
FAIRNESS, INCLUSION AND RESPECT

Gender pay gap



Data correct at
**5 April
2021**

Who we are

CITB is the **industry training board** for the **construction** sector in England, Scotland and Wales. We work with industry and Government to ensure the sector is equipped with the **skills and talent** needed to thrive, now and in the future.



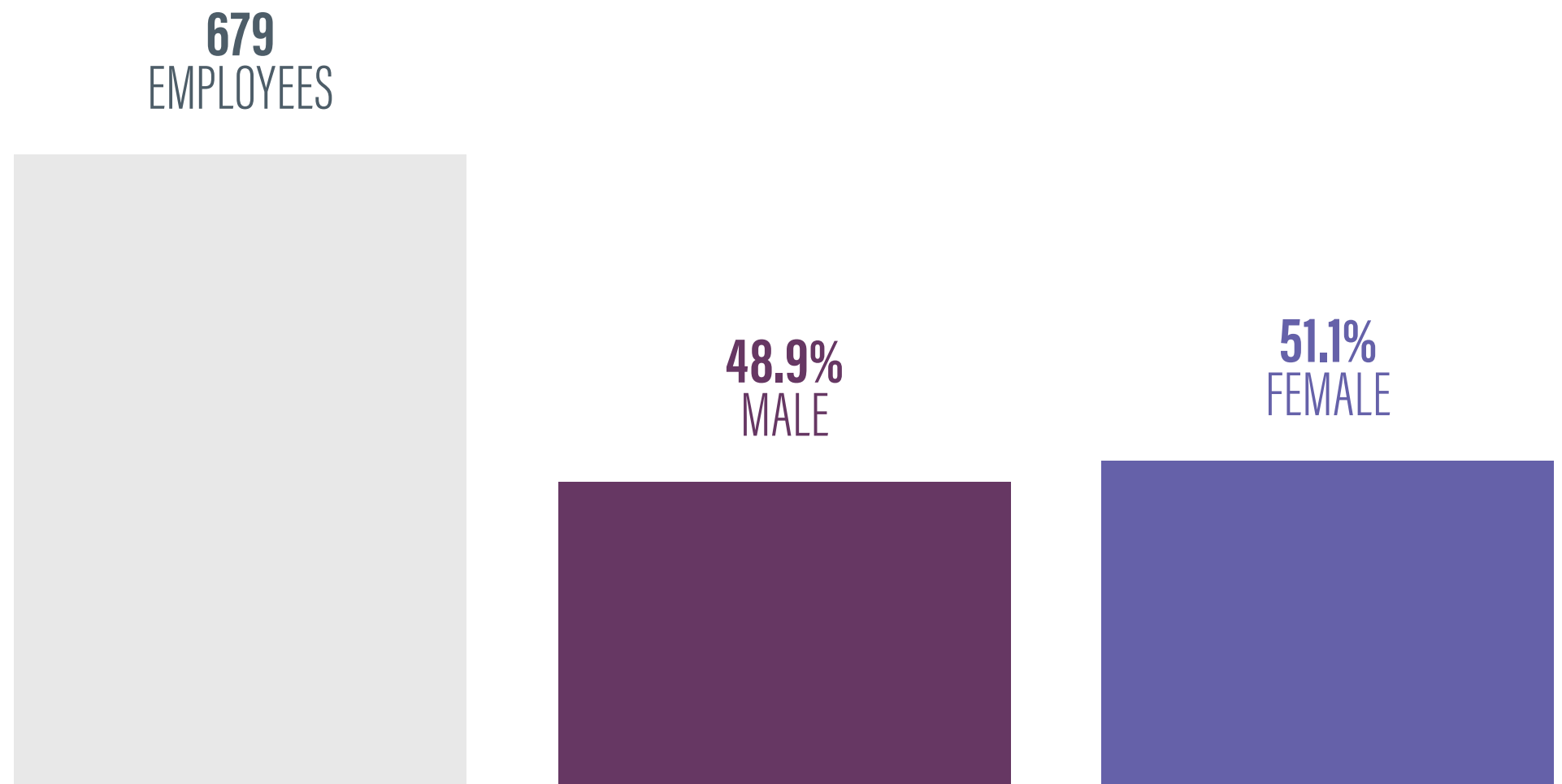
Our vision

For British construction to have a **recognised, world-class, innovative** approach to developing its workforce to deliver quality in the built environment.

Our mission

To **attract and support** the development of people to construct a better Britain.

CITB consists of:



What is the gender pay gap?

The gender pay gap is a measure of the difference between the average earnings of males and females within the organisation.

Requirements

From 2017, any UK organisation employing **250** or more employees must publish and report specific figures about their gender pay annually. These include the below stats, which relate to full-pay employees:

- **The mean hourly rate of pay**
 - the difference in the average hourly rates of pay
- **The median hourly rate of pay**
 - the difference of the midpoint of hourly pay
- **The mean bonus pay gap**
 - the difference in average bonus payments received
- **The median bonus pay gap**
 - the difference of the midpoint of bonus payments

- **Those who were awarded bonus pay**
- **The number and percentage of employees in quartile pay bands**
 - lower, lower middle, upper middle and upper.

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between males and females who carry out the same jobs, similar jobs, or work of equal value.

Having a **gender pay gap** does not necessarily mean that an employer has breached the equal pay provisions. This is because the gender pay gap is not caused simply by employers paying males and females in the same job different pay. An employer providing entirely equal pay between males and females in the same job may still have a large pay gap.

