



Gender and Ethnicity Pay Gap Report 2023

A commentary on our progress in
closing our gender and ethnicity
pay gap.

Introduction from our Chief Executive, Dr Charmaine Griffiths



Dear all,

We are determined at British Heart Foundation (BHF) to ensure that equality and diversity runs through every area of our work. We want to build a better BHF where all our talented colleagues do their best work and feel they belong in our life-saving team.

We're pleased to share that BHF's gender pay gap remains small, although it will naturally reflect year to year changes in our team. In 2023 our median gender pay gap remained less than 1% (0.7% in favour of men vs 0.1% in 2022 in favour of women).

We also choose to share our median ethnicity pay gap, noting that it represents a smaller number of colleagues across our various BHF teams. In 2023 the median shows that the gap reduced with colleagues from ethnic minority backgrounds paid 7.4% more than white colleagues (down from 12.2% in 2022).

In 2023 we published the first report from our EDI strategy, Igniting Change. This detailed the progress we're making through BHF's approach to flexible working, and how our new volunteering strategy offers more flexible opportunities to attract a more diverse community of volunteers. We've upgraded our leave entitlements with a focus on flexibility and inclusion – including 12 weeks of additional partner and paternity leave.

Turning to the incredible scientists we fund, I know we have a long journey ahead to ensure that our research community represents the communities it serves. But this year, it was wonderful to celebrate the six pioneering BHF researchers make it onto the top 100 list of the best female scientists in the world. They inspire us as we strive to ensure better representation within the cardiovascular community.

What hasn't changed from last year is the relentless determination to make

things happen. I, together with my Executive Colleagues and BHF Board of Trustees, am committed to making long term progress on inclusion as we work towards a world free from the fear of heart and circulatory diseases, for everyone.

Making the world a fairer place is bigger than BHF alone, but we are proud to play our part – working across the UK's four nations to tackle inequalities in cardiovascular health, improve the diversity of our research workforce, and make BHF a more inclusive place to work. I'm proud of what we have achieved so far but the work continues.

Dr Charmaine Griffiths
Chief Executive,
British Heart Foundation

A handwritten signature in black ink that reads "Charmaine Griffiths". The signature is fluid and cursive.

I confirm the gender pay gap data contained in this report is accurate.

What is the gender pay gap at BHF?

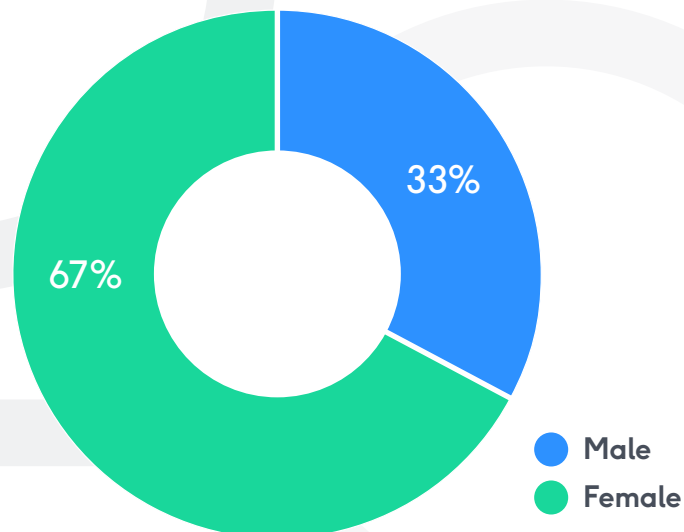
Median

0.7%

Mean

8.7%

BHF staff gender split



What do our median figures show?

This year our median gender pay gap increased slightly from -0.1% in 2022 to **0.7%** in 2023 in favour of men. This represents a slight shift in the position from last year when women on average were paid more than men.

What do our mean figures show?

Our mean gender pay gap has reduced from 10% in 2022 to **8.7%** in 2023. There was an increase to 10% in 2022 from 3.7% in 2021. This is significant due to furloughed colleagues being included in the 2022 calculation (they were excluded in the previous year's calculation).

What is our staff breakdown?

- 67% of BHF staff are female and 33% are male, which is similar to last year.
- 65% in the lowest paid quartile are female.
- 61% in the highest paid quartile are female.

In 2022 females accounted for 49% of the lowest paid quartile. This year they account for 65%. We will look more closely at pay quartiles later on in this report.

