

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 582 staff in scope for gender pay reporting this year, with 555 full-pay relevant employees on the snapshot date, 5th April 2021.

There are an additional 50 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 7 percentage points from 28% to 21%, while the mean pay gap also reduced by 1 percentage point from 20% to 19%.
- When also including staff from the Church Commissioner's Investment Division in the analysis, the mean gap is 21% and median gap is 18%.

The fall in the gender pay figures for the NCIs represents a small step in the right direction, and we are firmly committed to investing the time and focus in further work to see a continued reduction in the gap. The NCIs' work over the last two years on inclusion and belonging has explored the behaviours that may be presenting barriers to retention and progression. This work has led to changes in our recruitment processes and we pleasingly saw 71% of all senior appointments during the reporting period were female. This has helped improve female representation at senior levels, with an increase of 2 percentage points at the upper pay quartile this year. We recognise that even further improvement is required in our representation levels across a number of demographics and this will form part of our longer term work in our second Belonging & Inclusion Action Plan currently in consultation with our people.

The NCIs continue to see the impact of historic staffing attributes contribute towards the gender pay gap. In particular work is underway to address the regional differences in our pay scales. Two thirds of the staff on our Outer London pay scales are female, with the pay points roughly 7% lower than the London rates. This impacts our GPG as it reduces average female earnings to a greater extent. The NCIs have been engaging with our people on flexible working arrangements in light of the changes to work arrangements over the past two years. This has resulted in a review of how regional pay is awarded to recognise the flexibility which has been achieved in balancing working from both home and our offices.

We are aware that the reporting period for these figures represents a period where the NCIs had made a number of adjustments to our work in response to the COVID-19 pandemic. This particularly impacted recruitment plans and the ability to address representation through our appointments, particularly at senior levels beyond those mentioned above. With certain work stopping during the reporting period due to lockdown restrictions, the overall change in figures will be reviewed in the following year's figures once operations have fully returned.

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



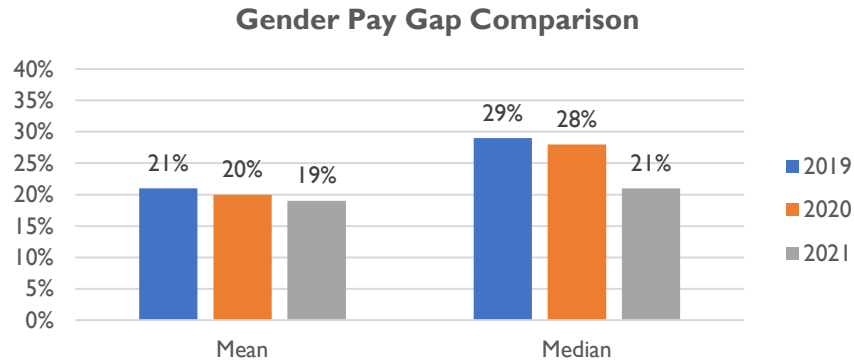
Christine Hewitt-Dyer
People Director
March 2022

NCI Staff

This section covers 582 staff employed on the joint employment framework covering seven legal entities. At the snapshot date, 555 were full-pay relevant employees.

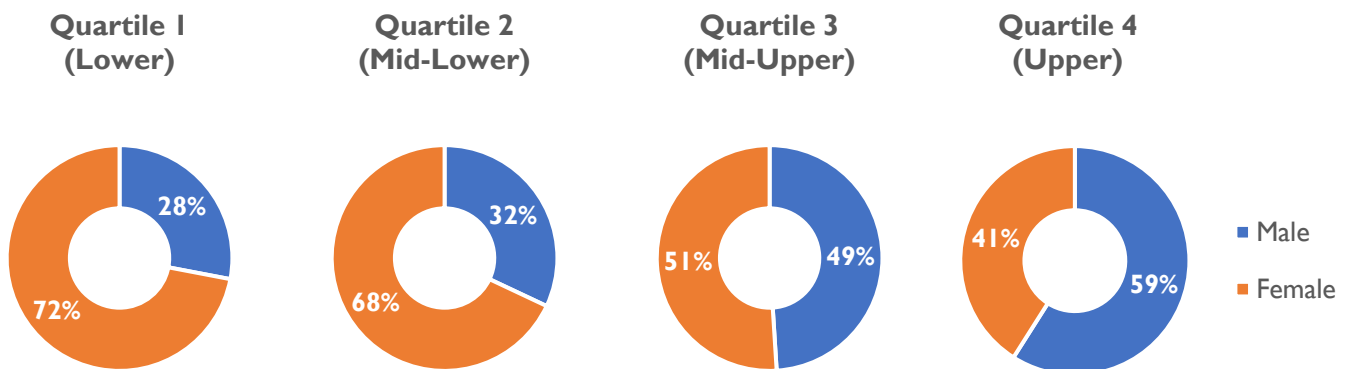
Gender Pay Gap

- The mean salary for males is £54,069 and for females is £43,949. The difference of £10,119 equates to 19% in favour of males and is a 1% decrease from last year.
- The median salary for males is £50,309 and for females is £39,921. The difference of £10,399 equates to 21% in favour of males and is a 7% decrease from last year.



