

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 588 staff in scope for gender pay reporting this year, with 562 full-pay relevant employees on the snapshot date, 5th April 2020.

There are an additional 41 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 (see p.3).

Summary

- The NCIs current median pay gap decreased by 1% from 29% to 28%, the mean pay gap also reduced by 1% from 21% to 20%.
- When also including staff from the Church Commissioner's Investment Division in the analysis, the mean gap is 21% and the median gap is 30%.

The 1% fall in the gender pay figures for NCIs represents a small step in the right direction - further work is required and planned to see a continued reduction in the gap.

We have begun to see female representation improving at senior levels amongst new recruits. 56% of our new joiners within the past year at the upper quartile level were female. Overall earnings for females increased at a faster pace than for males during the reporting period. Average earnings for females since the previous snapshot date increased by 2.2% (mean) and 2.4% (median) compared to male pay which remained almost static, with mean pay falling by 0.2% and median pay only increasing by 0.5%.

It is recognised that there are historic staffing attributes which contribute towards the gender pay gap that currently exists at the NCIs. This includes the higher proportion of females at the lowest two pay quartiles, with females representing over two thirds of staff at these levels. Female representation at both of these levels has increased in the past 12 months which consequently has a greater impact on reducing the average female salary compared to the average male salary. There is also a higher proportion of females (67%) on our Outer London payscales who earn less than their London counterparts, which also reduces average female earnings to a greater extent.

We recognise that addressing gender pay requires a long-term focus. Wider work has already begun on inclusion and belonging across the NCIs. This includes reviewing recruitment and career paths and exploring the behaviours that may be presenting barriers to retention and progression. Our new developmental mentoring programme was launched last year and is the first step towards addressing progression. We have already begun to receive feedback from women on how highly valued the support has been in developing and furthering their careers.

Staff wellbeing has also been central to decisions in response to the COVID-19 pandemic. With the vast majority of staff required to work from home over the last year, we have ensured inclusive communication and support for all staff, especially parents and carers during these challenging times. This work will continue as our focus turns to the future working model for NCI staff and the support provided to enable flexible working. Our focus will continue to be on supporting colleagues and investing in championing our staff networks, including our Women's network.

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



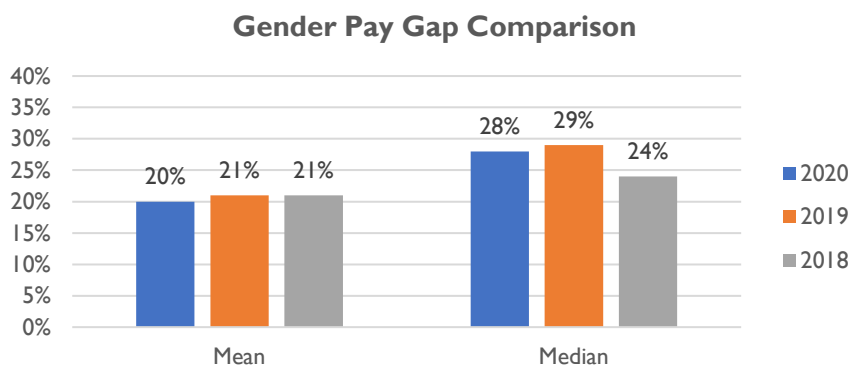
Christine Hewitt-Dyer
People Director

NCI Staff

This section covers 588 staff employed on the joint employment framework covering seven legal entities. At the snapshot date, 562 were full-pay relevant employees.

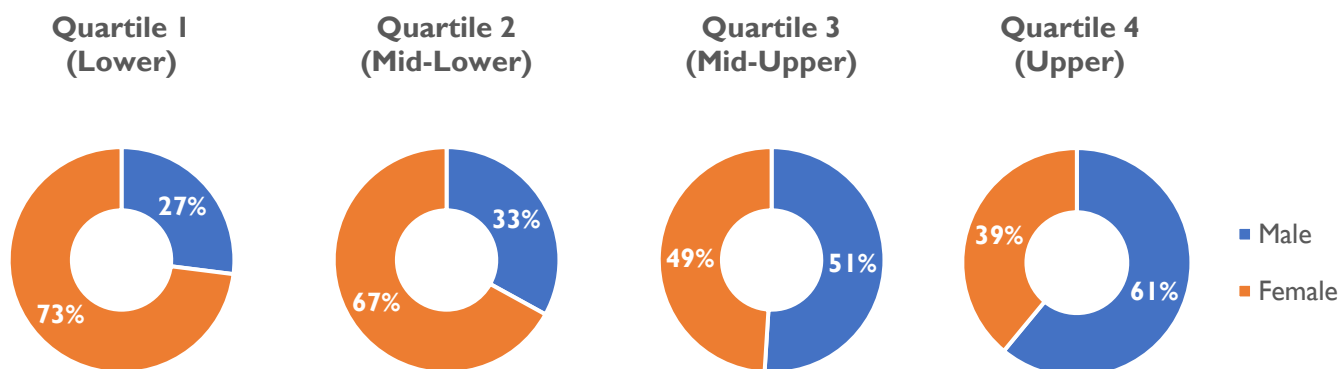
Gender Pay Gap

- The mean salary for males is £52,190 and for females is £42,011. The difference of £10,180 equates to 20% in favour of males and is a 1% decrease from last year.
- The median salary for males is £47,522 and for females is £34,266. The difference of £13,255 equates to 28% in favour of males and is a 1% decrease from last year.



