



Gender Pay Gap Report CII

2023

Introduction

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap data.

A gender pay gap is a measure of the difference in the average pay of all men and of all women in an organisation, regardless of the roles that they do. It is not the same as an equal pay comparison, which directly compares the pay of two or more people carrying out the same jobs, similar jobs or work of equal value.

The information submitted by complying employers is published on the government-sponsored website. Employers are required to publish the overall mean and median gender pay gaps, the difference in mean and median bonus payments paid to men and women, the proportion of male and female employees that received a bonus, and the gender distribution across the pay quartiles.

The calculations make use of two types of averages:

- A mean average involves adding up all of the numbers and dividing the result by how many numbers were on the list. This average places the same value on every number and so can be easily distorted by a small number of very high or low earners.
- A median average involves listing all of the numbers in numerical order and taking the middle number. This indicates what the 'typical' situation is, as extremes of low and high pay do not affect the median.

The following set of figures is based on the snapshot date 05 April 2023. On this date the CII had 221 UK employees, of whom 92 were male and 129 female ('relevant employees'); of these there were 207 who were receiving their full normal pay in April, 87 male employees and 120 female employees ('relevant full pay employees').

Overview of Gender Pay Gap Figures

Overall workforce Composition – 05 April 2023



	Relevant employees	Relevant full pay employees
Number of employees	221	207
Number of Male employees	92	87
Number of Female employees	129	120

Mean/Median – based on relevant full pay employees

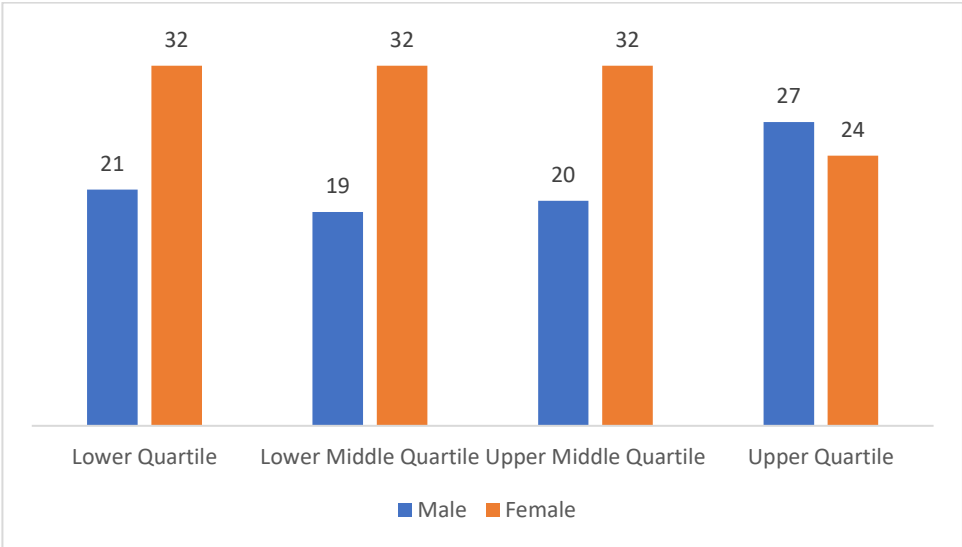
- **Total gender pay gap (mean average)** – In 2023 at the CII, this is **15.59%**. In comparison, in April 2022, the gender pay gap (mean average) was higher (21.19%).
- **Total gender pay gap (median average)** – In 2023 at the CII, this is **9.96%**. In comparison, in April 2022, the gender pay gap (median average) was lower (9.31%).

See Appendix 2, for more details.

Quartile Reporting

Gender Distribution by Pay Quartiles for Relevant Full Pay Employees

When we observe the distribution of male and female employees within the quartiles, as shown in the chart below, we can see that while both male and female employees are well represented across all pay quartiles, there is a higher percentage of males found in the highest pay quartile and a lower percentage of female employees. Across the other pay quartiles there are higher proportions of female employees compared to male employees.

