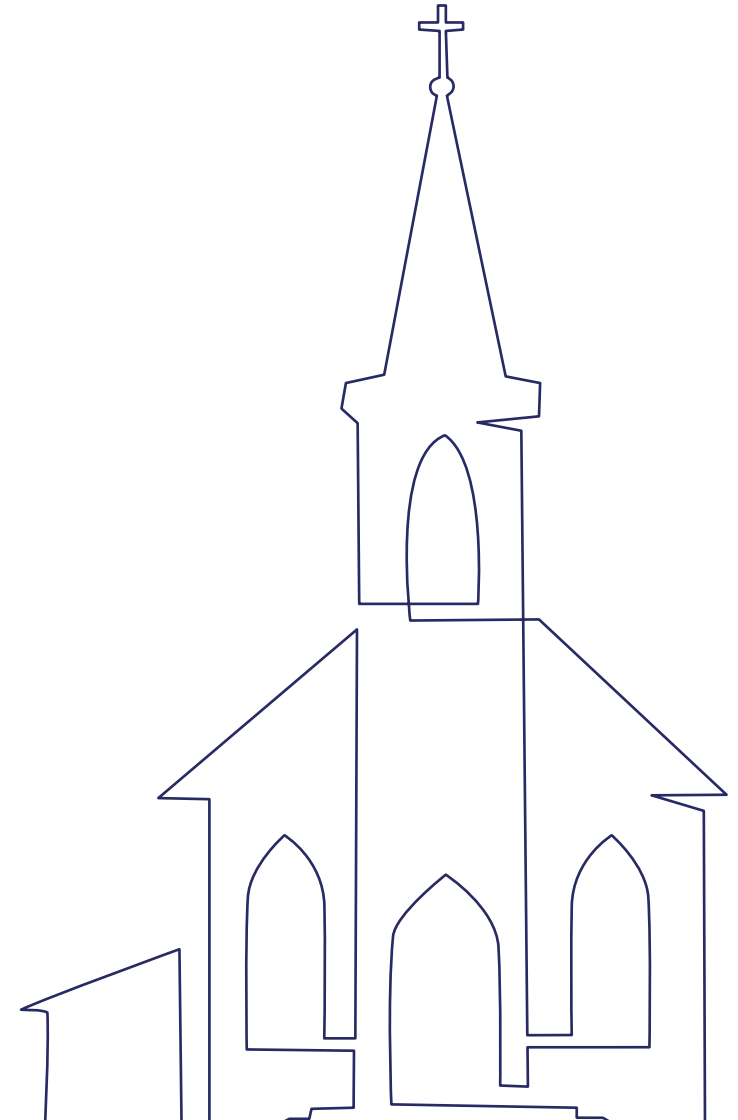


# NATIONAL CHURCH INSTITUTIONS

Gender, Ethnicity and Disability Pay Gap Reports 2024

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# FOREWORD



Alongside our gender pay gap report we are, for the first time, reporting on our ethnicity pay gap and disability pay gap. In doing so, our aim is to present a more holistic picture of where we are as an employer, and where we need to place our efforts.

## Our pay gaps

Our data contains a mixture of encouragement and a reminder that we have further to go. As of 5 April 2024, for the first time since we started reporting our gender pay gap in 2017, we had a higher proportion of women in higher paid roles (the upper and upper-middle quartiles) than men. This is more than offset, however, by the high proportion of women in lower paid roles and is the underlying reason for our gender pay gap remaining at 18%.

We see a more consistent spread of representation by ethnicity and by disability status which is reflected in smaller pay gaps of 12% and 8%, respectively.

## Addressing our pay gaps

During 2023 and into 2024 we have continued delivery of our 2022 – 2025 Belonging and Inclusion Action Plan. This plan includes a commitment to expand and improve our diversity data to monitor our progress and target our action where it is needed. It is more difficult to change what we do not know.

Our work on belonging and inclusion is sponsored by Chief Officers and led by HR with high levels of engagement from hiring managers, senior leaders, managers, and colleagues across the NCIs. Whilst there have been many initiatives, I want to highlight the following key areas of work.

First, through 2023 – 2024 we completed an end-to-end review of our recruitment processes – from attraction all the way through to on-boarding – and identified areas for improvement. We have subsequently restructured our recruitment team to enable them to offer quality assurance (QA), delivered new Confident Recruiter training to over 100 hiring managers, ensured diverse panels and shortlists for all senior roles. We are also updating our recruitment policy to embed QA standards, the collection of diversity data, and the use of new system tools in our recruitment processes. We are also finalising our position on the use of generative AI in the application process.

Second, we have worked with our staff networks to encourage colleagues to re-record their diversity data securely in a new system. We have come a long way in a short space of time to the point where our data sets are large enough to report trend data for ethnicity and disability in this year's report. Thanks to the efforts of everyone involved we are steadily building a more complete picture of who our people are. This has included an increase in disclosure rates for staff with a disability.

Third, our Confident Career programme has now offered 28 UKME/GMH colleagues working in non-managerial level roles the opportunity to develop confidence and skills that enable career development. Our Confident Leadership programme has developed the leadership confidence and capability of 22 female leaders. We continue our focus on how we can 'bring people on' by removing barriers to internal mobility and enhancing the enablers we have such as secondments, short term assignments, and better partnership working with dioceses.

Fourth, we continue to innovate and try new approaches to enable all to flourish. After a successful pilot, our 'Reasonable Adjustment Passports' initiative has been implemented for all new joiners who declare a disability and is now being offered to all existing colleagues with a disability.

Finally, following four years of hosting annual reciprocal mentoring programmes which 165 people have taken part in, this year we will be breaking down barriers to access and adopting a 'self-matching' approach, enabling even more people to take part.

As my predecessor and former colleague, Chris Hewitt-Dyer, wrote in her foreword in 2023, *we are focused on establishing a strong foundation from which we will be able to build for many years to come. Without these building blocks in place, any low hanging fruit would only amount to a short-term win. Whilst there may not be immediate and visible change, what we are focussed on paves the way for sustainable long-term tangible results.*

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

Emma Trenier  
**People Director**

# OUR PAY GAPS AT A GLANCE

## Gender Pay Gap

In 2024, there were 650-plus people who met the definition of a full-pay relevant employee under the gender pay gap regulations. Of those, 61% were women.

- Our median gender pay gap remained static at 18%
- Our mean gender pay gap was 17%, a fall of 1.2 percentage points.

## Ethnicity Pay Gap

In 2024, out of the 650-plus plus people who met the definition of a full-pay relevant employee under the regulations, 90% had disclosed their ethnicity. Of those, 18% were UK Minority Ethnic / Global Majority Heritage (UKME/GMH).

- Our median ethnicity pay gap was 12.2%, a fall of 10.7 percentage points
- Our mean ethnicity pay gap was 15.9%, a fall of 2.5 percentage points.

## Disability Pay Gap

In 2024, out of the 650-plus plus people who met the definition of a full-pay relevant employee under the regulations, 66% had disclosed if they have a disability. Of those, 16% had a disability.

- Our median disability pay gap was 8%, a rise of 7.9 percentage points
- Our mean disability pay gap was 8%, a rise of 4.8 percentage points.

# GENDER PAY GAP REPORT

## How gender pay gaps are reported

Regulations introduced in 2017 require any employer with more than 250 employees to submit gender pay gap data on an annual basis to show the difference in pay between men and women. This annual process uses the snapshot date of 5 April.

Gender pay gap figures along with information relating to bonuses and gender distribution across quartiles is reported on the Government's public portal. Companies are required to submit data within one year of the snapshot date and have the option of providing additional narrative with the data.

The gender pay gap is calculated by looking at the difference between salaries for men and women and is expressed as a percentage of male salaries. A 'positive' figure indicates men are paid more than women, a 'negative' figure indicates women are paid more than men.