65%

in the lowest paid quartile are female



61%

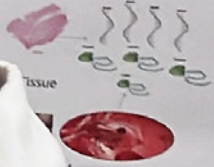
in the highest paid quartile are female



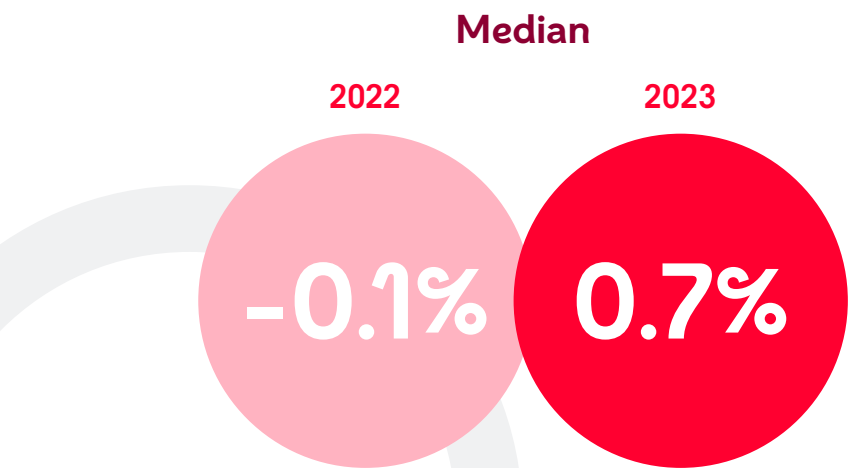


Improving Clinical

Identification



A closer look at the median gender pay gap



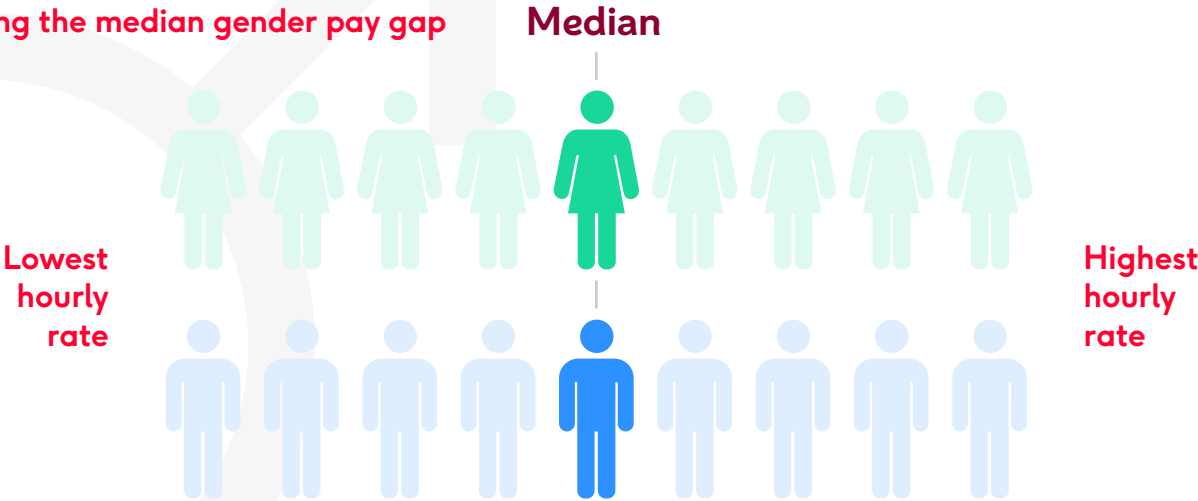
The median pay gap is calculated by finding the exact middle point between the lowest and highest paid man in an organisation, and the lowest and highest paid woman. We compare these two figures and show the difference as a percentage.

The median average is used over the mean average as a comparator with other organisations because it is generally more representative of colleague pay. The mean can easily be inflated for example, by the pay

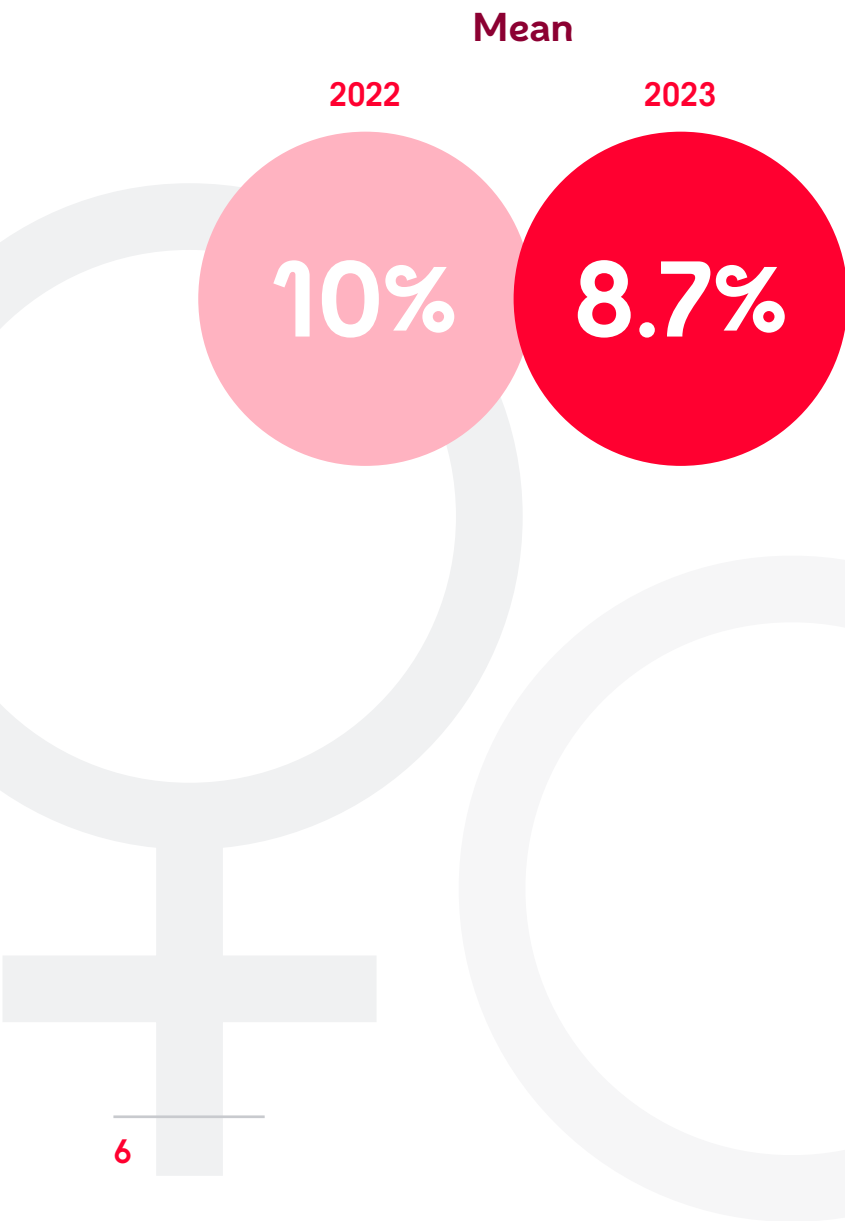
of a few highly paid colleagues and at BHF, the mean figure does not accurately represent the experience of most of our colleagues.

