



Gender Pay Gap Report CII

2022

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 2022. On this date the CII had 203 UK employees, of whom 76 were male and 127 female ('relevant employees'); of these there were 194 who were receiving their full normal pay in April, 73 male employees and 121 female employees ('relevant full pay employees').

Overview of Gender Pay Gap Figures

Overall workforce Composition – 05 April 2022



	Relevant employees	Relevant full pay employees
Number of employees	203	194
Number of Male employees	76	73
Number of Female employees	127	121

Mean/Median – based on relevant full pay employees

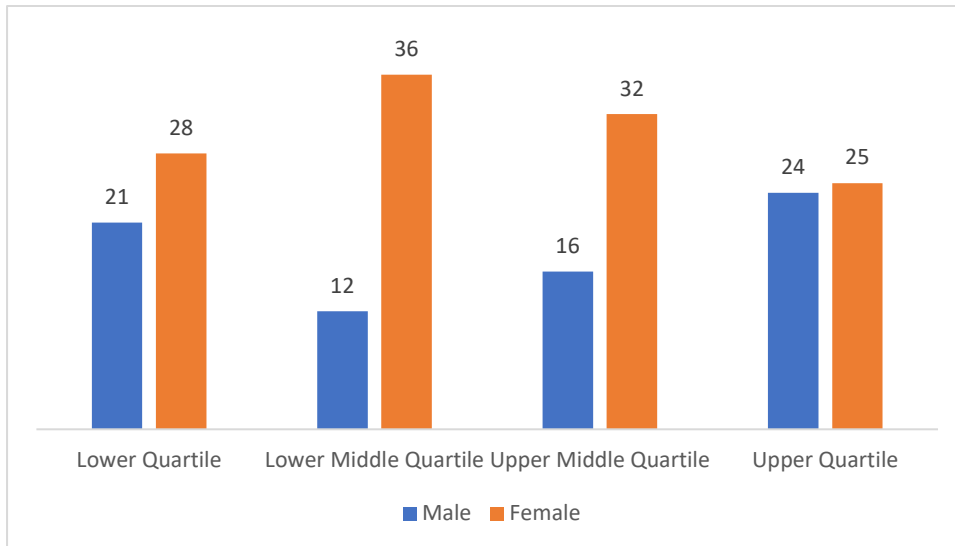
- **Total gender pay gap (mean average)** – In 2022 at the CII, this is **21.19%**. In comparison, in April 2021, the gender pay gap (mean average) was lower (14.81%).
- **Total gender pay gap (median average)** – In 2022 at the CII, this is **9.31%**. In comparison, in April 2021, the gender pay gap (median average) was higher (10.06%).

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 females found in all quartiles. The proportion of male employees increases as you head from the lower middle towards the highest pay quartile whilst the proportion of female employees decreases.

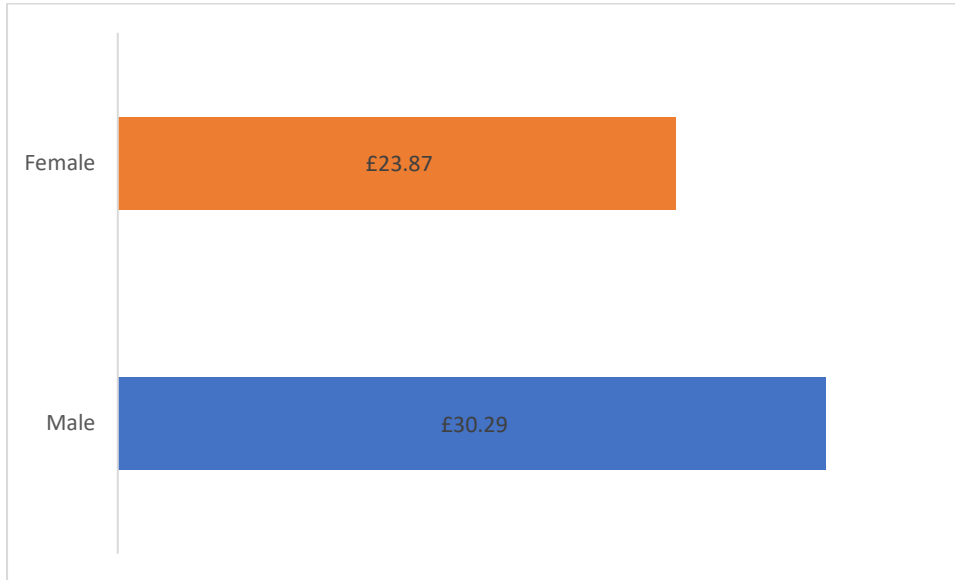


See Appendix 3, for more details.

