

National Church Institutions Gender Pay Report

Scope

Employees of the National Church Institutions (NCIs) of the Church of England are employed under one common pay policy across the seven legal entities. There were 540 staff in scope for gender pay reporting this year, with 524 full-pay relevant employees on the snapshot date, 5th April 2019.

There are an additional 35 staff in our Investments department who are directly employed by the Church Commissioners on a separate performance-related pay policy and are outside the scope of reporting. We have voluntarily included this group in a separate section to reflect the gender pay across the NCIs.

Summary

- The NCIs current mean pay gap remain static at 21%, the median pay gap has widened by 5% to 29%
- When also including staff from the Church Commissioner's Investment Division in the analysis, the mean gap is 22% (+1%) and the median gap is 28% (-1%).

Factors Impacting Gender Pay

We have conducted analysis to understand the factors which have influenced our gender pay figures in 2019. We identified the following contributed towards our median gender pay gap increasing:

- The NCIs have two paycales covering those working in London and those based across the rest of the UK. London paycales are higher to reflect the increased cost of living for this staff group. As 70% of staff on the paycales outside London are female, this reduces the average female salary to a greater extent than male salaries.
- The NCIs engage with contractors and self-employed workers on certain projects or business areas which require specialist technical support. Some of these individuals meet the definition of 'employees' under gender pay reporting guidelines and therefore are included in the figures. Payments for these assignments are agreed as part of the schedule of fees. The inclusion of this group has a greater impact on increasing the average male salary compared with the average female salary and therefore leads to a widening of the gender pay gap.
- 62% of the new recruits during the snapshot period were female however nearly three quarters (72%) of roles recruited were in the lower or mid-lower quartile. This consequently had a greater impact on reducing the average female salary compared to the average male salary.


Proposed Actions

We have discussed these findings with our Chief Officers, Joint Staff Council and our Trustee boards.

We will be taking this forward as part of our wider work on inclusion and belonging across the NCIs. We will review policies and practices including recruitment and career paths; and explore the behaviours that may be presenting barriers to retention and progression.

A new developmental mentoring programme which is open to everyone and promoted particularly to groups under-represented at more senior levels has been recently launched. This is the first step towards addressing progression – by a practical intervention that supports confidence and capability to progress - and retention, by signalling an explicit investment in development.

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



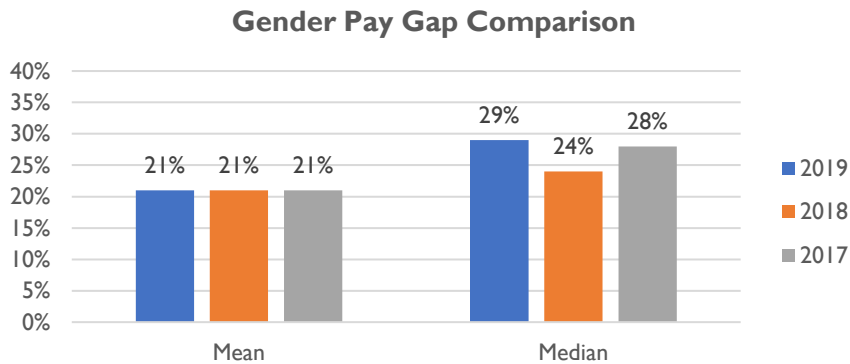
Christine Hewitt-Dyer
People Director
January 2020

NCI Staff

This section covers 540 staff employed on the joint employment framework covering seven legal entities. At the snapshot date, 524 were full-pay relevant employees.

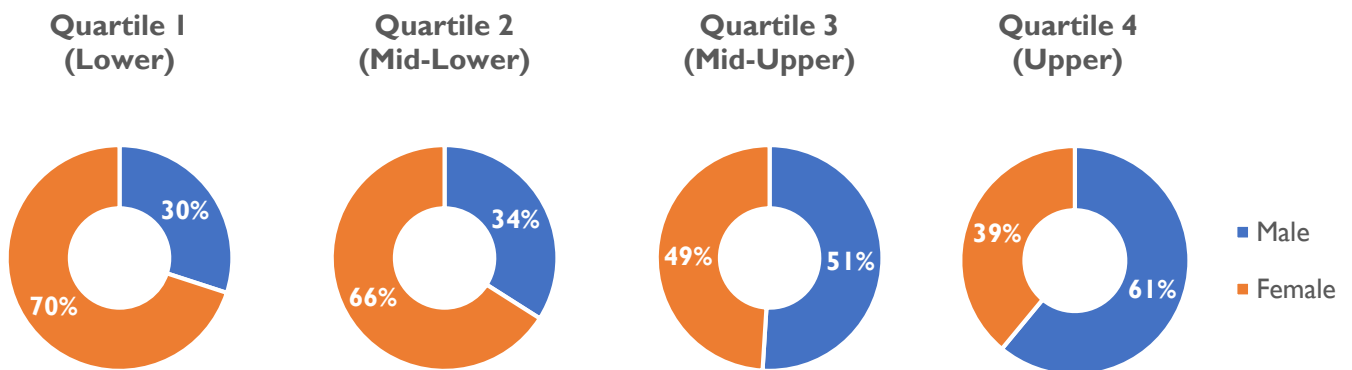
Gender Pay Gap

- The mean salary for males is £52,270 and for females is £41,088. The difference of £11,182 equates to 21% in favour of males and is the same as the previous two years.
- The median salary for males is £47,277 and for females is £33,463. The difference of £13,814 equates to 29% in favour of males, a 5% increase from 2018.