Our overall median average has slightly increased from last year and is now 0.7% in favour of men, last year the median average was in favour of women. This means that men on average were paid 1p more than women. Last year women on average were paid 1p more than men.

Calculating the median gender pay gap



A closer look at the mean gender pay gap



The mean gender pay gap is calculated by adding up the hourly pay of all female employees and dividing this figure by the total number of female employees at the organisation.

Then, we do the same calculation for male employees and compare the results.

The difference between these two figures is reported as a percentage and is known as the **mean gender pay gap**.

Retail colleagues make up 79% of our workforce, the industry standard for retail pay is lower than the rates of pay across the rest of BHF, a significant proportion of colleagues in retail occupy the lower pay quartiles. The mean average is also likely to be inflated by a few high salaries, consequently the median average is a more reflective comparison.

There has been a decrease in the mean average from 10% in 2022 to 8.7% in 2023. This is positive, as it means there is a reduction in the difference in the mean average pay between men and women. The mean average this year remains in favour of men.

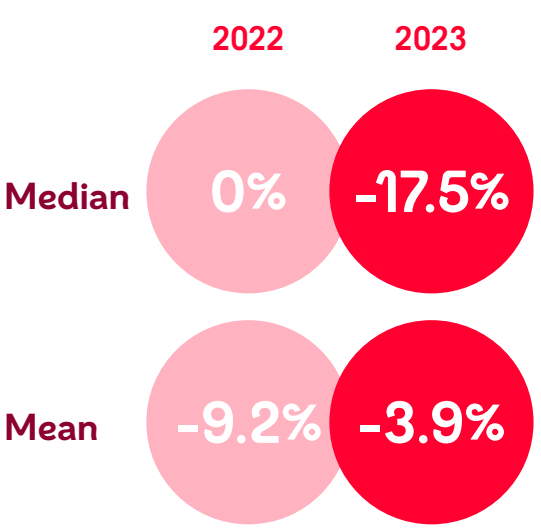
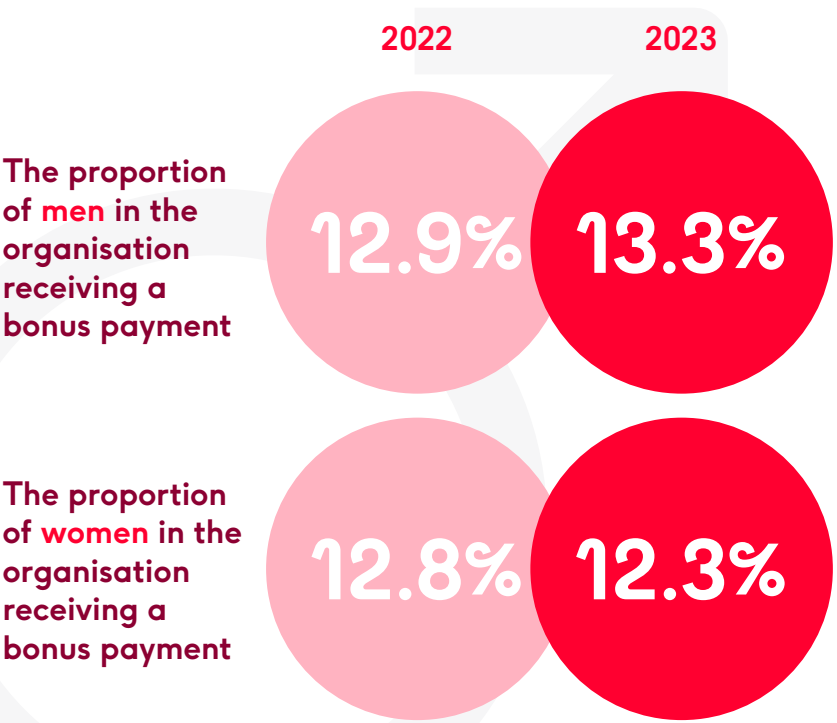


Bonuses at BHF

At BHF we do not pay typical performance related bonuses (we closed our retail incentive pay scheme in 2020). So, when we compare the gender pay gap for bonuses we include long service awards, employee referral bonuses, and exceptional awards where individuals have gone above and beyond in their role, in our calculations.

