

National Church Institutions Gender Pay Report

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 491 staff, and a separate performance-related policy for 31 staff in our Investments department who are employed by the Church Commissioners and reported separately¹. This report contains the gender pay figures for the snapshot date on 5th April 2018.

Summary

Our data demonstrates we are beginning to see signs of improvement in addressing the gender pay gap:

- We have seen a 4% reduction in our median pay gap
- When splitting new recruits into equal quartiles, 64% of those in the upper quartile were female, higher than the current NCI average of 37%
- For new joiners, we achieved a 0% median pay gap in the mid-upper quartile and 5% in favour of females in the upper quartile

NCIs (excluding Investments)

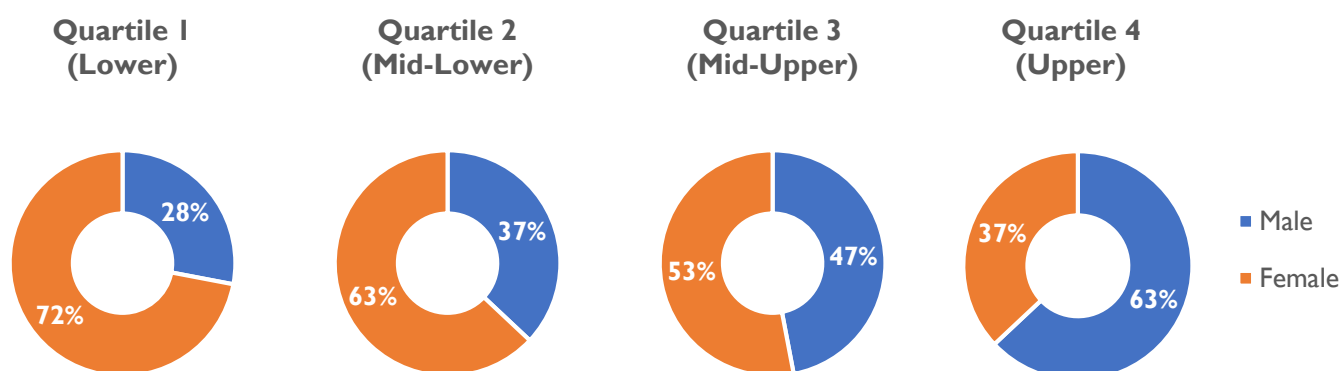
Gender Pay Gap

- The NCIs saw a drop of 4% in the median pay gap to 24% compared with 2017 whilst our mean pay gap remained at 21%.
- The mean salary for males is £49,202 and for females is £38,869. The difference of £10,333 equates to 21% in favour of males.
- The median salary for males is £43,316 and for females is £32,711. The difference of £10,605 equates to 24% in favour of males.

	Mean	Median
Overall	£43,393	£39,358
Male	£49,202	£43,316
Female	£38,869	£32,711
Gap	21%	24%
Change from 2017	-	-4%

Quartile Representation

- 56% of the NCIs current workforce is female
- 64% of new joiners in the upper quartile were female, which is higher than current female representation (37%)
- We continue to see a large proportion of females in the lower and mid-lower quartiles, this subsequently impacts on the average pay for females being lower than males
- For new joiners, we achieved a 0% median pay gap in the mid-upper quartile and 5% in favour of females in the upper quartile



Bonus Pay

The NCIs do not operate a performance pay or bonus system but have the discretion, in very exceptional cases, to mark the completion of a particularly demanding project with the award of a one off non-consolidated, non-pensionable special payment in recognition of an outstanding piece of work. In the reporting period one individual (a male) was awarded a one-off payment resulting in median and mean bonus pay percentages of 100% in favour of males. The proportion of males receiving a bonus is 0.5% representing the one individual, with 0% for females.

¹ For purposes of reporting on the government portal, the data relating to NCIs excluding the investment team will be used as this falls within the scope of the regulations

Investment Team (Church Commissioners)