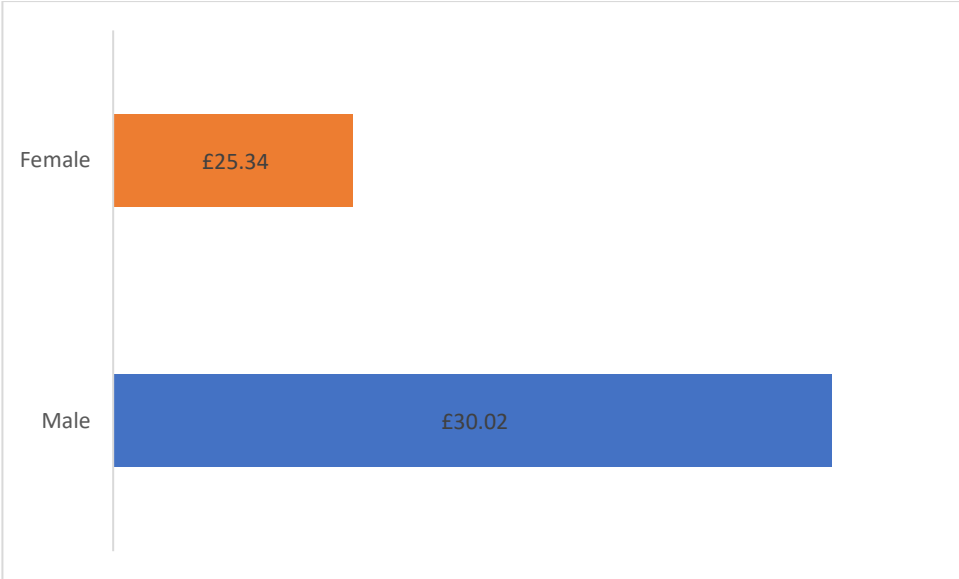


See Appendix 3, for more details.

Hourly Pay Reporting

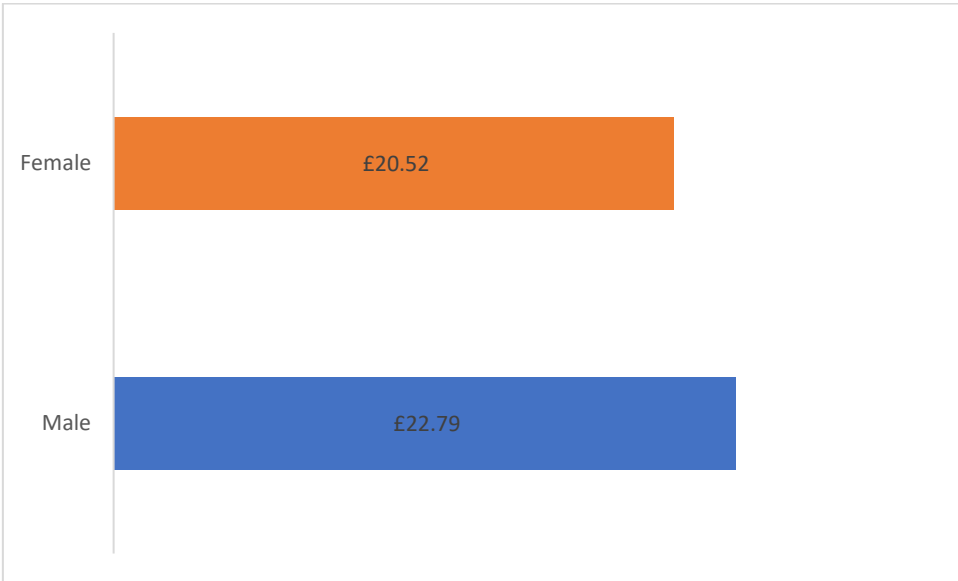
Mean Hourly Pay Rates

The mean hourly rates are currently favouring male employees by 15.59%.