Our long service and referral bonuses are set amounts with clearly defined criteria. From 2022-2023 the **percentage of men** who received a bonus payment increased (to **13.3%** from 12.9%) while the **percentage of women** who received a bonus payment slightly decreased (to **12.3%**, down from 12.8%). Last year the proportion of men and women receiving bonus pay was the same.

In 2023, the median average for bonus payments is **-17.5% in favour of women**, the mean average for bonus payments was also -3.9% in favour of **women**. In 2023 we had more women than men receive long service awards, and a large volume of women had higher length of service than men meaning the value of their long service awards was higher than the awards men received; impacting the median.



Gender split across the quartiles

The proportion of men and women in each quartile

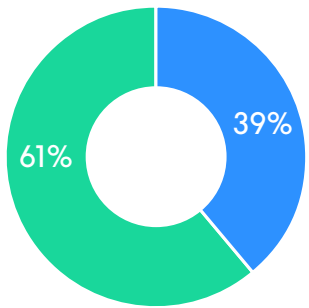
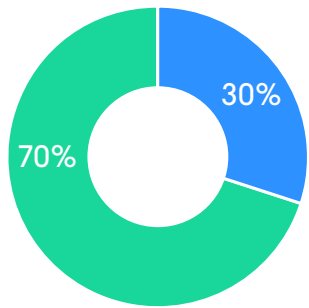
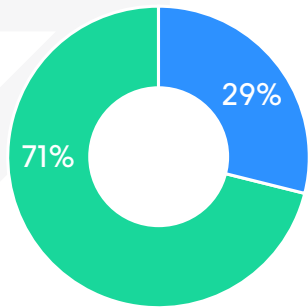
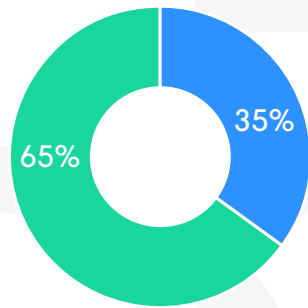
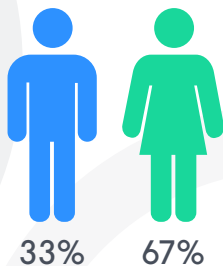
To determine pay quartiles, employees are arranged into four equal parts referred to as 'quartiles'. The pay quartiles show the proportion of male and female employees in each, ranging from the lowest paid quartile to the highest paid quartile.

This year women make up the largest proportion of colleagues in the lowest pay quartile (**65%**), as well as the largest proportion of colleagues in the upper pay quartile (**61%**).

The lower quartile has seen a significant shift in its gender split, this year a larger proportion of women, 65% (up from 49% last year) made up the lowest pay quartile. Compared to the organisation's

overall gender split we have more women in the middle quartiles compared to the upper and lower quartiles. Men now make up larger proportions of the lower middle (29% up from 14%) and upper middle (30% up from 25%) quartiles than last year. Proportions of men and women in the Upper quartiles have remained largely the same as the previous year, men 39% up from 38% and women down from 62% to 61%.

Overall gender split 2023



2023	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Male	35%	29%	30%	39%
Female	65%	71%	70%	61%

Comparable gender median averages in the charity sector

Charity	Median Average (2022)	Median Average (2023)	Median Bonus Pay (2022)	Median Bonus Pay (2023)
The Wellcome Trust Ltd	Women earn 85p for every £1 that a man earns (15.4% lower than men)	Women earn 84p for every £1 that a man earns (16.2% lower than men)	Women earn 85p for every £1 that a man earns (15.2% lower than men)	Women earn 84p for every £1 that a man earns (16.4% lower than men)
Cancer Research UK	Women earn 72p for every £1 that a man earns (27.6% lower than men)	Reported data not yet available	Women earn £1 for every £1 that a man earns (0% lower than men)	Reported data not yet available
British Heart Foundation	Women earn £1 for every £1 a man earns (0.1% higher than men)	Women earn 99p for every £1 that a man earns (0.71% lower than men)	Women earn £1 for every £1 that a man earns (0% higher than men)	Women earn £1.18 for every £1 that a man earns (-17.5% higher than men)
Marie Curie	Women earn 85p for every £1 that a man earns (15.2% lower than men)	Reported data not yet available	No bonuses were paid	Reported data not yet available
Alzheimer's Society	Women earn 81p for every £1 that a man earns (18.7% lower than men)	Reported data not yet available	No bonuses were paid	Reported data not yet available

Source: Data obtained from government portal, awaiting 2023 data upload for other charities listed.



What is the ethnicity pay gap at BHF?

