

# National Church Institutions Gender Pay Gap Data

This gender pay gap report covers the employees of the National Church Institutions (NCIs) of the Church of England. The NCIs has one common pay policy covering 452 staff, and a separate performance-related policy for 31 staff in our Investments department who are employed by the Church Commissioners.

## I. NCI data (excluding Investments)

### Mean Gender Pay:

Mean* gender pay			
Overall	£43,574	Difference to mean	% of mean
Male	£49,459	+£5,885	114%
Female	£38,944	-£4,629	89%

- The mean salary is £43,573 per annum (p.a.) for all staff. Men are paid £5,885 p.a. more than the mean and women are paid £4,629 p.a. less than the mean. This is a disparity of £10,514, or a 27% difference.

\*Note: the mean is the average (the total of all salaries divided by the number of staff).

### Median Gender Pay:

Median** gender pay			
Overall	£38,386	Difference to median	% of median
Male	£45,072	+£6,686	117%
Female	£31,900	-£6,486	83%

- The median salary is £38,386 p.a. The differential is £6,686 p.a. above median for men, and £6,486 p.a. below median for women. The disparity is £13,172 p.a. – or 41% in favour of men over women.

\*\*Note: the median is the midpoint separating the top half of the data set from the bottom half.

### Proportion of males and females in each quartile pay band:

The quartiles are based on the total population's salary ranked from lowest to highest, divided by four. It is not based on pay bands or grades.

Proportion of employees by gender of each quartile				
	Quartile 1 Lower	Quartile 2 Mid-lower	Quartile 3 Mid-upper	Quartile 4 Upper
Male	26%	34%	53%	64%
Female	74%	66%	47%	36%

Median salary by gender of each quartile				
	Quartile 1 Lower	Quartile 2 Mid-lower	Quartile 3 Mid-upper	Quartile 4 Upper
Overall	£26,754	£31,900	£45,946	£64,460
Male	£26,754	£31,900	£42,558	£64,949
Female	£26,754	£31,900	£46,839	£63,023
Gap	0%	0%	9% in favour of women	3% in favour of men

## Investment Team (Church Commissioners) data

Note: This is a total figure of earnings through the payroll for Investments staff and so includes any performance or discretionary-related payments on top of salary.

### Mean Gender Pay:

Investment mean by gender			
Overall	£84,895	Mean difference	% Difference
Male	£83,768	-£1,127	99%
Female	£86,944	+£2,049	102%

- The mean earnings is £84,895 p.a. for all staff. There is disparity of £3,176 p.a. in favour of women over men, or a 3% difference.

### Median Gender Pay:

Investment median by gender			
Overall	£70,000	Mean difference	% Difference
Male	£72,500	£2,500	104%
Female	£70,000	£0	100%

- The median earnings is £70,000 p.a. The differential is £2,500 p.a. (4%) in favour of men over women.

### Proportion of males and females in each quartile pay band:

Investment staff	Male		Female	
	Total	20	65%	11
Quartile 1 (Lower)	5	16%	3	10%
Quartile 2 (Mid-lower)	5	16%	3	10%
Quartile 3 (Mid-upper)	5	16%	2	6%
Quartile 4 (Upper)	5	16%	3	10%

### Bonus Information: Investment team

Note: This includes all non-salary related payments made to Investments staff.

### The proportion of staff receiving bonus payment:

	Male	Female
Overall total	20	11
Total with bonus	17	6
Non-bonus	3	5
% W/O bonus	10%	16%

### Mean Bonus Pay:

	Male	Female	Difference
Mean bonus	£39,592	£26,602	£12,990

### Median Bonus Pay:

	Male	Female	Difference
Median bonus	£10,150	£4,475	£5,675

**Additional note 1:** This report does not include any data that relates to employees in dioceses or the Clergy of the Church of England who are Officeholders. The majority of Clergy, who are Officeholders, are not covered by the reporting requirements of the legislation. Any other Church employer who meets the reporting requirements will be reporting individually. However, very few are expected to be of a size that is reportable.

**Additional note 2:** We have reported median and mean pay as a per annum salary as the NCIs is a salaried working environment. This will be presented as an hourly rate on the Government website. The percentage difference between men and women will be the same as in this report.