



Ethnicity Pay Gap Report CII

2023

Introduction

The **ethnicity pay gap** shows the difference in average hourly rate of pay between Ethnic minority and White employees.

The calculations in this report 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.
- A median average involves listing all of the numbers in numerical order and taking the middle number.

The following set of figures is based on the employees that had provided their Ethnicity data by 05 April 2023 and who were receiving their full normal pay in April. At that date 190 employees had provided the data, of whom 137 identified as white and 53 as having an ethnic minority background ('relevant employees'); of these there were 180 who were receiving their full normal pay in April, 130 White employees and 50 from an ethnic minority ('relevant full pay employees').

Overview of Ethnicity Gap Figures

Overall workforce Composition – 05 April 2023

White Ethnic
72% minority
28%

	Relevant employees	Relevant full pay employees
Number of employees	190	180
Number of White employees	137	130
Number of Ethnic minority employees	53	50

Mean/Median – based on relevant full pay employees

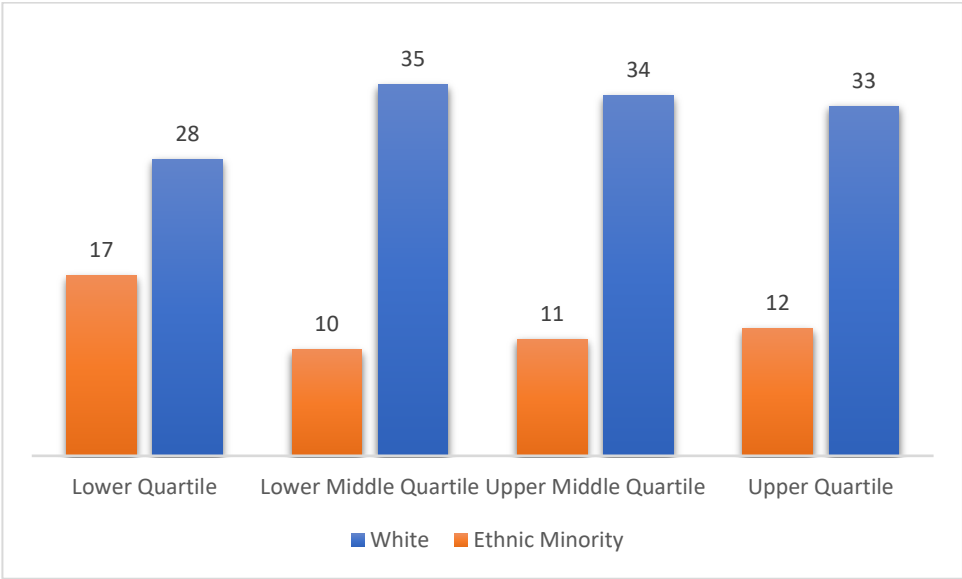
- **Total ethnicity pay gap (mean average)** – In 2023 at the CII, this is **6.9%**. In comparison, in April 2022, the ethnicity pay gap (mean average) was higher (**13.1%**).
- **Total ethnicity pay gap (median average)** – In 2023 at the CII, this is **3.3%**. In comparison, in April 2022, the ethnicity pay gap (median average) was higher (**9.9%**).

See Appendix 1, for more details.

Quartile Reporting

Ethnicity Distribution by Pay Quartiles for Relevant Full Pay Employees

When we observe the distribution of White and Ethnic minority employees within the quartiles, as shown in the chart below, we can see that although both White and Ethnic minority employees are represented across all four pay quartiles, there are higher numbers of White employees found in all quartiles. The proportion of White employees is lowest in the lowest pay quartile whilst the proportion of Ethnic minority employees is highest in the lowest pay quartile.

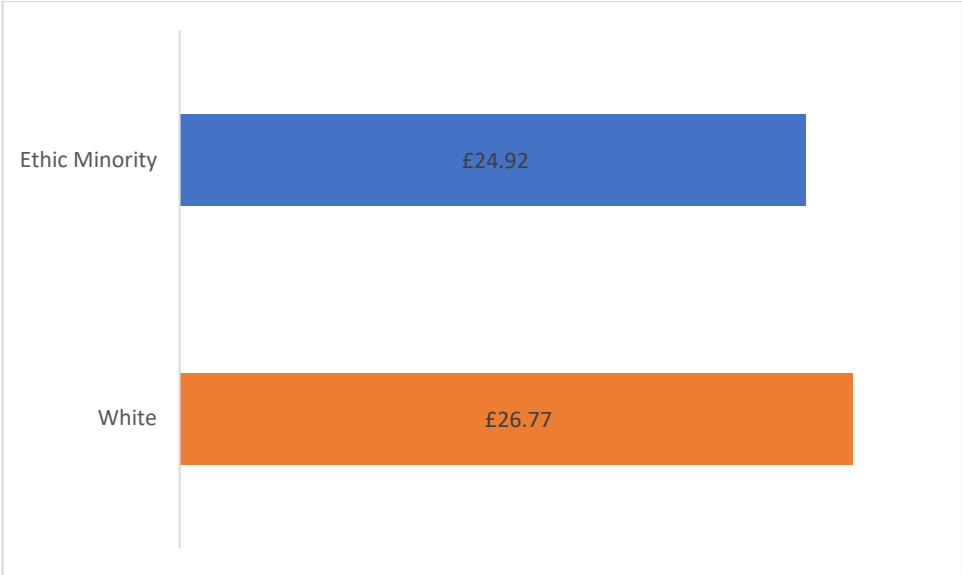


See Appendix 2, for more details.