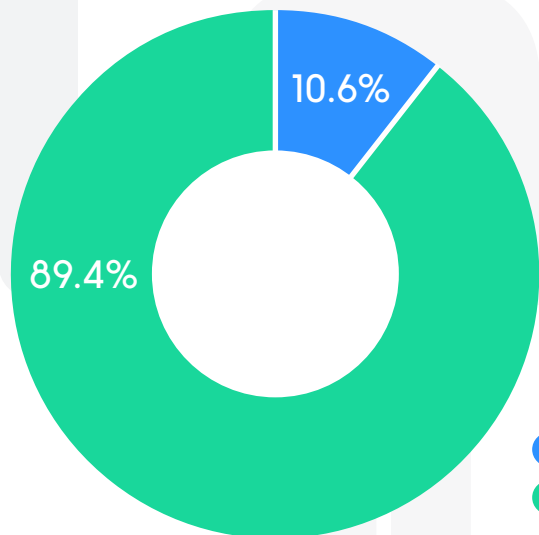
Median

-7.4%

Mean

-11.1%

Overall ethnicity split 2023



● Ethnic minorities
● White

What is the ethnicity pay gap at BHF?

The ethnicity pay gap is the difference in average pay between white colleagues and ethnic minoritised colleagues, regardless of the work they perform. We are committed to improving our equality, diversity and inclusion practices, and, although it is not currently a legal requirement, collating and presenting this data underlines our ongoing commitment for all ethnic groups at BHF.

What do our median figures show?

In 2023, the median ethnicity gap average was **-7.4%** in favour of ethnic minoritised colleagues, which means ethnic minoritised staff were paid on average 7.4% more than white colleagues. This is a reduction of last year's figure of -12.2% so the ethnicity median pay gap is reducing.

What do our mean figures show?

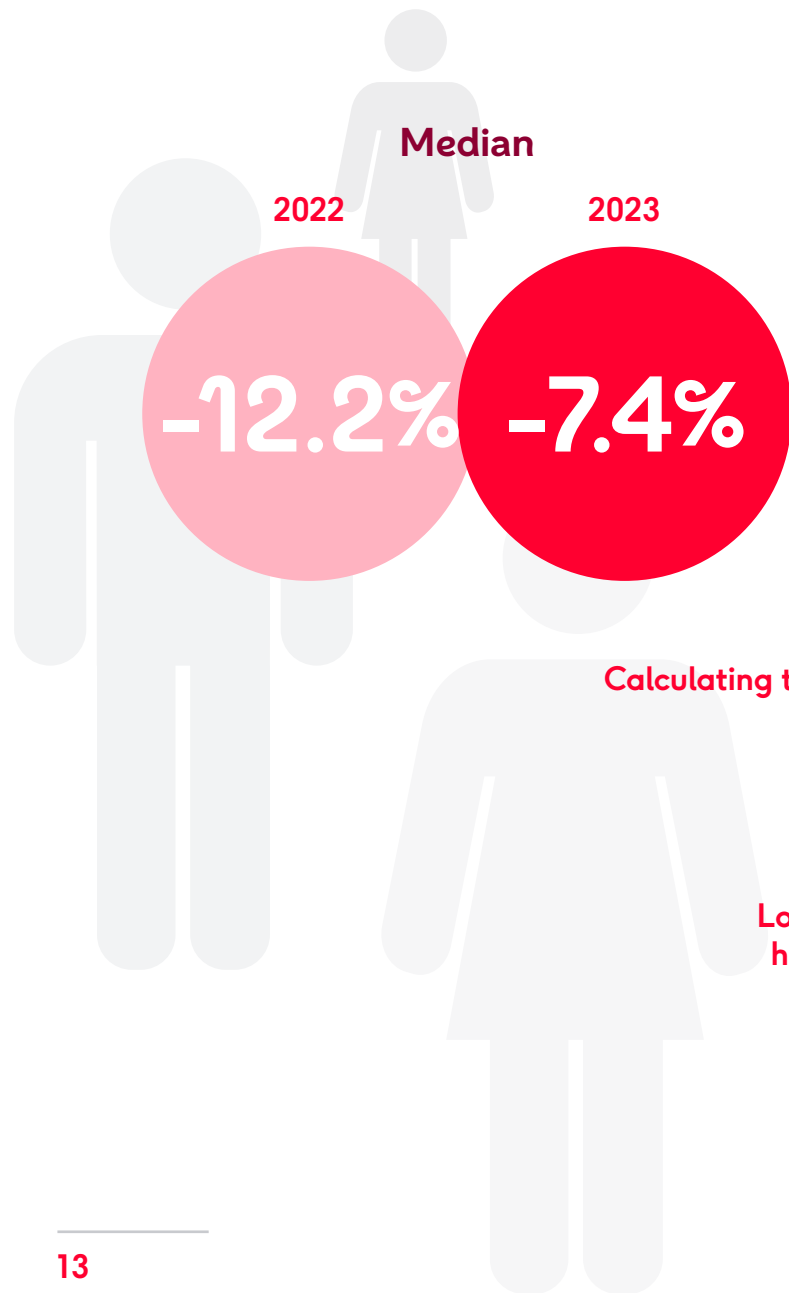
Ethnic minoritised colleagues are paid **11.1%** on average, more than their white colleagues. This is a reduction from last year's figure of 13.9%, which means that the ethnicity mean gap is reducing.