Gender pay gap reports show the difference between the average earnings of men and women, expressed relative to men's earnings. If an organisation reports a gender pay gap, it does not mean women are paid less than men for doing the same job, but it does show that, on average, men occupy higher-paying roles than women.

The gender pay gap looks at all roles across an organisation, comparing mean and median salaries. It does not take into account the work being done, the seniority of the role, or any other factors that contribute to different roles being paid different amounts.

## Scope of the report

A number of terms are used throughout this report. Definitions for these using gender as the example are included below:

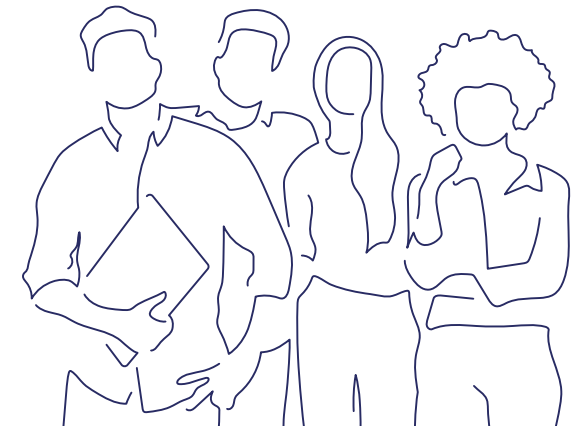
- **Snapshot date** – 5 April each year
- **Snapshot period** – the period before the snapshot date: from 6 April to 5 April
- **Median gap** – this is the difference between the midpoint of the female pay range compared to the midpoint of the male pay range
- **Mean gap** – this is the difference between the average salary of a woman and the average salary for a man
- **Quartiles** – the proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands
- **Full-pay relevant employee** – employee who is employed on the snapshot date and is paid their usual full basic pay
- **Relevant employee** – employee who is employed on the snapshot date but is not receiving their usual full basic pay.

Employees of the NCIs are employed under a joint-employment arrangement. Under the gender pay gap regulations the NCIs are required to submit, on an annual basis, gender pay data regarding these staff as a single employer.

In 2024, there were 650-plus people who met the definition of a full-pay relevant employee under the gender pay gap regulations. Of those, 61% were women.

Investment teams working for the Church Commissioners for England and the Church of England Pensions Board operate separate performance-related pay schemes and/or are outside the joint employment framework. A total of 95 people who met the definition of a full-pay relevant employee were employed in these teams on 5 April 2024. Whilst there is no legal requirement to publish figures for this group of employees as they do not trigger the 250-plus employee threshold, we voluntarily publish figures that include this group.

There were an additional 46 staff who are defined under the regulations as a 'relevant employee' and are therefore excluded from the gender pay figures<sup>1</sup>. This included staff on unpaid leave, maternity pay and casual workers who did not work at the time of the report.



1. Relevant employees are included when calculating bonus distribution figures

# Our gender pay gap data

## The headlines

This report details the gender pay gap at the National Church Institutions of the Church of England as at the snapshot date of 5 April 2024.

In 2024, there were 650-plus people who met the definition of a full-pay relevant employee under the gender pay gap regulations. Of those, 61% were women.

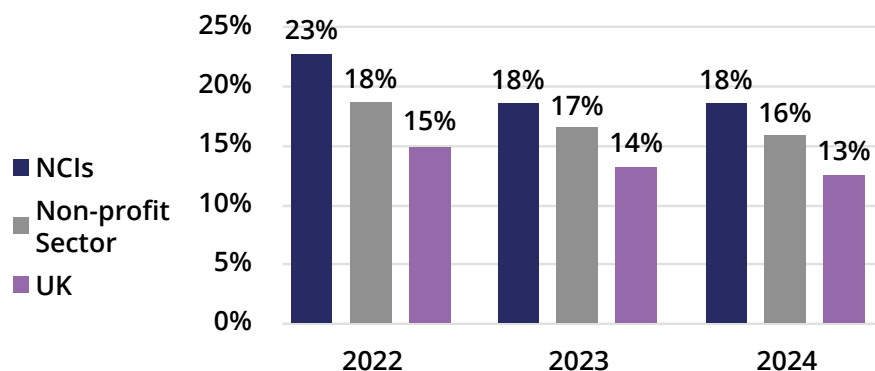
- **Our median gender pay gap remained static at 18%**
- **Our mean gender pay gap was 17%, a fall of 1.2 percentage points.**

Figures 1 and 2 show how these figures compare with the previous three years of reported data and data for the UK available at the time of going to print.

Our median gap remained the same between 2023 and 2024 at 18%. This is the smallest gap in gender pay at the NCIs since we began reporting in 2017. This compares to 13.1% for the UK overall and 16.1% in the non-profit sector.

Our mean gender pay gap is also 17%, a decrease of 1.2 percentage points. This compares to 13.8% for the UK overall and 14.7% in the non-profit sector.

Figure 1. Median gender pay gaps for the NCIs, UK and non-profit sector

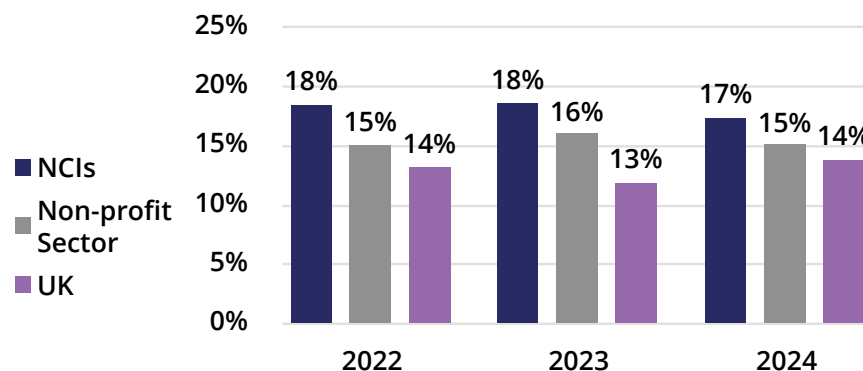


Contributing factors affecting our median and mean gender pay gaps – notably the high number of women in the fourth quartile – are covered on pages 8 – 11.

On average, median salaries increased by 5% for women between 2023 and 2024, compared to an increase of 9.1% for the NCIs overall. On average, mean salaries increased by 6.7% for women between 2023 and 2024, compared to an increase of 5.9% for the NCIs overall. At the same time, the percentage of women in the NCIs workforce increased by 1 percentage point, with a decrease in the proportion of women in the lower-middle quartile of 2.5 percentage points and no significant change in the lower quartile. This has offset improvements in the upper quartiles in terms of the median pay gap.

The percentage of women in the upper quartile and upper-middle quartile have risen by 4.5 percentage points and 1.6 percentage points respectively. These changes, taken with the fall in the proportion of women in the lower-middle quartile, have led to the fall in our mean pay gap.

