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# Ethnicity Pay Gap Report CII

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2022

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## 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 2022 and who were receiving their full normal pay in the month of April 2022. At that date 177 employees had provided the data, of whom 131 identified as white and 46 as having an ethnic minority background ('relevant employees'); of these there were 173 who were receiving their full normal pay in April, 128 White employees and 45 from an ethnic minority ('relevant full pay employees').

## Overview of Ethnicity Gap Figures

### Overall workforce Composition – 05 April 2022

White	Ethnic minority		Relevant employees	Relevant full pay employees
74%	26%			
		Number of employees	177	173
		Number of White employees	131	128
		Number of Ethnic minority employees	46	45

### Mean/Median – based on relevant full pay employees

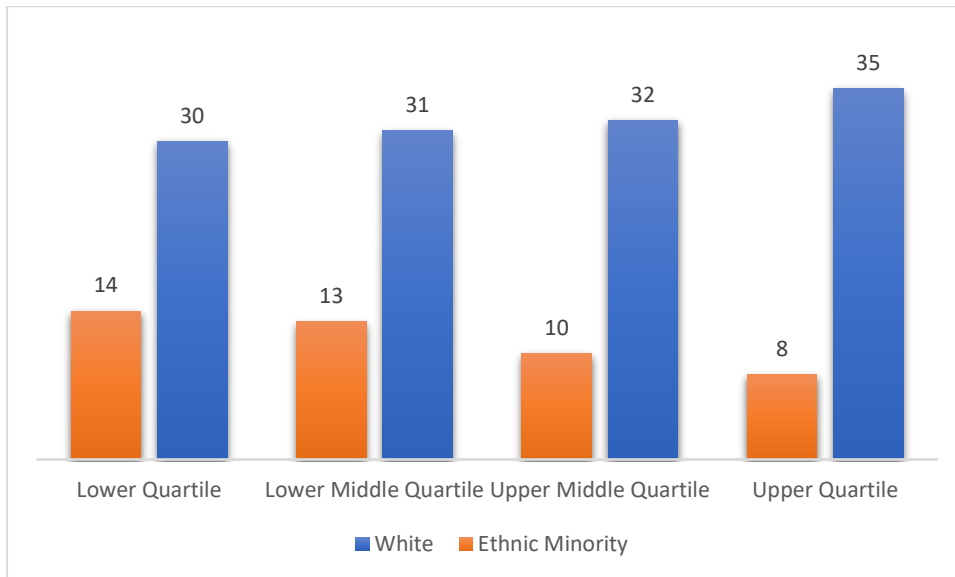
- **Total ethnicity pay gap (mean average)** – In 2022 at the CII, this is **13.1%**. In comparison, in April 2021, the ethnicity pay gap (mean average) was higher (25.4%).
- **Total ethnicity pay gap (median average)** – In 2022 at the CII, this is **9.9%**. In comparison, in April 2021, the ethnicity pay gap (median average) was higher (14.1%).

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 increases as you head towards the highest pay quartile whilst the proportion of Ethnic minority employees decreases.



See Appendix 2, for more details.

## Hourly Pay Reporting

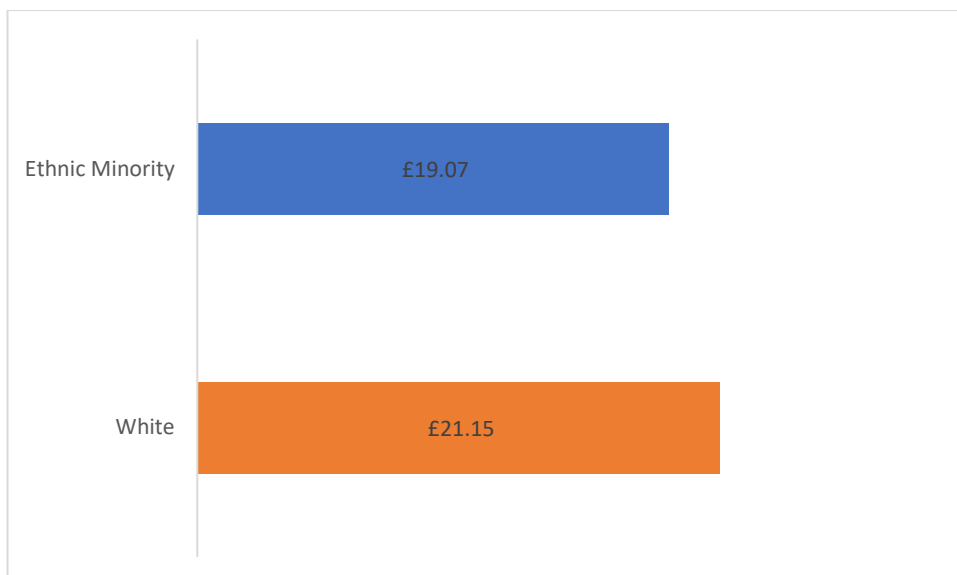
### Mean Hourly Pay Rates

The mean hourly rates are currently favouring White employees by 13.1%.