Representation

- 58% of the NCIs current workforce is female
- Female representation in the upper quartile increased by 2 percentage points
- 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 no individuals received a bonus.

NCI Staff & Investment Division of Church Commissioners

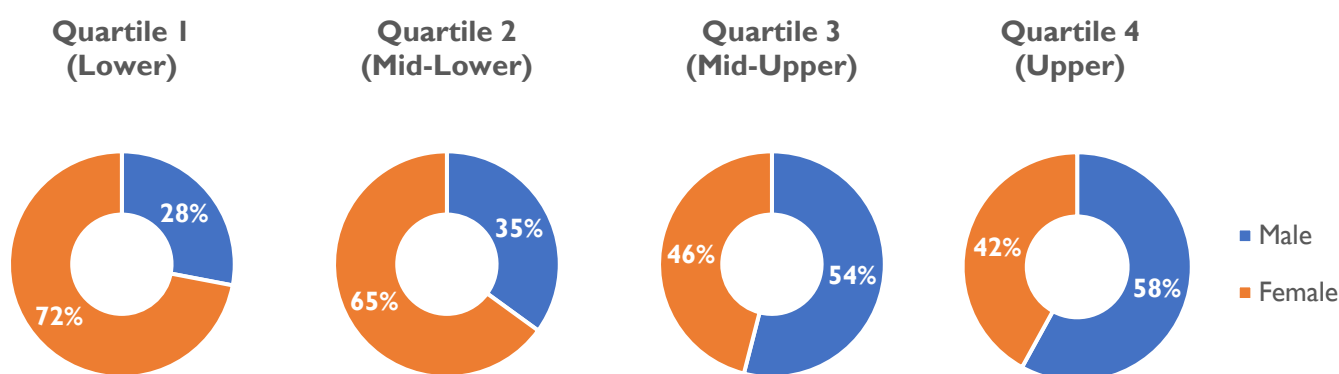
This section provides analysis of those employed under the joint employment framework alongside those directly employed by the Investment Division on the separate pay arrangements. In total there were 638 employees on the snapshot date, with 605 full-pay relevant employees. We are reporting this information voluntarily and figures on this page will not be uploaded to the Government's portal.

Gender Pay Gap

- The NCIs & Investment Division mean pay gap is 21% and the median pay gap is 18%
- The mean salary for males is £58,903 and for females is £46,440. The difference of £12,463 equates to 21% in favour of males.
- The median salary for males is £50,309 and for females is £41,229. The difference of £9,079 equates to 18% in favour of males.

Representation

- 56% of the entire workforce are female.
- Female representation remains broadly similar with the inclusion of the Investment division, with representation in the upper quartile increasing by 2% in 2021.



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, all 32 bonuses awarded were to staff in the Investment Division
- Bonuses for investment team are 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	277	361
No. Received Bonus	20	12
% Received Bonus	7%	3%
Bonus Pay (Mean)	£37,217	£26,427
Bonus Gap (Mean)	29%	
Bonus Pay (Median)	£10,150	£7,700
Bonus Gap (Median)	24%	

Annex I

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

		2021	2020	2019
Mean Pay	Overall	£48,198	£46,433	£45,996
	Male	£54,069	£52,190	£52,270
	Female	£43,949	£42,011	£41,088
	Difference	£10,119	£10,180	£11,182
	Gap	19%	20%	21%
Median Pay	Overall	£41,230	£41,230	£40,263
	Male	£50,309	£47,522	£47,277
	Female	£39,921	£34,266	£33,463
	Difference	£10,399	£13,255	£13,814
	Gap	21%	28%	29%
Quartile 1	Male	28%	27%	30%
	Female	72%	73%	70%
Quartile 2	Male	32%	33%	34%
	Female	68%	67%	66%
Quartile 3	Male	49%	51%	51%
	Female	51%	49%	49%
Quartile 4	Male	59%	61%	61%
	Female	41%	39%	39%
Bonus Gap	Mean	-	73%	85%
	Median	-	-100%	85%
Bonus Distribution	Male	-	1.2%	0.4%
	Female	-	0.3%	0.7%