Figure 2. Mean gender pay gaps for the NCIs, UK and non-profit sector



**Table 1:** Median and mean gender pay gaps, by year

		2024	2023	2022
<b>Mean Pay</b>	Overall	£54,650	£51,613	£48,915
	Men	£60,977	£57,930	£54,419
	Women	£50,564	£47,369	£44,828
	Difference	£10,413	£10,561	£9,591
	Gap	17%	18%	18%
<b>Median Pay</b>	Overall	£48,391	£44,374	£42,260
	Men	£56,833	£54,154	£48,757
	Women	£46,577	£44,374	£37,661
	Difference	£10,256	£9,771	£11,096
	Gap	18%	18%	23%

**Table 2:** Percentage of women and men, by quartile, by year

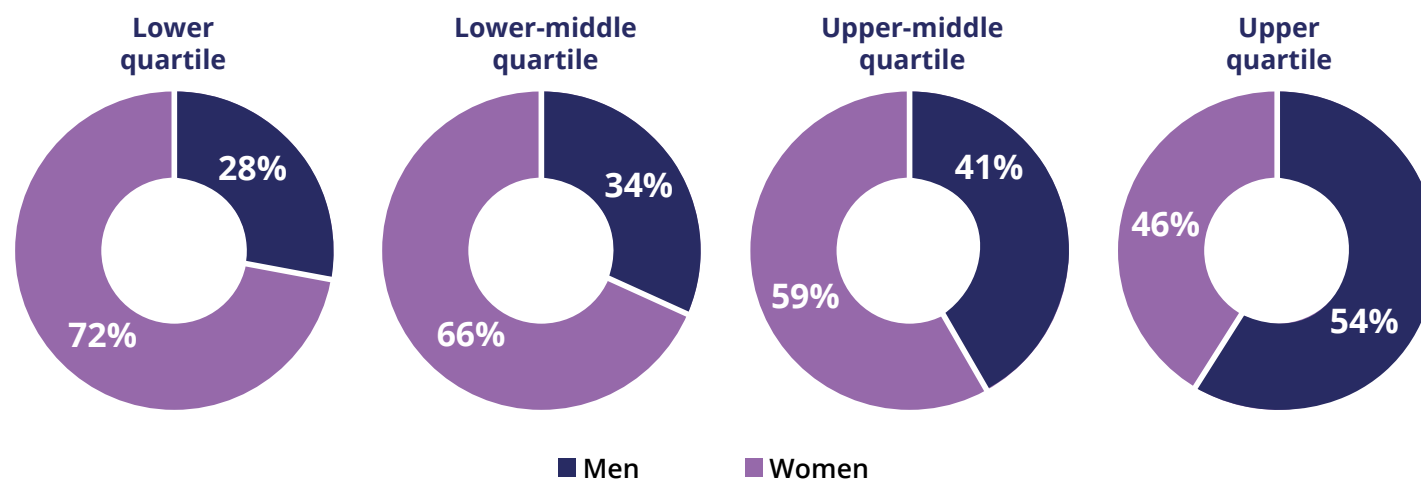
		2024	2023	2022
<b>Upper quartile</b>	Men	54%	59%	57%
	Women	46%	41%	43%
<b>Upper-middle quartile</b>	Men	41%	42%	49%
	Women	59%	58%	51%
<b>Lower-middle quartile</b>	Men	34%	32%	35%
	Women	66%	68%	65%
<b>Lower quartile</b>	Men	28%	28%	29%
	Women	72%	72%	71%

# Factors affecting our gender pay gap

## Representation

Figure 3 shows our gender split by quartile. The percentage of women in each quartile gradually decreases as we move from lower to the upper quartile, with women making up more than two-thirds of staff in the lower and lower-middle quartiles.

Figure 3: Gender split by quartile



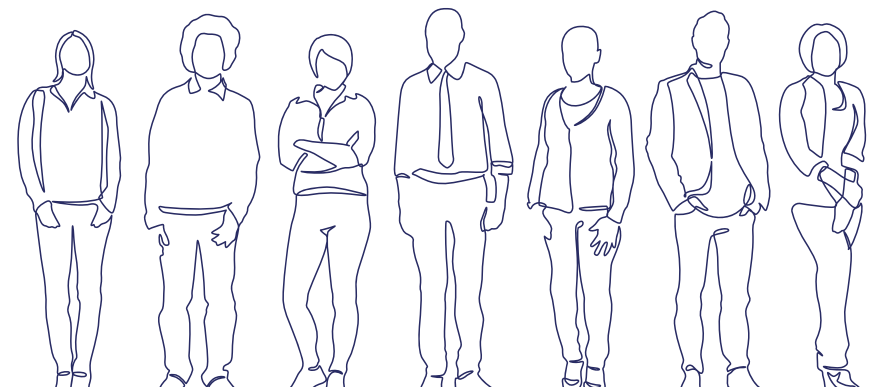
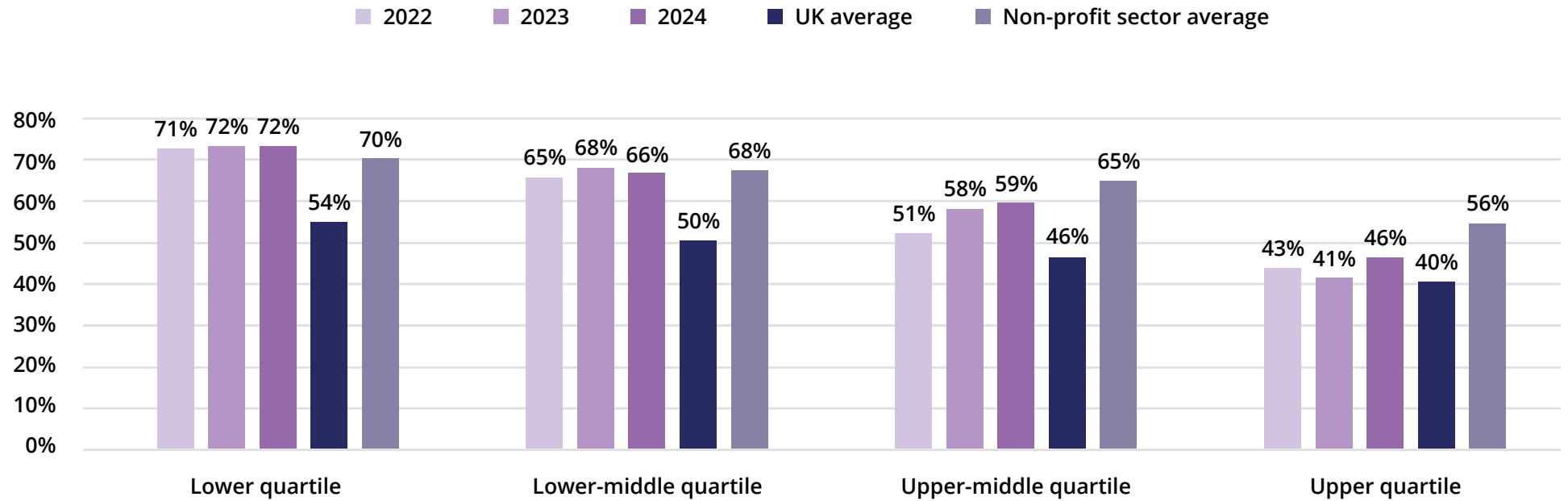
We saw small changes in the proportion of women in each of the pay quartiles between 2023 and 2024:

- **Upper quartile: 4.5% increase**
- **Upper-middle quartile: 1.6% increase**
- **Lower-middle quartile: 2.5% decrease**
- **Lower quartile: 0.1% increase**

The increase in the proportion of women in the upper and upper-middle quartiles combined and the decrease in the proportion of women in the lower-middle quartile are positive trends that have led to the small decrease in our mean gender pay gap. This improvement in the ratio of women to men has yet to translate into a fall in our median pay gap. The proportion of women in the lower and lower-middle quartiles is significantly higher at the NCIs than the UK average and broadly in line with the average for the UK voluntary sector.



