more targeted and effective measures to address each of these gaps.

## Statistical robustness

The Government recommends any group needs a minimum of 50 individuals to be reported on as a separate category. This ensures anonymity of data – ethnicity is a protected category of data under GDPR, and we have a duty under the law to protect this data. It also allows for statistical validity, meaning that there are enough data points within the overall data set to trust the results.

Due to this statistical robustness, there are only two ethnic groups that we can draw a pay gap for; Asian or Asian British and Black, Black British, Caribbean or African. mixed or multiple ethnic groups and other ethnic groups are shown in the pie charts showing the organisation demographics and quartiles, but the pay gap has not been calculated. The white ethnic group is the reference group that the other groups are compared against to calculate the ethnicity pay gaps.