Hourly Pay Reporting

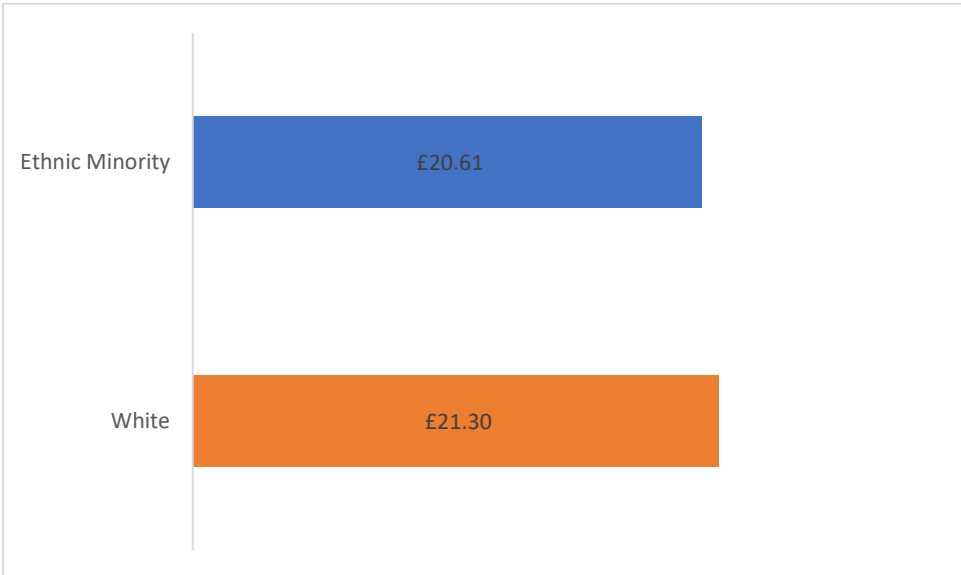
Mean Hourly Pay Rates

The mean hourly rates are currently favouring White employees by 6.9%.



Median Hourly Pay Rates

The median hourly rates are currently favouring White employees by 3.3%. 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

A higher proportion of White employees are in receipt of a bonus.

The bonus gap at CII is currently favouring White employees at the mean by 11% (86% in April 2022) and has been eliminated at the median (33% in April 2022). This indicates that the data set is skewed, with a wider range found in the larger White data set (n = 71) compared to a narrower range in the smaller Ethnic minority data set (n = 21) who are in receipt of bonuses.

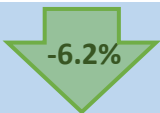

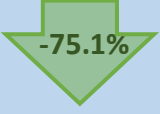
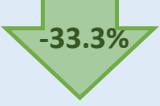
Mean Bonus Pay Gap



See Appendix 3, for more details.

Trend Comparison

When we consider the year-on-year comparison, we see positive trends in the form of a narrowing ethnicity pay gap and bonus gap at both the mean and the median. 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 Ethnicity Pay Gap	25.4%	13.1%	6.9%	 -6.2%
Median Ethnicity Pay Gap	14.1%	9.9%	3.3%	 -6.6%
Mean Ethnicity Bonus Gap	54.0%	85.9%	10.8%	 -75.1%
Median Ethnicity Bonus Gap	0.0%	33.3%	0.0%	 -33.3%

Appendices

Appendix 1 – Total Ethnicity Pay Gap

	05 April 2022	05 April 2023
Total ethnicity pay gap (mean average)	13.1%	6.9%
Total ethnicity pay gap (median average)	9.9%	3.3%

Appendix 2 – Quartile Reporting for Relevant Full Pay Employees*

	White		Ethnic Minority		Total
Upper Quartile	33	73%	12	27%	45
Upper Middle Quartile	34	76%	11	24%	45
Lower Middle Quartile	35	78%	10	22%	45
Lower Quartile	28	62%	17	38%	45
	130	72%	50	28%	180

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

Appendix 3 – Bonus Pay Reporting – based on all relevant employees

Proportion of White/Ethnic Minority receiving Bonuses	
52%	White
40%	Ethnic minority group
Mean Bonus Pay Gap	
80,600	Bonus Paid - White
1,135	Mean Bonus - White
21,275	Bonus Paid - Ethnic Minority
1,013	Mean Bonus - Ethnic Minority
Median Bonus Pay Gap	
1,000	Median Bonus - White
1,000	Median Bonus - Ethnic Minority