Figure 4: Percentage of women in each gender pay gap quartile at the NCIs over the last three years



## Recruitment and retention

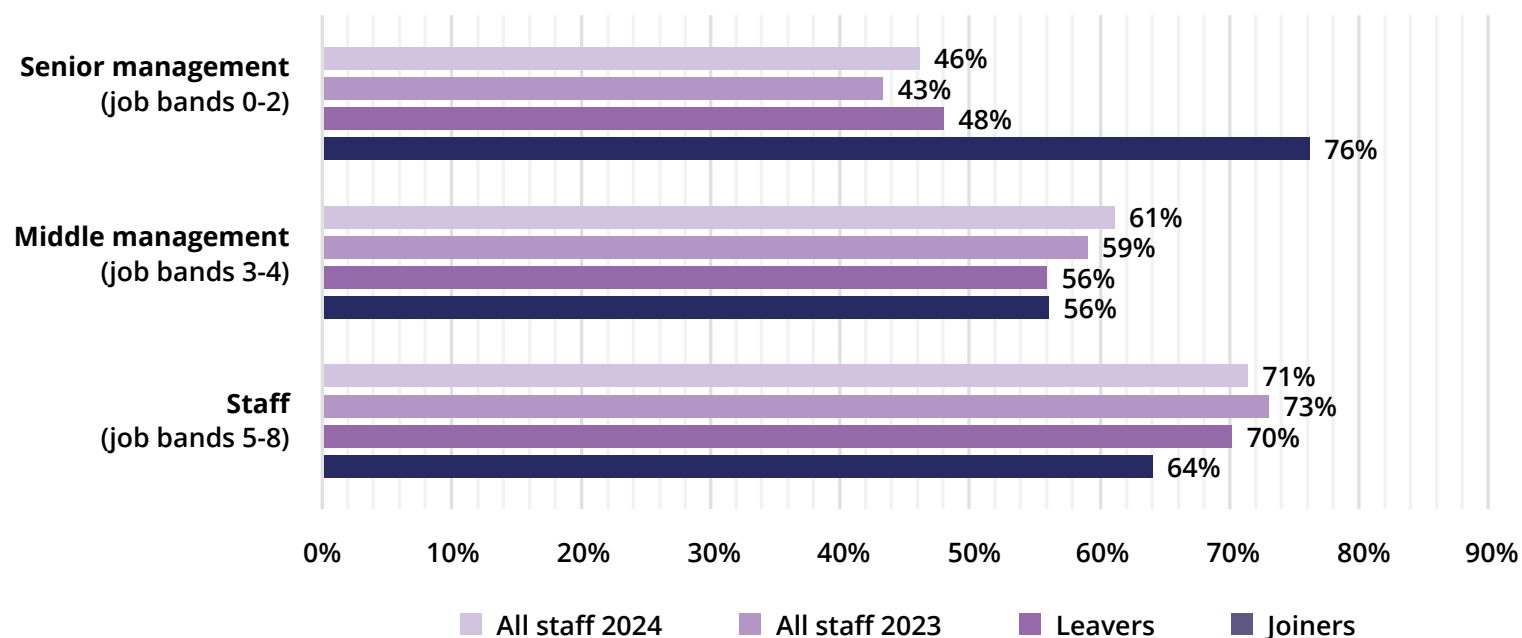
Between 2023 and 2024 the percentage of women in the workforce at the NCIs rose from 60% to 61%. During the snapshot period women made up 61% of new recruits and 60% of people who left the organisation. Figure 5 gives a breakdown of those percentages for women in senior management roles (job bands 0 – 2), middle management (job bands 3 – 4), and more junior roles (job bands 5 – 8).

Women accounted for just over three quarters (76%) of new joiners and just under half (48%) of leavers at senior management level. This is a substantial improvement on 2023 when almost the opposite was true with women accounting for 70% of leavers and 49% of joiners at this level. This has resulted in an improvement in the mean (average) gender pay gap.

We also saw an increase in the number of women in middle management positions as over half (56%) of new joiners were female with the same percentage of leavers in this group. This is due to a higher number of people joining the NCIs than people leaving during the snapshot period.

Overall, we saw a 3 percentage point increase in proportion of women in senior management roles, a 2 percentage point increase in the proportion of women in middle management roles, and a 2 percentage point decrease in the proportion of women in more junior roles compared with 2023.

Figure 5: The percentage of women joining and leaving the NCIs during the snapshot period.



## Bonus payments

We 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 12 people (33% women) were awarded one-off payments.

## NCIs and Investment teams

This section includes gender pay data for 95 people in Investment teams on separate pay arrangements employed by the Church Commissioners for England and the Church of England Pensions Board in addition to the 650-plus people employed under the joint employment framework.

Whilst there is no legal requirement to publish figures for this group of employees as they do not meet the 250-plus employee threshold, we voluntarily publish figures that include this group.

In total, there were 750-plus full-pay relevant employees in this combined group. Of these, 58% were women.

- **The median gender pay gap for this combined group remains unchanged at 18%**
- **The mean gender pay gap for this combined group remains unchanged at 23%**
- **The mean salary for men is £70,494 and for women is £54,385**
- **The median salary for men is £56,833 and for women is £46,577.**

### Bonus pay

Employees in the Investment team of the Church Commissioners for England operate under a specific incentive scheme designed to reward outperformance of the Church Commissioners' investment targets. Of the 55 people who received a bonus through these schemes, 20 were women.

- **The median bonus pay gap was 0.4%, down from 32% in 2023**
- **The mean bonus pay gap was 25%, down from 29% in 2023.**

# ETHNICITY PAY GAP REPORT

## How the ethnicity pay gap is calculated and reported

We have chosen to report on our ethnicity pay gap in the same way that organisations in the UK with over 250 employees are required to report their gender pay gap using the following measures.

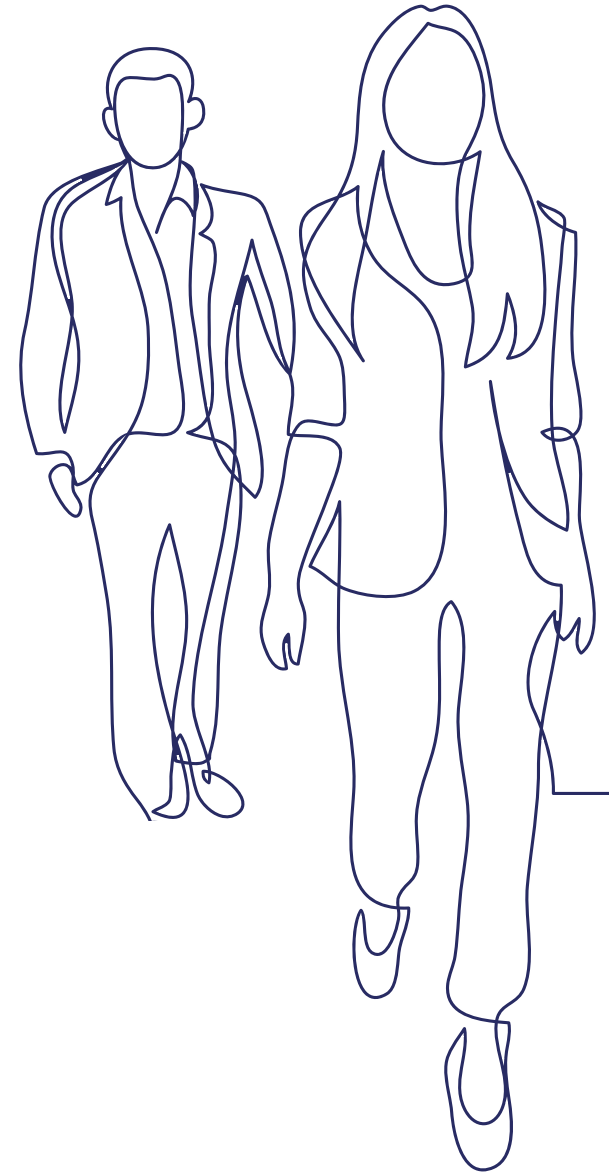
By publishing this data, we are doing so to be transparent and to improve as an employer. In doing so, it is important to acknowledge the diversity of ethnicities within our workforce that are represented within a single United Kingdom Minority Ethnic (UKME) and Global Majority Heritage (GMH) category.

There are significant methodological challenges in producing a meaningful ethnicity pay gap report for an organisation of our size. Based on best practice for external reporting, we use a threshold of 30 people or above to ensure anonymity and statistical validity. This means that we are unable to publish data for individual ethnic groups. We recognise the inherent limitations this places on our ability to paint a more detailed picture in this report.