Representation

- 57% of the NCIs current workforce is female
- Female representation in the upper quartile remained at the same level in 2019
- 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 four individuals (one females, three male) were awarded a one-off payment resulting in mean bonus of 73% in favour of males and median bonus of 100% in favour of females. The proportion of males receiving a bonus is 1.2% and for females is 0.3%

NCI Staff & Investment Division of Church Commissioners

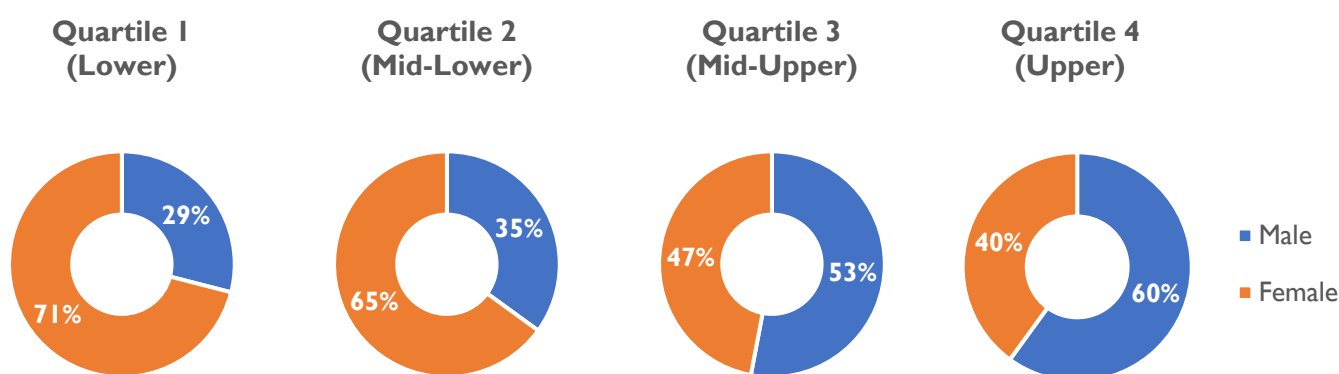
This section provides analysis of those employed under the joint employment framework alongside those directly employed by the Investment Division on the separate pay arrangements. In total there were 630 employees on the snapshot date, with 603 full-pay relevant employees. We are reporting this information voluntarily and figures on this page will not be uploaded to the Government's portal.

Gender Pay Gap

- The NCIs & Investment Division mean gender pay gap is 21% whilst the median pay gap is 30%, which is slightly higher than the pay gaps for the NCIs (see p.2)
- The mean salary for males is £56,503 and for females is £44,428. The difference of £12,075 equates to 21% in favour of males.
- The median salary for males is £50,162 and for females is £35,377. The difference of £14,786 equates to 30% in favour of males.

Representation

- 56% of the entire workforce are female.
- Female representation remains broadly similar with the inclusion of the Investment division.



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, 32 out of the 36 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	278	352
No. Received Bonus	22	14
% Received Bonus	8%	4%
Bonus Pay (Mean)	£35,069	£29,492
Bonus Gap (Mean)	16%	
Bonus Pay (Median)	£4,350	£4,200
Bonus Gap (Median)	3%	

Annex I

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

		2020	2019	2018
Mean Pay	Overall	£46,433	£45,996	£43,393
	Male	£52,190	£52,270	£49,202
	Female	£42,011	£41,088	£38,869
	Difference	£10,180	£11,182	£10,333
	Gap	20%	21%	21%
Median Pay	Overall	£41,230	£40,263	£39,358
	Male	£47,522	£47,277	£43,316
	Female	£34,266	£33,463	£32,711
	Difference	£13,255	£13,814	£10,605
	Gap	28%	29%	24%
Quartile 1	Male	27%	30%	28%
	Female	73%	70%	72%
Quartile 2	Male	33%	34%	37%
	Female	67%	66%	63%
Quartile 3	Male	51%	51%	47%
	Female	49%	49%	53%
Quartile 4	Male	61%	61%	63%
	Female	39%	39%	37%
Bonus Gap	Mean	73%	85%	100%
	Median	-100%	85%	100%
Bonus Distribution	Male	1.2%	0.4%	0.5%
	Female	0.3%	0.7%	0%