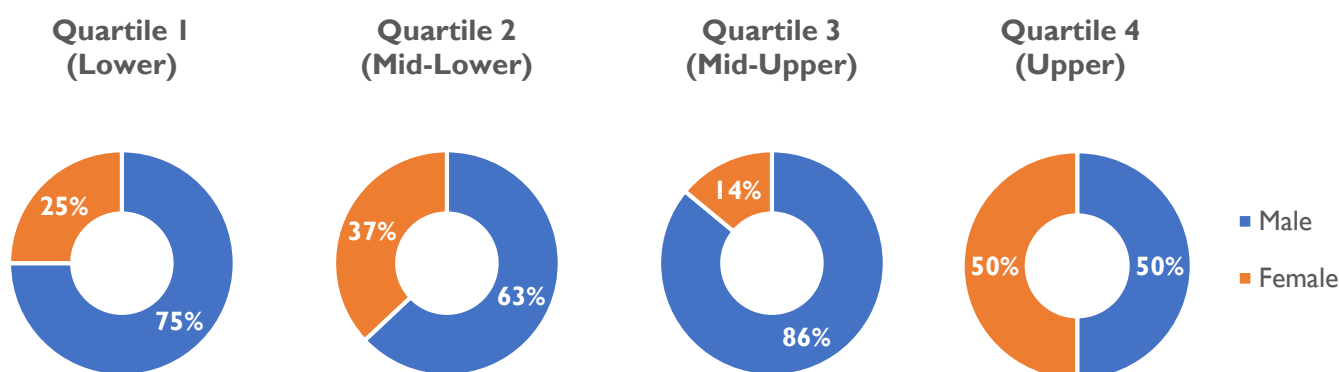
Gender Pay Gap

- The mean pay gap for the investment team is in favour of females and this increased from 4% in 2017 to 9% in 2018. The median pay gap was 0%, a 3% change from 2017.
- The mean salary for males is £90,132 and for females is £98,587. The difference of £8,455 equates to a 9% in favour of females.
- The median salary for males is £78,026 and for females is £78,276. The difference of £250 equates to 0% when rounded to a whole number.

	Mean	Median
Overall	£92,859	£78,026
Male	£90,132	£78,026
Female	£98,587	£78,276
Gap	-9%	0%
Change from 2017	-5%	+3%

Quartile Representation

- 68% of the current investment team are male
- We achieved an equal gender split in the upper quartile, although the higher proportion of males within the team result in lower representation across remaining quartiles



Bonus Information

- There was an increase in the number of females in scope for a bonus from 64% in 2017 to 100% in 2018
- This increase has contributed to the median bonus gap shifting from 50% in favour of males in 2017 to 5% in favour of females in 2018
- The mean gap reduced by 6% from last year to 33% in favour of males

	Male	Female
Overall Total	21	10
No. Received Bonus	18	10
% Received Bonus	86%	100%
Bonus Pay (Mean)	£50,245	£33,883
Bonus Gap (Mean)	33%	
Bonus Pay (Median)	£11,075	£11,675
Bonus Gap (Median)	-5%	

We have discussed these findings with our Chief Officers and Joint Staff Council and are putting in place initiatives to reduce this gap further. We have already started a review of our overall pay structures with the aim of addressing the imbalances we currently face. We are also committed to reviewing our current arrangements in place to identify if there are any barriers which are impacting on our figures, particularly on the progression opportunities available to females.

I can confirm that the data provided is accurate and correct.

Carole Harden
Interim Director of People & Change
 November 2018

Appendix I

Full list of gender pay data for 2017 and 2018 is provided below.

		NCIs (excl. investments)		Investments	
		2018	2017	2018	2017
Mean Pay	Overall	£43,393	£42,469	£92,859	£87,660
	Male	£49,202	£48,164	£90,132	£86,274
	Female	£38,869	£37,996	£98,587	£90,054
	Difference	£10,333	£10,168	-£8,455	-£3,780
	Gap	21%	21%	-9%	-4%
Median Pay	Overall	£39,358	£38,399	£78,026	£75,562
	Male	£43,316	£44,259	£78,026	£74,364
	Female	£32,711	£31,910	£78,276	£76,759
	Difference	£10,605	£12,349	£250	£2,395
	Gap	24%	28%	0%	-3%
Quartile 1	Male	28%	28%	75%	63%
	Female	72%	72%	25%	37%
Quartile 2	Male	37%	37%	63%	71%
	Female	63%	63%	37%	29%
Quartile 3	Male	47%	49%	86%	63%
	Female	53%	51%	14%	37%
Quartile 4	Male	63%	62%	50%	57%
	Female	37%	38%	50%	43%
Bonus Gap	Mean	100%	83%	<i>See table below for full breakdown</i>	
	Median	100%	83%		
Bonus Distribution	Male	0.5%	0.4%		
	Female	0%	0.3%		

Additional bonus information supplied below only applies to the Investment team in the Church Commissioners.

		2018		2017	
		Male	Female	Male	Female
Bonus Distribution	Overall Total	21	10	19	11
	No. Received Bonus	18	10	17	7
	% Received Bonus	86%	100%	89%	64%
Mean	Bonus Pay	£50,245	£33,883	£39,592	£24,152
	Difference	£16,362		£15,440	
	Bonus Gap	33%		39%	
Median	Bonus Pay	£11,075	£11,675	£10,150	£5,050
	Difference	£600		£5,100	
	Bonus Gap	-5%		50%	