Hourly Pay Reporting

Mean Hourly Pay Rates

The mean hourly rates are currently favouring male employees by 21.19%.



Median Hourly Pay Rates

The median hourly rates are currently favouring male employees by 9.31%. 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.

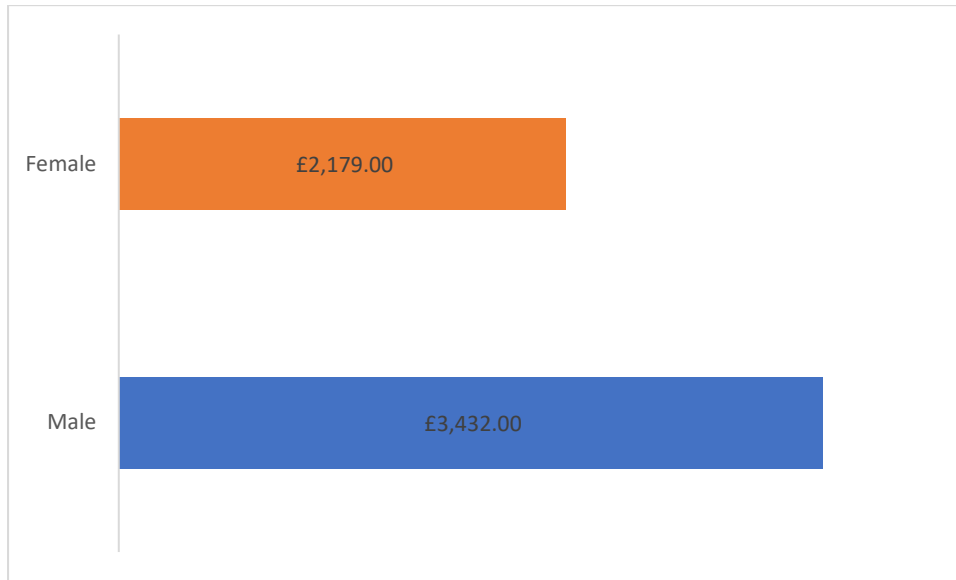


Bonus Pay Reporting – based on all relevant employees

A slightly higher proportion of female employees are in receipt of a bonus.

The bonus gap at CII is currently favouring male employees at the mean by 36.50% (39.93% in April 2021) and the median by 19.46% (0% in April 2021). The variance between the mean and median bonus gap can be explained by the small data set (n = 38).


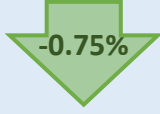
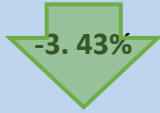

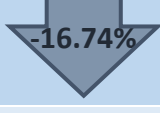

Mean Bonus Pay Gap



See Appendix 4, for more details.

Trend Comparison

When we consider the year-on-year comparison, we see positive trends in the form of a narrowing gender pay gap at the median and a narrowing bonus gap at the mean. However, the mean gender pay gap and median bonus gap has widened. 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.

	2020	Apr 2021	Apr 2022	2022 vs 2021
Mean Gender Pay Gap	16.25%	14.81%	21.19%	 +6.38%
Median Gender Pay Gap	13.94%	10.06%	9.31%	 -0.75%
Mean Gender Bonus Gap	43.97%	39.93%	36.50%	 -3.43%
Median Gender Bonus Gap	0.00%	0.00%	19.46%	 +19.46%
Males receiving bonus	18.45%	35.16%	18.42%	 -16.74%
Females receiving bonus	12.50%	34.40%	18.90%	 -15.50%

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 2021	05 April 2022
Total gender pay gap (mean average)	14.81%	21.19%
Total gender pay gap (median average)	10.06%	9.31%

Appendix 3 – Quartile Reporting for Relevant Full Pay Employees*

	Male		Female		Total
Upper Quartile	24	49%	25	51%	49
Upper Middle Quartile	16	33%	32	67%	48
Lower Middle Quartile	12	25%	36	75%	48
Lower Quartile	21	43%	28	57%	49
	73	38%	121	62%	194

*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	
18.42%	Males
18.90%	Females
Mean Bonus Pay Gap	
48,046	Bonus Paid - Male
3,432	Mean Bonus - Male
52,298	Bonus Paid - Female
2,179	Mean Bonus - Female
Median Bonus Pay Gap	
931.25	Median Bonus - Male
750.00	Median Bonus - Female