- **Median ethnicity pay gap:** the difference between the midpoint of the hourly rate of pay for white full-pay relevant colleagues and UKME/GMH colleagues
- **Mean ethnicity pay gap:** the difference between the average hourly rate of pay for white full-pay relevant colleagues and UKME/GMH colleagues
- **Pay quartiles:** the proportion of white and UKME/GMH full-pay relevant employees in the lower, lower-middle, upper-middle, and upper quartiles.

### The difference between a pay gap and equal pay

A pay gap refers to the difference in average earnings between people in an organisation. It does not mean that there is a gap in pay between people doing comparable jobs. Equal pay requires employers to pay people who are doing a similar job the same amount of money under the Equality Act 2010.



# Our ethnicity pay gap data

## The headlines

This report details the ethnicity pay gap at the National Church Institutions of the Church of England as at the snapshot date of 5 April 2024. Similarly to the gender pay gap report, employees outside the joint employment framework are excluded from this report.

Of the 90% of staff who met the definition as a full-pay relevant employee on the snapshot date who had declared their ethnicity, 18% were UKME/GMH.

- **Our median ethnicity pay gap was 12.2%, a fall of 10.7 percentage points**
- **Our mean ethnicity pay gap was 15.9%, a fall of 2.5 percentage points.**

Figures 6 and 7 show how these figures compare with the previous two years of data.

Between 2024 and 2023 the percentage of staff in scope who disclosed their ethnicity fell from 96% to 90%. This drop is due in large part to moving our people data to a new people system at which point colleagues were required to re-enter their diversity data. We continue to encourage colleagues to complete their diversity profiles to build as full a picture of our employee population as possible.

In 2024, 18% of colleagues who disclosed their ethnicity were UKME/GMH, compared with 19% in 2023.

The fall in the median ethnicity pay gap and the mean ethnicity pay gap by 10.7 percentage points and 2.5 percentage points respectively aligns with changes in representation across quartiles and pay bands.

Figure 6. Median ethnicity pay gap

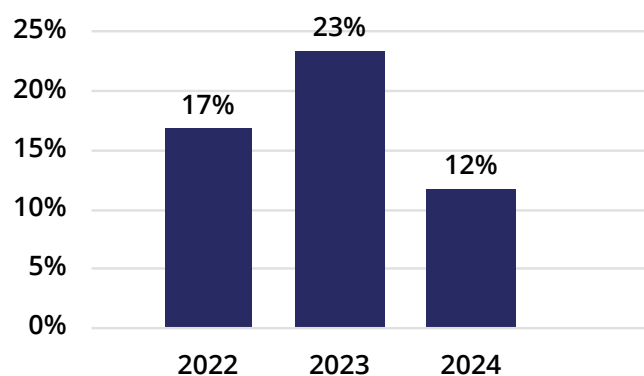
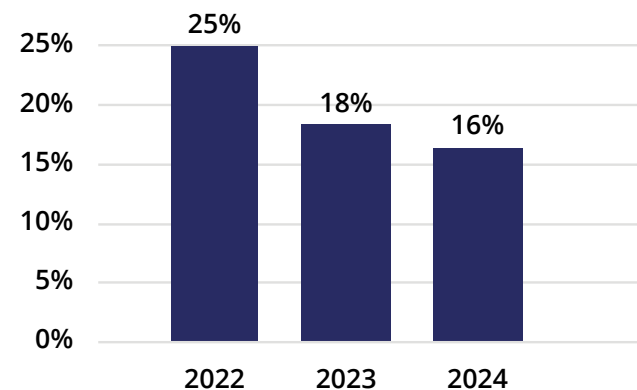


Figure 7. Mean ethnicity pay gap



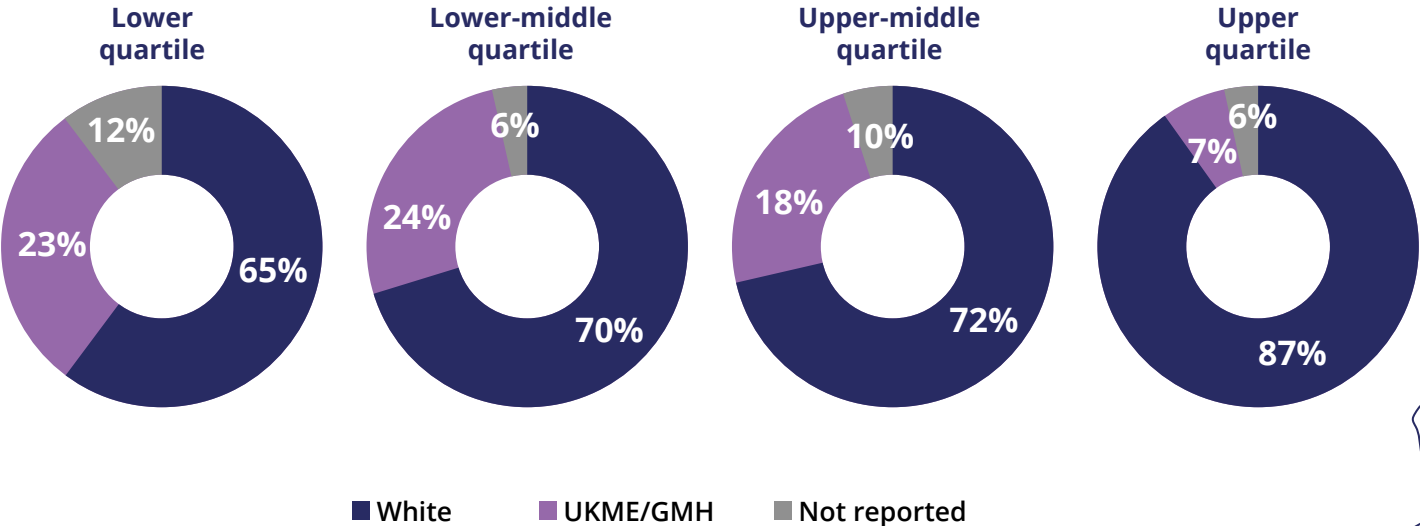
# Factors affecting our ethnicity pay gap

## Representation

UKME/GMH representation increased in the upper-middle and lower-middle quartiles by 3.1 and 3.2 percentage points and decreased in the lower quartile by 5.4 percentage points.

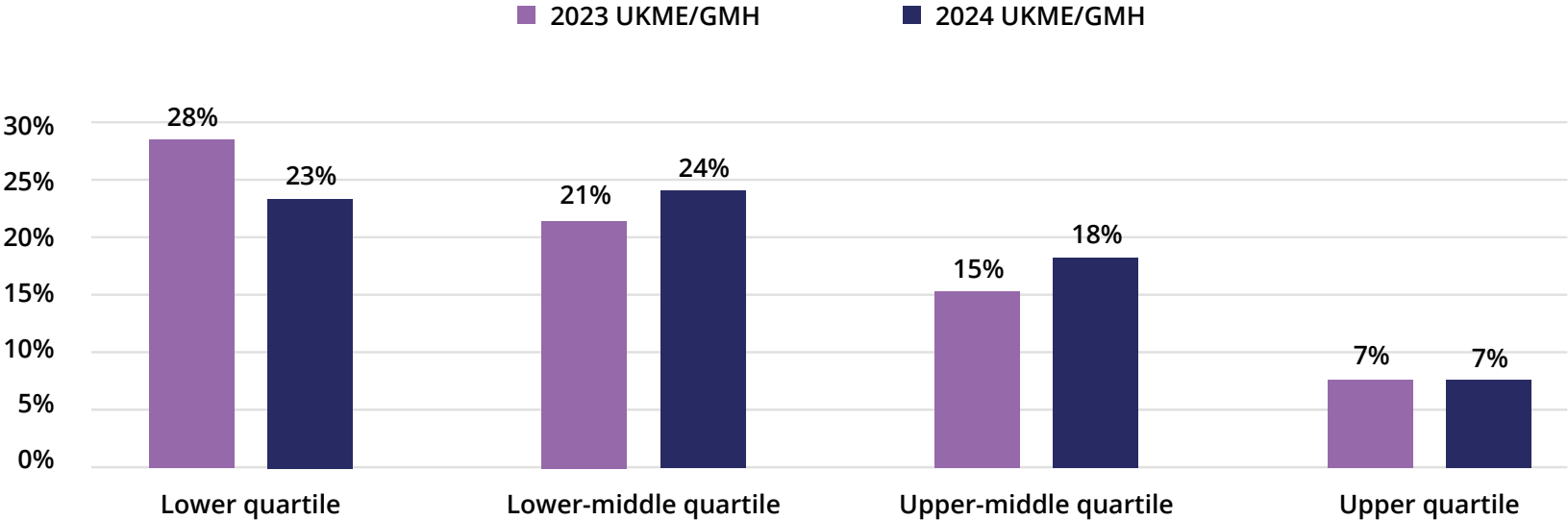
The increase in the percentage of UKME/GMH staff in the middle quartiles, goes some way towards explaining the reduction in the median pay gap and the more modest improvement in the mean pay gap.