### Median Hourly Pay Rates

The median hourly rates are currently favouring White employees by 9.9%. 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.

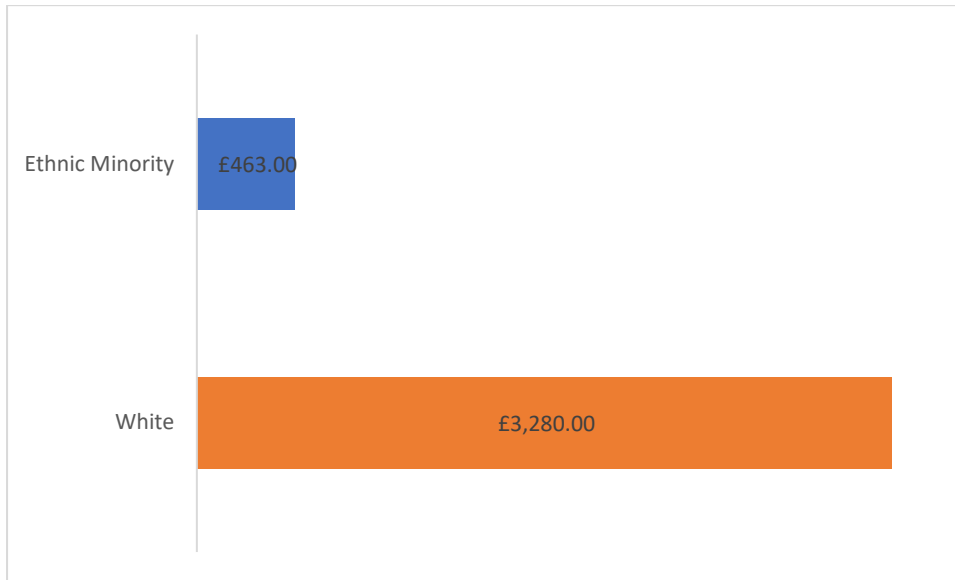


## Bonus Pay Reporting – based on all relevant employees

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 86% (54% in April 2021) and the median by 33% (0% in April 2021). The variance between the mean and median bonus gap can be explained by the small data set (n = 36).

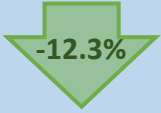


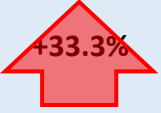
### Mean Bonus Pay Gap



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 at both the mean and the median. However, the mean 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.

	Apr 2021	Apr 2022	2022 vs 2021
Mean Ethnicity Pay Gap	25.4%	13.1%	 -12.3%
Median Ethnicity Pay Gap	14.1%	9.9%	 -4.2%
Mean Ethnicity Bonus Gap	54.0%	85.9%	 +31.9%
Median Ethnicity Bonus Gap	0.0%	33.3%	 +33.3%

## Appendices

### Appendix 1 – Total Ethnicity Pay Gap

	05 April 2021	05 April 2022
Total ethnicity pay gap (mean average)	25.4%	13.1%
Total ethnicity pay gap (median average)	14.1%	9.9%

### Appendix 2 – Quartile Reporting for Relevant Full Pay Employees\*

	White		Ethnic Minority		Total
Upper Quartile	35	81%	8	19%	<b>43</b>
Upper Middle Quartile	32	76%	10	24%	<b>42</b>
Lower Middle Quartile	31	70%	13	30%	<b>44</b>
Lower Quartile	30	68%	14	32%	<b>44</b>
	<b>128</b>	74%	<b>45</b>	26%	<b>173</b>

\*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	
22%	White
15%	Ethnic minority group
Mean Bonus Pay Gap	
95,106	Bonus Paid - White
3,280	Mean Bonus - White
3,238	Bonus Paid - Ethnic Minority
463	Mean Bonus - Ethnic Minority
Median Bonus Pay Gap	
750	Median Bonus - White
500	Median Bonus - Ethnic Minority