Representation

- 56% of the NCIs current workforce is female
- Female representation in the upper quartile increased by 2% from 2018
- 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



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 three individuals (two females, one male) were awarded a one-off payment resulting in median and mean bonus pay percentages of 85% in favour of males. The proportion of males receiving a bonus is 0.4% and for females is 0.7%.

NCI Staff & Investment Division of Church Commissioners

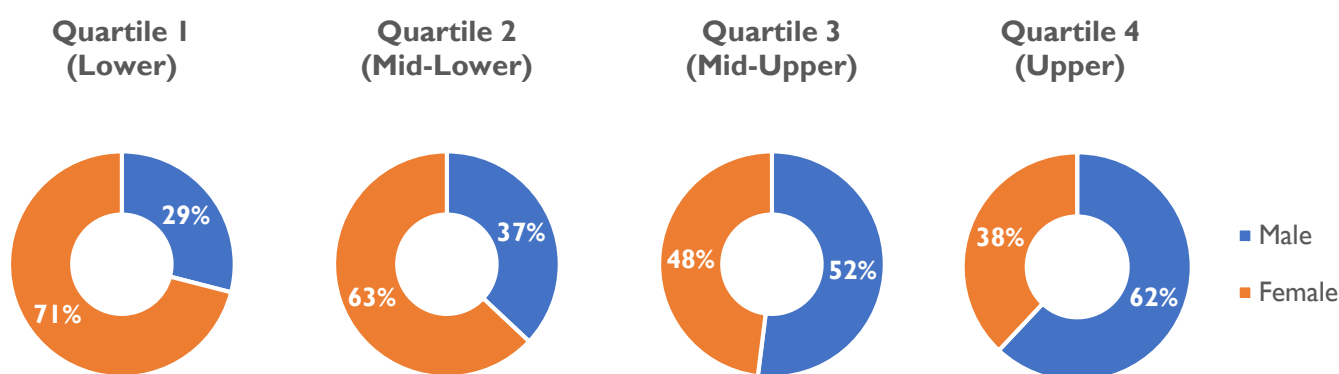
This section provides analysis of those employed under the joint employment framework alongside those directly employed by the Investment on the separate pay arrangements. In total there were 576 employees on the snapshot date, with 559 full-pay relevant employees. We are reporting this information voluntarily and figures on this page will not be uploaded to the Government's portal.

Gender Pay Gap

- The NCIs mean gender pay gap is 22% whilst the median pay gap is 28%.
- The mean salary for males is £55,507 and for females is £43,114. The difference of £12,393 equates to 22% in favour of males.
- The median salary for males is £49,129 and for females is £35,402. The difference of £13,728 equates to 28% in favour of males.

Representation

- 55% of the entire workforce are female.
- The majority of investment staff are in the mid-upper and upper quartiles, their inclusion increases the male representation slightly.



Bonus Information

- Staff in the Investment Division operate under a specific incentive scheme designed to reward outperformance of the Church Commissioner's investment target.
- The table right displays the total bonus information, 27 out of the 30 bonuses awarded were to staff in the Investment Division
- A number of bonuses in scope reflect payments awarded through the Long Term Incentive Plan (LTIP) where a proportion of bonus is retained and paid out over subsequent years.

	Male	Female
Overall Total	256	320
No. Received Bonus	20	10
% Received Bonus	8%	3%
Bonus Pay (Mean)	£44,544	£22,263
Bonus Gap (Mean)	50%	
Bonus Pay (Median)	£8,450	£2,875
Bonus Gap (Median)	66%	

Annex I

Full list of gender pay data required for reporting purposes is provided below covering NCI staff (excluding Investment Division of Church Commissioners).

		2019	2018	2017
Mean Pay	Overall	£45,996	£43,393	£42,469
	Male	£52,270	£49,202	£48,164
	Female	£41,088	£38,869	£37,996
	Difference	£11,182	£10,333	£10,168
	Gap	21%	21%	21%
Median Pay	Overall	£40,263	£39,358	£38,399
	Male	£47,277	£43,316	£44,259
	Female	£33,463	£32,711	£31,910
	Difference	£13,814	£10,605	£12,349
	Gap	29%	24%	28%
Quartile 1	Male	30%	28%	28%
	Female	70%	72%	72%
Quartile 2	Male	34%	37%	37%
	Female	66%	63%	63%
Quartile 3	Male	51%	47%	49%
	Female	49%	53%	51%
Quartile 4	Male	61%	63%	62%
	Female	39%	37%	38%
Bonus Gap	Mean	85%	100%	83%
	Median	85%	100%	83%
Bonus Distribution	Male	0.4%	0.5%	0.4%
	Female	0.7%	0%	0.3%