Figure 8: Ethnicity split by quartile



In figure 9 we see the change in representation by quartile between 2023 and 2024. Looking at the data through the lens of senior management, middle management, and more junior roles we have seen an increase in the percentage of UKME/GMH staff in both senior management and middle management roles by 1 and 0.8 percentage points respectively, and a fall in the percentage of UKME/GMH staff in more junior roles of 4.1 percentage points. This small but positive movement since 2023 indicates progress in recruitment, retention, and career progression opportunities for UKME/GMH staff.

Figure 9: Percentage of UKME/GMH colleagues in each pay gap quartile over the last two years

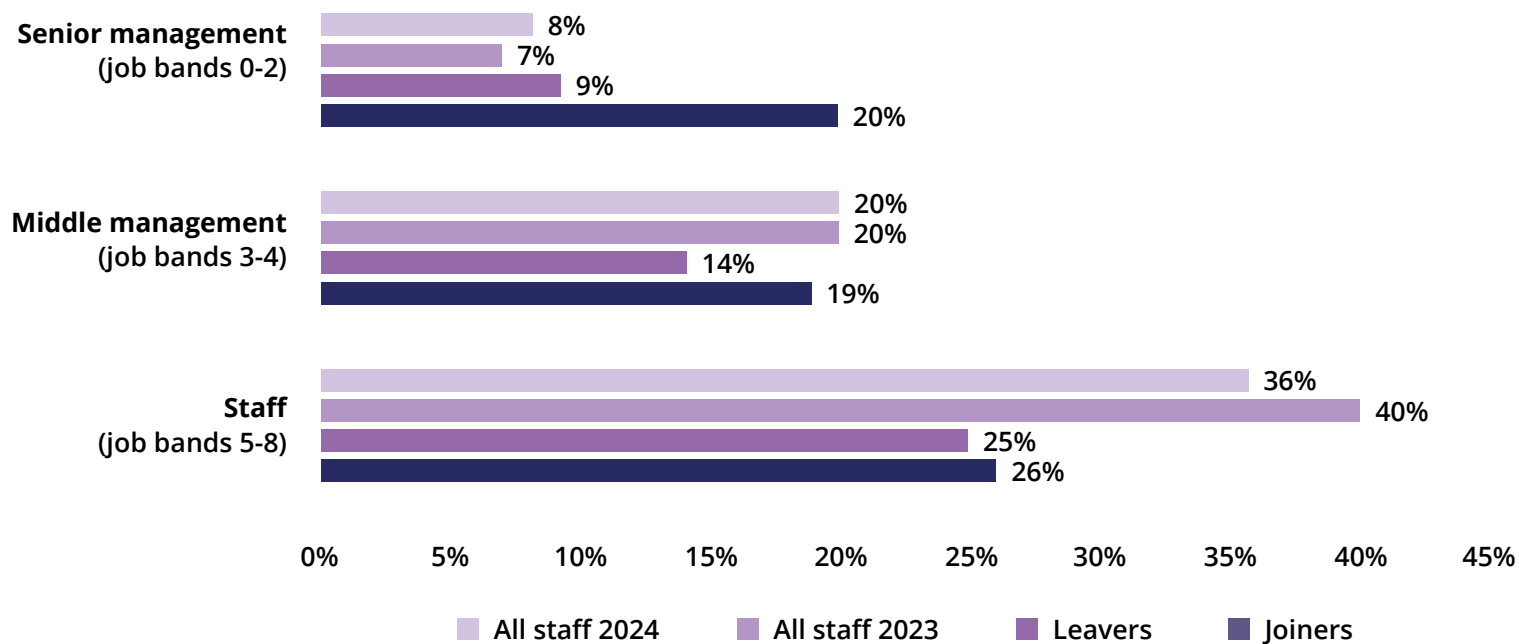


## Recruitment and retention

During the snapshot period, the NCIs recruited 150-plus new staff. Of those who disclosed their ethnicity, 28% were from UKME/GMH backgrounds. There was a significantly lower number of leavers in the same period. Of those leaving the NCIs who disclosed their ethnicity, 19.3% were from UKME/GMH backgrounds.

Figure 10 shows the percentage of colleagues from UKME/GMH backgrounds for 2024 and 2023 alongside joiners and leavers during the past year, grouped by categories based on the individual's grade (senior management, middle management, or more junior roles).

*Figure 10:* The percentage of UKME/GMH colleagues joining and leaving the NCIs during the snapshot period





In 2024, 20% of joiners and 9% of leavers in senior management roles were from UKME/GMH backgrounds. This resulted in a percentage point increase in the representation of UKME/GMH staff in this group. In middle management roles, 19% of joiners and 14% of leavers were from UKME/GMH backgrounds, resulting in a net increase of 0.8% representation at this level.

Between 2023 and 2024, the largest decrease in representation of UKME/GMH colleagues was in more junior roles despite a small net increase of one percentage point when comparing joiners (26%) and leavers (25%) from UKME/GMH backgrounds. There are several reasons for the reduction in this group despite the net increase over the period:

- **Eight UKME/GMH colleagues in bands 5 - 7 had their roles re-evaluated or were internally promoted to a higher band since the 2023 snapshot period**
- **We saw a decrease of 1.3 percentage points in the number of casual staff who worked in the snapshot period in 2023 including a reduced number of UKME/GMH casual workers**
- **We have seen a decrease of 6.8 percentage points in the number of colleagues who disclosed their ethnicity in this snapshot period. The declaration rate for ethnicity in the lower quartile was 88% in 2024, compared to 90% for the NCIs overall.**

It is worth noting that when talking about percentages of joiners and leavers we are talking about relatively small groups where one or two people can make a noticeable difference to the percentages shown.



# DISABILITY PAY GAP REPORT

## How the disability pay gap is calculated and reported

We have chosen to report on our disability pay gap in the same way that organisations in the UK with over 250 employees are required to report their gender pay gap using the following measures.

- **Median disability pay gap:** the difference between the midpoint of the hourly rate pay for full-pay relevant colleagues without a declared disability and colleagues with a declared disability
- **Mean disability pay gap:** the difference between the average hourly rate of pay for full-pay relevant colleagues without a declared disability and colleagues with a declared disability
- **Pay quartiles:** the proportion of full-pay relevant employees without a declared disability and with a declared disability in the lower, lower-middle, upper-middle, and upper quartiles.

### The difference between a pay gap and equal pay

A pay gap refers to the difference in average earnings between people in an organisation. It does not mean that there is a gap in pay between people doing comparable jobs. Equal pay requires employers to pay people who are doing a similar job the same amount of money under the Equality Act 2010.