The majority of our colleagues (79%) work in retail, 92% of these colleagues are white. Retail roles attract lower pay than other roles at BHF. Most of our ethnic minoritised colleagues work outside of retail.

What is our staff breakdown?

Ethnic minoritised colleagues make up **10.6%** of the overall workforce at BHF, white colleagues make up **89.4%** of the overall workforce.

The median ethnicity pay gap at BHF

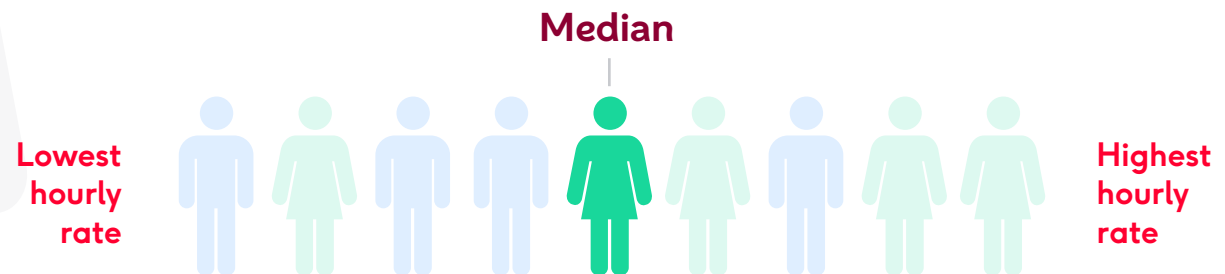


The median pay gap is calculated by finding the exact middle point between the lowest and highest paid white colleagues and the lowest and highest paid ethnic minoritised colleagues. We compare these two figures and show the difference as a percentage.

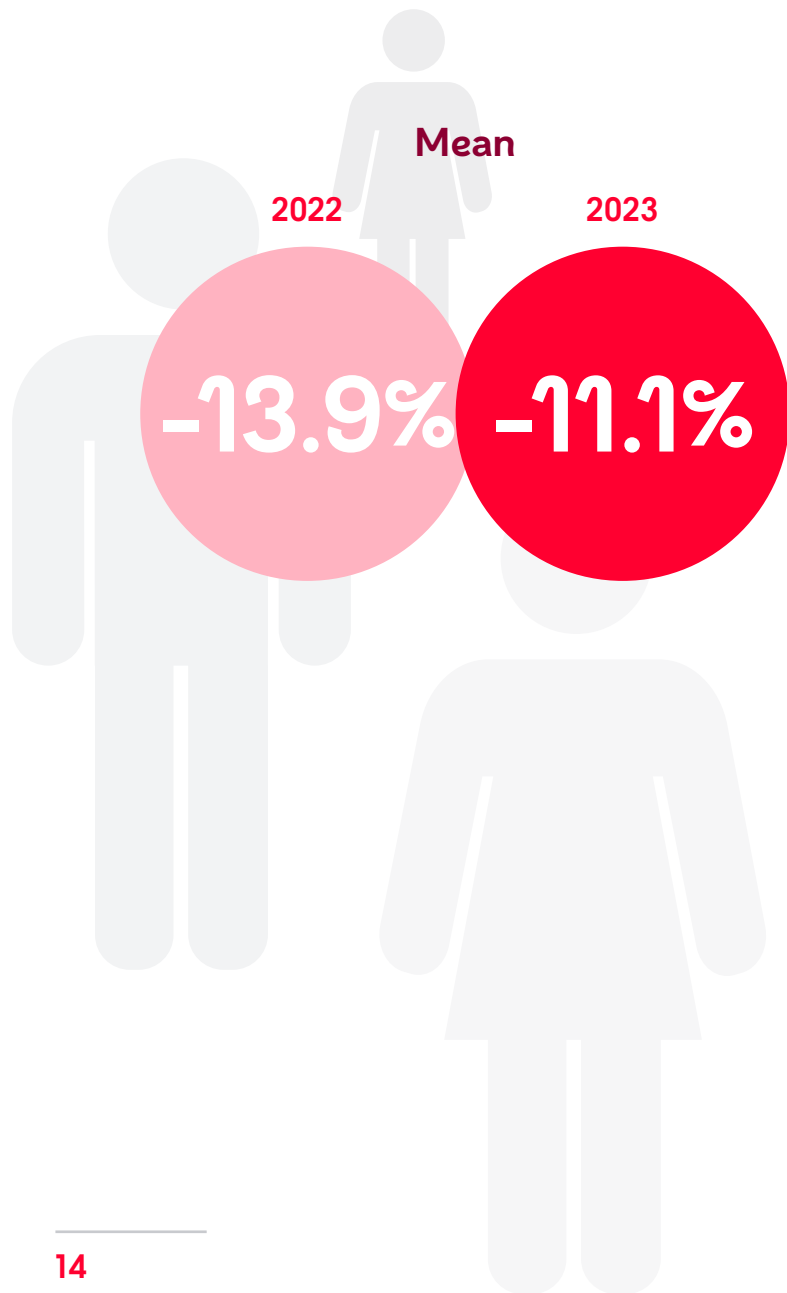
The median average is used in preference to the mean average as a comparator with other organisations, because it is generally more

representative of colleague pay. The mean can easily be inflated by the pay of a few highly paid colleagues.