Median Hourly Pay Rates

The median hourly rates are currently favouring male employees by 9.96%. The variance between the mean and median hourly pay rate gaps indicates that the data set is slightly skewed, with the median being less susceptible to outliers and extreme values.



Bonus Pay Reporting – Based on All Relevant Employees

The bonus gap at CII is currently favouring male employees at the mean by 4.72% (36.50% in April 2022) and has been eliminated at the median (19.46% in April 2022). This indicates that the data set is skewed, with a wider range found in the smaller male data set (n = 43) compared to a narrower range in the slightly larger female data set (n = 60) who are in receipt of bonuses.



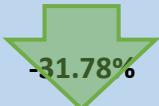
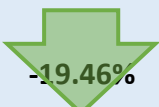
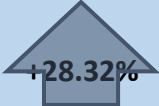

Mean Bonus Pay Gap



See Appendix 4, for more details.

Trend Comparison

This year we see a narrowing gender pay gap at the mean and a narrowing bonus gap at both the mean and median. However, the median gender pay gap has widened slightly. We recognise that bonus pay, as defined by the regulations, includes a wide-ranging suite of awards including amounts relating to performance, incentives, instant recognition and study awards which can help drive a corresponding wide range in individual amounts reported.

	Apr 2021	Apr 2022	Apr 2023	2023 vs 2022
Mean Gender Pay Gap	14.81%	21.19%	15.59%	 -5.6%
Median Gender Pay Gap	10.06%	9.31%	9.96%	 +0.65%
Mean Gender Bonus Gap	39.93%	36.50%	4.72%	 -31.78%
Median Gender Bonus Gap	0.00%	19.46%	0.00%	 -19.46%
Males receiving bonus	35.16%	18.42%	46.74%	 +28.32%
Females receiving bonus	34.40%	18.90%	46.51%	 +27.61%

Appendices

Appendix 1 – The Regulations Explained

The UK Regulations on Mandatory Gender Pay Reporting require:

- Gender pay information to be reported by private and voluntary sector employers in England, Wales and Scotland with at least 250 employees
- Information to be published on a government-sponsored website by 05 April 2021, and annually thereafter

The main items to be reported on are:

- Mean and median hourly pay difference
- Mean and median bonus pay difference
- Proportion of male and female employees receiving bonus
- Male and female headcounts within each pay band*

*Pay bands are as follows:

- A. Lowest paid to lower quartile
- B. Lower quartile to median
- C. Median to upper quartile
- D. Upper quartile to highest paid

Definitions

- Lower Quartile: The point below which 25% of the recorded salaries fall
- Median: The mid-point (50th percentile) in a range of figures, i.e. 50% of the sample is paid above this amount, and 50% are paid below this amount.
- Upper Quartile: The point below which 75% of the recorded data falls
- Mean: The sum of all the numbers in a group divided by the number of numbers in the group.

Appendix 2 – Total Gender Pay Gap

	05 April 2022	05 April 2023
Total gender pay gap (mean average)	21.19%	15.59%
Total gender pay gap (median average)	9.31%	9.96%

Appendix 3 – Quartile Reporting for Relevant Full Pay Employees*

	Male		Female		Total
Upper Quartile	27	53%	24	47%	51
Upper Middle Quartile	20	38%	32	62%	52
Lower Middle Quartile	19	37%	32	63%	51
Lower Quartile	21	40%	32	60%	53
	87	42%	120	58%	207

*Percentages may not sum to exactly 100% due to rounding to the nearest whole percentage point.

Appendix 4 – Bonus Pay Reporting – Based on All Relevant Employees

Proportion of Males/Females Receiving Bonuses	
46.74%	Males
46.51%	Females
Mean Bonus Pay Gap	
49,937	Bonus Paid - Male
1,161	Mean Bonus - Male
66,387	Bonus Paid - Female
1,106	Mean Bonus - Female
Median Bonus Pay Gap	
1,000	Median Bonus - Male
1,000	Median Bonus - Female