## Our pay gap data

This report details the ethnicity pay gap at the National Church Institutions of the Church of England as at the snapshot date of 5 April 2024. Similarly to the gender pay gap report and ethnicity pay gap report, employees outside the joint employment framework are excluded from this report.

Of the 66% of staff who met the definition as a full-pay relevant employee on the snapshot date who had declared their status, 16% had a disability.

- **Our median disability pay gap was 8%, a rise of 7.9 percentage points**
- **Our mean disability pay gap was 8%, a rise of 4.8 percentage points.**



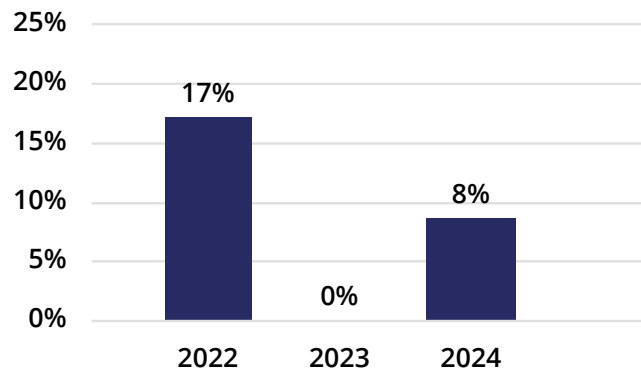
Figures 11 and 12 show how the median disability pay gap and mean disability pay gap compares with the previous two years of data.

Between 2024 and 2023 the percentage of staff in scope who disclosed their disability status fell from 88% to 66%. This drop is due to moving our people data to a new people system at which point colleagues were required to re-enter their diversity data.

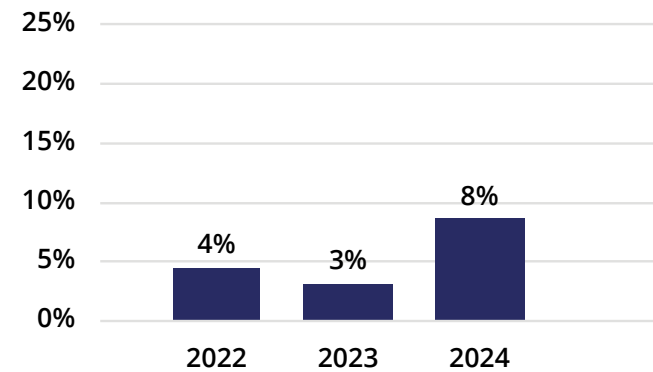
Despite this, since moving to the new people system we have seen a significant increase in the number of colleagues disclosing that they have a disability – 16% in 2024, compared with 6% in 2023.

Due to the sharp increase in declared disability, any comparison with previous years should be read with that in mind. Similarly to the ethnicity report, it is worth noting that a small number of people can make a noticeable difference to the percentages in our disability pay gap report.

*Figure 11.* Median disability pay gap for the NCIs



*Figure 12.* Mean disability pay gap for the NCIs



# Factors affecting our disability pay gap

## Representation

The rise in both the median and mean pay gaps aligns with the change in representation with our largest increases in declared disability in the lower-middle and lower-pay quartiles, of 8.4 and 7.6 percentage points respectively. The smallest increase in representation was in the upper-middle quartile (3.5 percentage points). The upper-middle and the lower quartile have the lowest disclosed disability rates of 66% and 56% respectively.

Figure 13 highlights how much further we have to go before we can accurately report our pay gap for this group. Providing this information is voluntary. The publication of diversity data helps to communicate our commitment as an organisation to making progress in this area.

Figure 13: Disability split by quartile

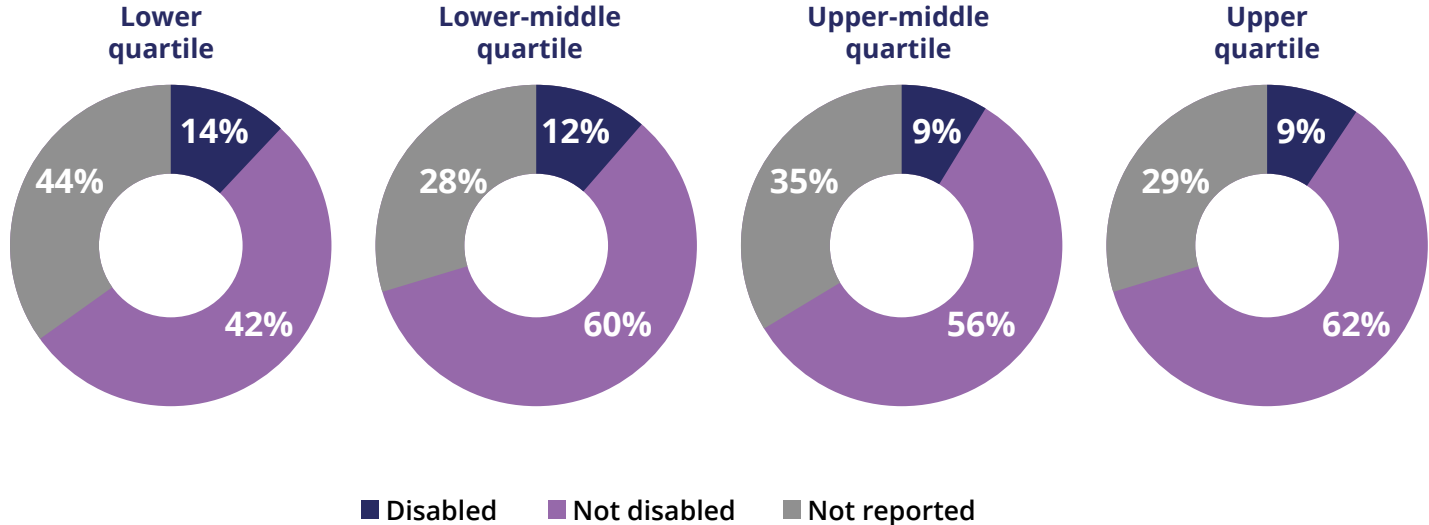
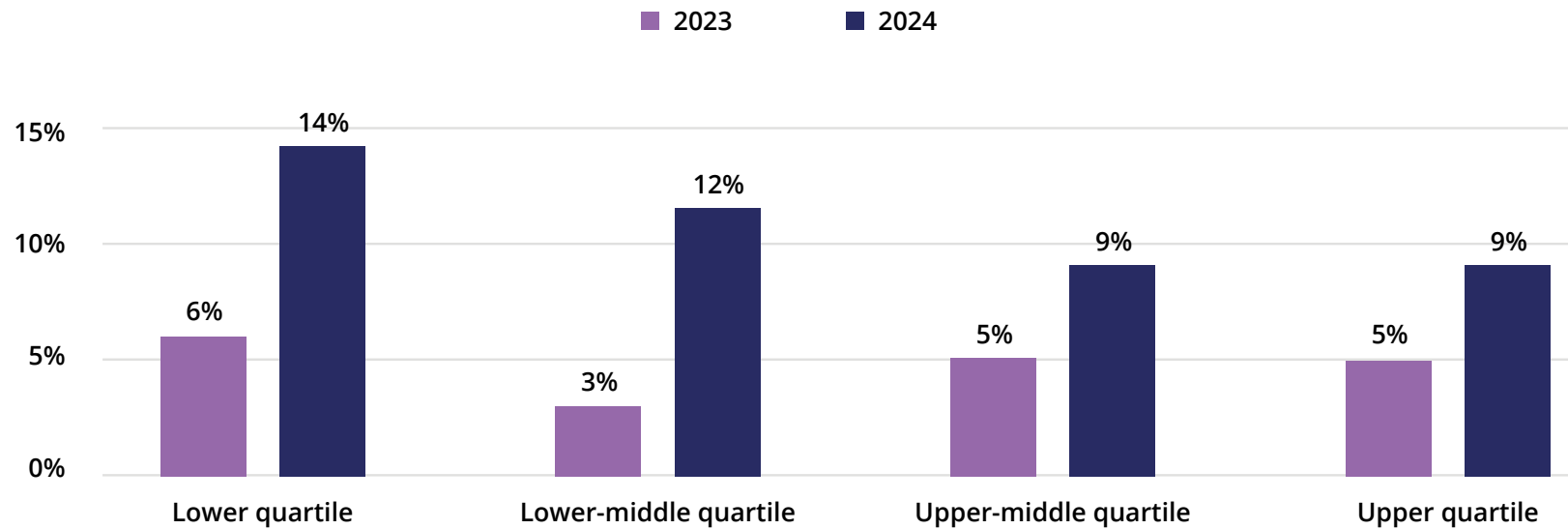