Our median ethnicity gap remains in favour of ethnic minoritised colleagues and has reduced from **-12.2%** to **-7.4%** in the last year. Ethnic minoritised colleagues make up 11% of the highest pay quartile.



The mean ethnicity pay gap at BHF



The mean ethnicity pay gap is calculated by adding up the hourly pay of all white employees and dividing this figure by the total number of white employees at the organisation.

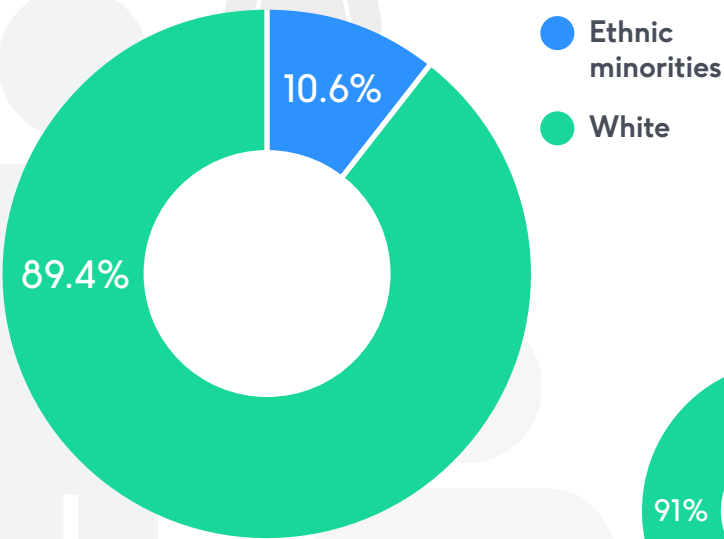
Then, we do the same calculation for ethnic minoritised employees and compare the results.

The difference between these two figures is reported as a percentage and is known as the **mean ethnicity pay gap**.

Ethnic minoritised colleagues are paid 11.1% more on average than their white counterparts. This has reduced from last year's mean average of -13.9%, so the gap is reducing.

Ethnicity split across the quartiles

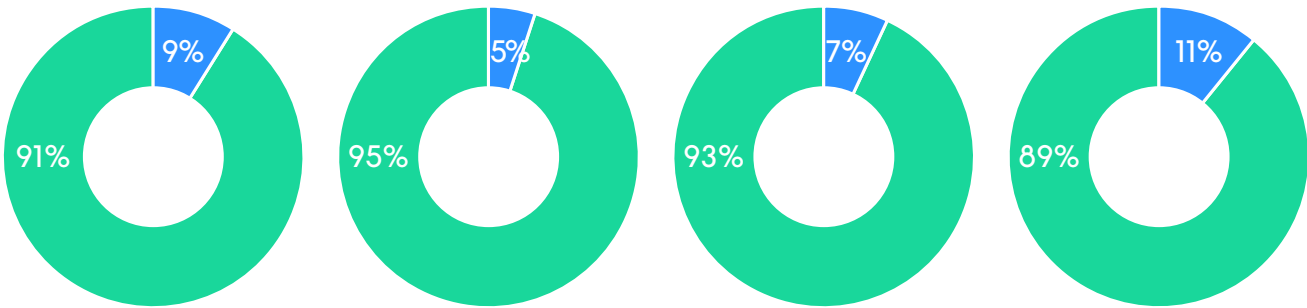
Overall ethnicity split 2023



The proportion of white and ethnic minoritised staff in each quartile

To determine pay quartiles, employees are arranged into four equal parts referred to as 'quartiles'. The pay quartiles show the proportion of white and ethnic minoritised employees in each quartile, ranging from the lowest paid quartile to the highest paid quartile.

The industry salary standard for pay in retail is lower than other roles across the rest of BHF, where ethnically minoritised colleagues work. Ethnically minoritised colleagues make up 11% of the upper pay quartile.



2023	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
White	91%	95%	93%	89%
Ethnic minority	9%	5%	7%	11%



Gender and ethnicity pay gap: building on our promises

Encouragingly, our gender pay gap remains close to zero, however it increased slightly this year and is now in favour of males by 1p. Last year the gender pay gap was 1p in favour of women. Our ethnicity pay gap has reduced, and is still in favour of ethnic minoritised colleagues by 7p. We are proud of the fact that our median average is much smaller than the median average of comparable charities, and also of the fact that we voluntarily report on our ethnicity gap even though it is not mandatory. This puts us in an advantageous position and demonstrates our commitment to this agenda.

Embedding inclusion within recruitment

Last year we said we'd prioritise a number of key areas including local recruitment focus in retail, bringing greater diversity into our graduate programme, building accountability – led by our senior leaders and continuing to strengthen our inclusive recruitment practices, and the good news is that we've made great strides in all these areas plus more.

