

National Church Institutions Gender Pay Report

Note: this information has been adjusted following the initial publication in August 2017.

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 466 staff, and a separate performance-related policy for 30 staff in our Investments department who are employed by the Church Commissioners.

I. NCI Data (excluding Investments)

Mean Gender Pay:

Mean* gender pay			
Overall	£42,469	Difference to mean	% of mean
Male	£48,164	+£5,695	113%
Female	£37,996	-£4,473	89%

- The mean salary is £42,469 per annum (p.a.) for all staff. Men are paid £5,695 p.a. more than the mean and women are paid £4,473 p.a. less than the mean. This is a disparity of £10,168 or a 21% 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	£38,399	Difference to mean	% of mean
Male	£44,259	+£5,860	115%
Female	£31,910	-£6,489	83%

- The median salary is £38,399 p.a. The differential is £5,860 p.a. above median for men, and £6,489 p.a. below median for women. The disparity is £12,349 p.a. – or 28% 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.

Proportion of employees by gender of each quartile				
	Quartile 1 Lower	Quartile 2 Mid-lower	Quartile 3 Mid-Upper	Quartile 4 Upper
Male	28%	37%	49%	62%
Female	72%	63%	51%	38%

Median salary by gender of each quartile				
	Quartile 1 Lower	Quartile 2 Mid-lower	Quartile 3 Mid-Upper	Quartile 4 Upper
Overall	£25,139	£31,910	£45,087	£61,961
Male	£22,862	£31,910	£45,087	£63,865
Female	£25,184	£31,910	£45,312	£60,020
Gap	10% in favour of women	0%	0%	6% in favour of men

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 two individuals (1 male and 1 female) were awarded a one-off payment resulting in median and mean bonus pay percentages of 83% in favour of males. The proportion of males receiving a bonus is 0.4% and 0.3% for females.

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	£87,660	Mean difference	% Difference
Male	£86,274	-£1,386	98%
Female	£90,054	+£2,394	103%

- The mean earnings are £87,660 p.a. for all staff. There is disparity of £3,780 p.a. in favour of women, or a 4% difference.

Median Gender Pay:

Investment median by gender			
Overall	£75,562	Median difference	% Difference
Male	£74,364	-£1,198	98%
Female	£76,759	+£1,197	102%

- The median earnings are £75,562 p.a. The differential is £2,395 p.a. (%) in favour of women, or a 3% difference.

Proportion of males and females in each quartile pay band:

Investment Staff	Male		Female	
Total	19	63%	11	37%
Quartile 1 (Lower)	5	63%	3	37%
Quartile 2 (Mid-lower)	5	71%	2	29%
Quartile 3 (Mid-upper)	5	63%	3	37%
Quartile 4 (Upper)	4	57%	3	43%

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	19	11
Total with bonus	17	7
Non-bonus	2	4
% receiving bonus	89%	64%

Mean Bonus Pay:

	Male	Female	Difference
Mean Bonus	£39,592	£24,152	£15,440

Median Bonus Pay:

	Male	Female	Difference
Median Bonus	£10,150	£5,050	£5,100

I can confirm that the data provided is accurate following the correction to the published data.



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