Figure 14: Percentage of disabled colleagues in each pay gap quartile over the last two years

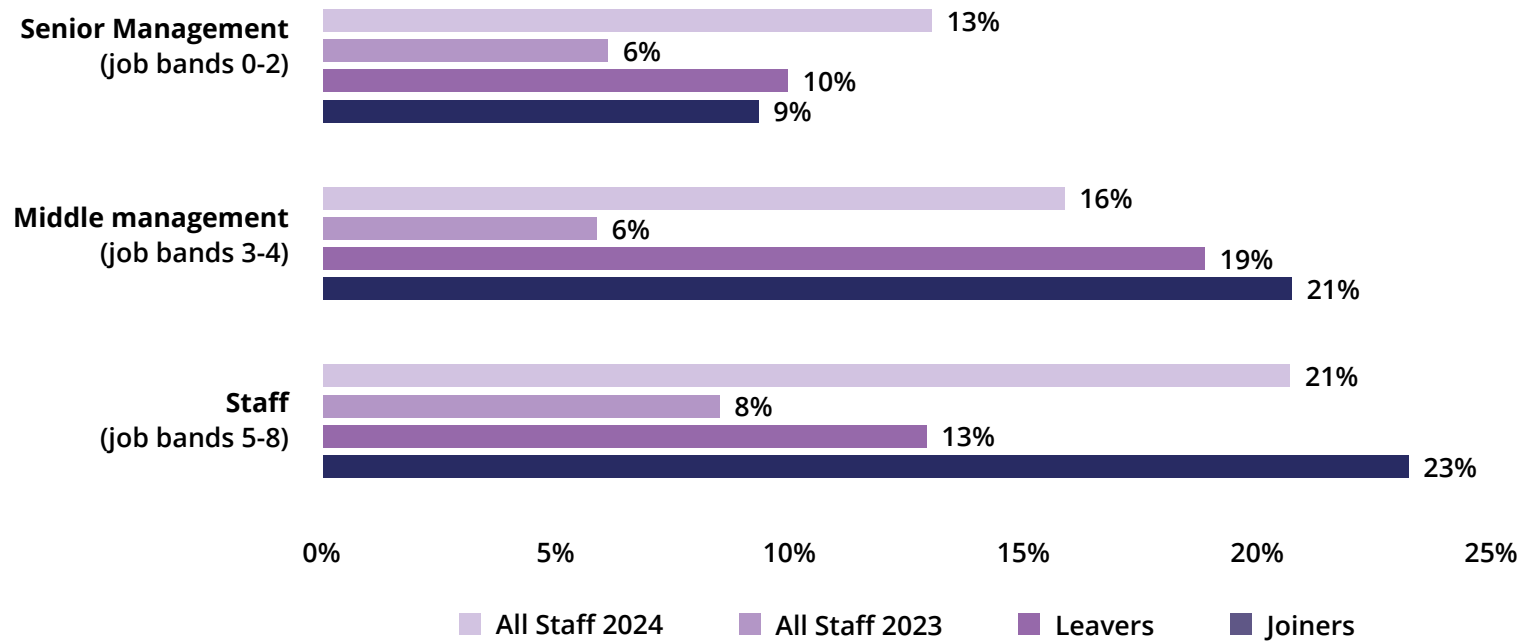


### Recruitment and retention

During the snapshot period, the NCIs recruited 150-plus new staff. Of those who disclosed their disability status, 20% said that they have a disability. In the same period, 15% of leavers of those who disclosed their status had a disability.

Figure 15 shows the percentage of colleagues with a disability who joined and left the NCIs between 6 April 2023 and 5 April 2024, at senior management (bands 0 – 2), middle management (bands 3 – 4), and staff levels (bands 5 – 8).

Figure 15: The percentage of colleagues with a disability joining and leaving the NCIs during the snapshot period



Among senior managers, 10% of leavers and 9% of joiners reported having a disability. The percentage of people who disclosed their disability status is 3.8 percentage points lower at this level than for the organisation as a whole. This has contributed to an increase in our disability pay gap in 2024.

In both the middle management and staff level categories, we have seen an increase in disclosed disability, of 10.2 and 12.4 percentage points respectively. While among middle managers there is a similar representation of colleagues with a disability to the organisation as a whole, and amongst more junior roles this is 4 percentage points higher than the organisation as a whole. This has meant that there is an increased pay gap between colleagues with a disclosed disability and those without.

# ABOUT THE NATIONAL CHURCH INSTITUTIONS

There are seven national administrative bodies that work together to support the mission and ministries of the Church. These are called National Church Institutions (NCIs).

We work with those who serve in parishes, dioceses, schools and other ministries, and with our partners at a national and international level.

We serve as the Church's central office. Each NCI has a role to play in supporting the day-to-day work of churches across England.

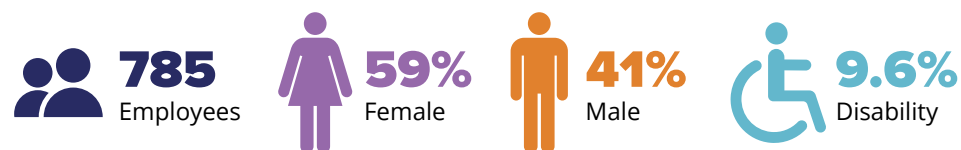
The NCIs are separate legal entities, but they are a common employer. The seven NCIs are:

- Archbishops' Council
- Lambeth Palace
- Bishopthorpe Palace
- Church Commissioners for England
- Church of England Pensions Board
- National Society for Promoting Religious Education
- Church of England Central Services

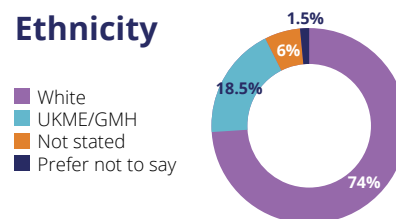
The majority of staff are based at Church House in Westminster, Lambeth Palace, the Lambeth Palace Library, and Bishopthorpe Palace near York.

## Our workforce

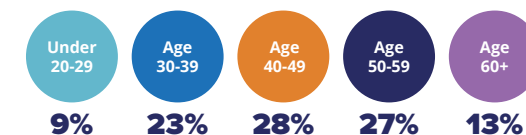
The figures below show our workforce in totality as at the snapshot date of 5 April 2024. Some of the percentages may differ slightly from those in the pay gap reports in line with the gender pay gap reporting regulations.



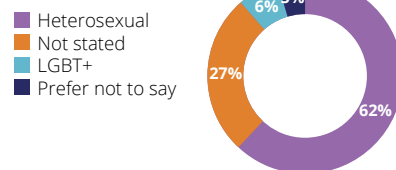
### Ethnicity



### Age breakdown



### Sexual orientation



### Religion



Figures have been rounded to the nearest whole percentage point.



**The National Institutions of the Church of England**

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