This year we introduced our *hyper-local recruitment project* as one of the steps that we are taking to work towards **closing the ethnicity pay gap**. We've tailored our recruitment strategy in retail based on location and the specific needs of teams, building a strong local presence and network in our local communities. This has helped us reduce our vacancy rate in retail. Currently 79% of colleagues at BHF are based in retail, 92% are white and 8% are from ethnic minoritised backgrounds. Our desire is for our retail colleagues to better reflect their local communities.



- To ensure we get the best possible field of candidates we use specialist software – *a gender bias decoder* – to ensure the words we use, and what we say when advertising, is balanced and does not deter anyone from applying.
- As part of our drive for inclusivity all our job adverts promote our approach to flexible working from day one for all, particularly those with caring commitments that need more flexibility to help achieve a complimentary work-life balance. One of the key benefits of this is the opportunity to enhance our ability to attract from a wider talent pool.
- When candidates apply for a role at BHF we only ask relevant questions and do not ask them to provide current salary details during the application process. We have salary transparency at the recruitment stage, all our roles are advertised with a salary.
- We've partnered with Rare Recruitment and launched their *interactive eLearning module* with practical tips and advice on how to combat bias at interview stage.
- To help hiring managers reduce any potential bias in the shortlisting process we rolled out *anonymous CV software* for all positions.
- We launched our *Interview Builder* to help reduce the influence of unconscious bias by providing clear criteria and standardised questions, so managers are encouraged to focus on objective evidence of the candidate's abilities, reducing the potential for biases.
- Our new graduate programme has a more even gender balance. The ethnicity profile of our graduates increased from 29% last year to 56% this year. We were also mindful to ensure that we attracted graduates who are neurodiverse.
- We only state essential criteria on advertisements as research shows that males will apply for a job if they meet less than two-thirds of the qualifications, whereas females will apply only if they meet them all – including 'desirables'.



- We have introduced data tracking and analysis of recruitment data at interview stage, to obtain the likelihood of appointment, by reference to gender and ethnicity. This allows us to identify potential disparities and inform future ED&I strategies.
- We're a member of the *Tech Talent Charter* to help promote diversity across Technology and we continue to look for new initiatives to sign up to in order to broaden our talent pool even further.

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Fostering diversity throughout our colleague recruitment journey remains a central commitment for us. In the past year, significant strides have been made, reflecting our dedicated efforts. Nevertheless, our journey is ongoing, and we acknowledge that there is always room for growth and refinement. We are unwavering in our accountability, aspiring to further enhance our foundations and effect positive change for the benefit of all colleagues.

Kate Russell

Head of Recruitment and Onboarding



Next steps: embedding inclusion across our colleague experiences

We are proud of the fact that we have maintained our position and have a statistically insignificant gender pay-gap. While we continue to work to equalise our gender and ethnicity pay gaps, we recognise that our efforts to achieve a workforce, reflective of the profile of the UK, could in the short-term result in some gaps being exacerbated. We will continue to hold ourselves accountable and will monitor our position.

- We have **advanced our data capture for pay** and will explore variances in more detail, to inform our strategies for tackling gender and ethnicity pay gap differences.
- We have **auto-populated our EDI objective** into our senior leadership group performance reviews to continue to build accountability for EDI into senior leadership. We are considering extending ownership of an EDI goal to all our colleagues.
- We continue to review our people policies through the lens of equality, conducting *Equality Impact Assessments* where appropriate, and make changes where needed. We are particularly proud to say that from April '24 we'll be introducing our new support leave entitlement. This will increase the amount of paternity leave that is available and support families in shifting caring responsibility more equally between parents. We believe that in the long-term, this will have a positive impact on women's ability to progress within their careers, allowing them to have **less time away from work** caring for children and consequently have an impact in reducing the gender and ethnicity pay-gap.
- We are designing our very first BHF wide *Talent Strategy*, inclusivity and diversity will be a key feature.
- We are also in the process of commissioning a provider for our **Diverse Talent offering**, to help us increase the % of women and colleagues from the ethnic minoritised colleagues within our SLG. Our goal is to have a gender profile that reflects our overall workforce (68% female), we are currently at 54%, down 1% from last year. We would like ethnic minoritised colleagues to reflect the national profile of 14% within our SLG. Last year we increased by 1% to 11%, with (2% being Black), this year, we have maintained this position.
- We are also building principles of inclusion into organisational development. Our new *Future Fit* programme is informing our workplace planning with inclusion one of its key principles.



Conclusion

While we continue to work to equalise gender and ethnicity pay across BHF we recognise that our efforts to achieve a workforce, reflective of the profile of the UK, could in the short-term result in some gaps being exacerbated. We will continue to monitor our progress through our governance committees to ensure that our activities are appropriate and proportionate in aiding us in achieving our aims to create equality for all.

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Grateful for the hard work of colleagues across BHF in ensuring that we do everything we can to close the pay gap. While our commitment means that our pay gap remains narrow, we acknowledge the need to make even bigger strides to ensure fair career progression for all, combat biases, and foster an inclusive culture. By promoting transparent compensation practices, embracing flexibility, and championing equal access to development, we strive to eliminate disparities. Regular pay reviews, expanded support and parental leave, and active community engagement further propel our dedication. Complacency has no place; as part of our Igniting Change strategy we remain 100% committed to creating a workplace where equality thrives.

Kerry Smith

Chief People Officer