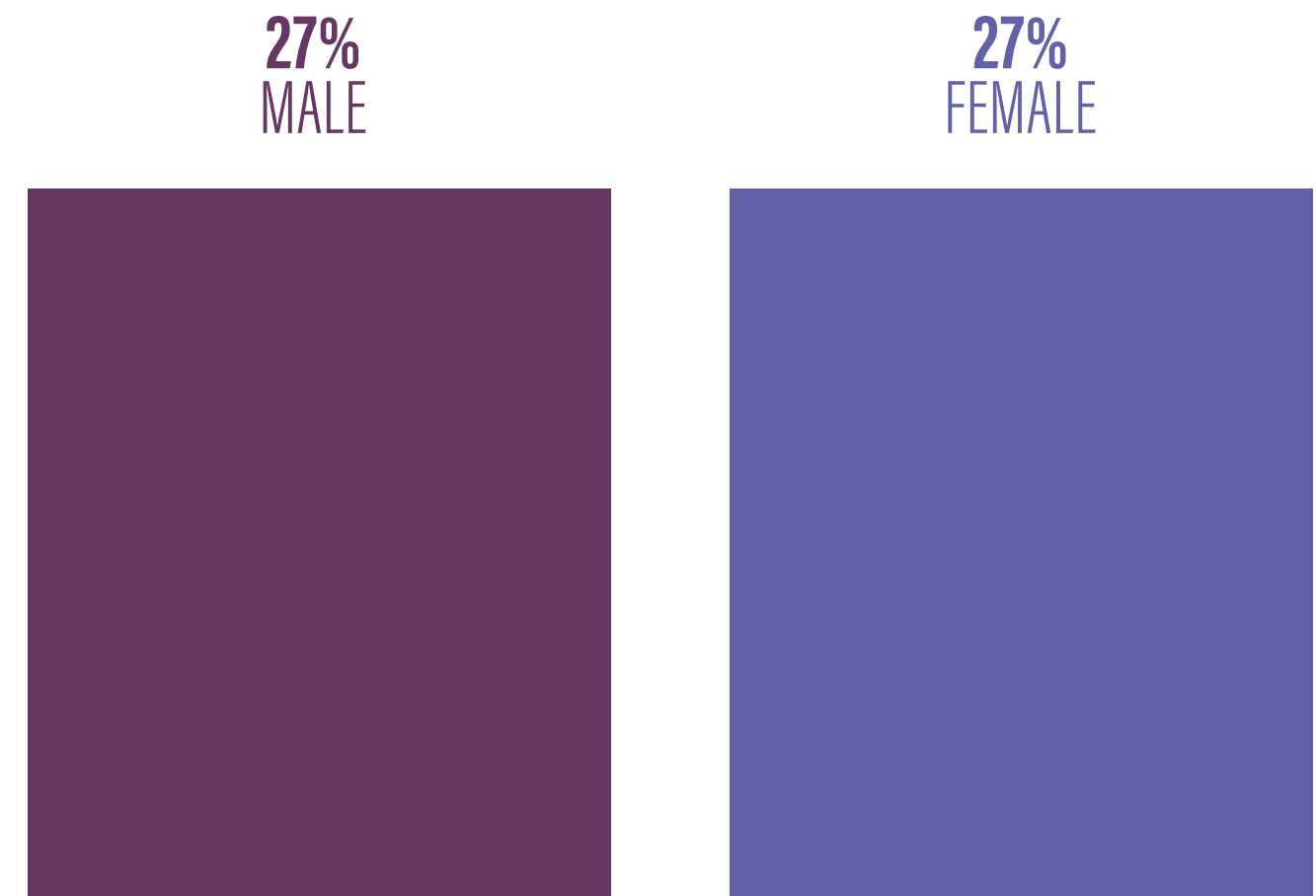


Key information

MEASURE	MEAN 2021	MEDIAN 2021	MEAN 2020	MEDIAN 2020
PAY GAP	6.2%	5.7%	8.3%	6.4%
BONUS GAP	10%	15.2%	10.2%	15.9%

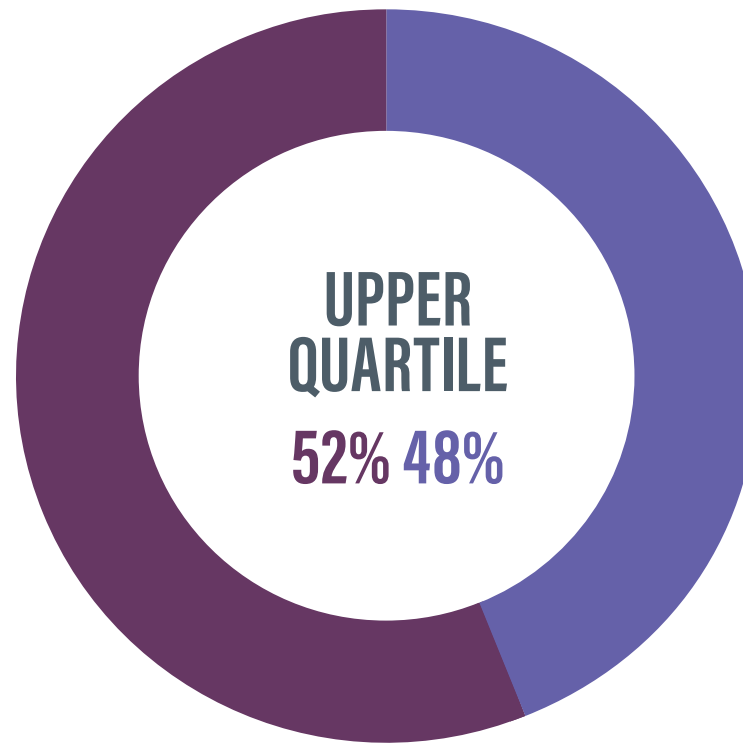
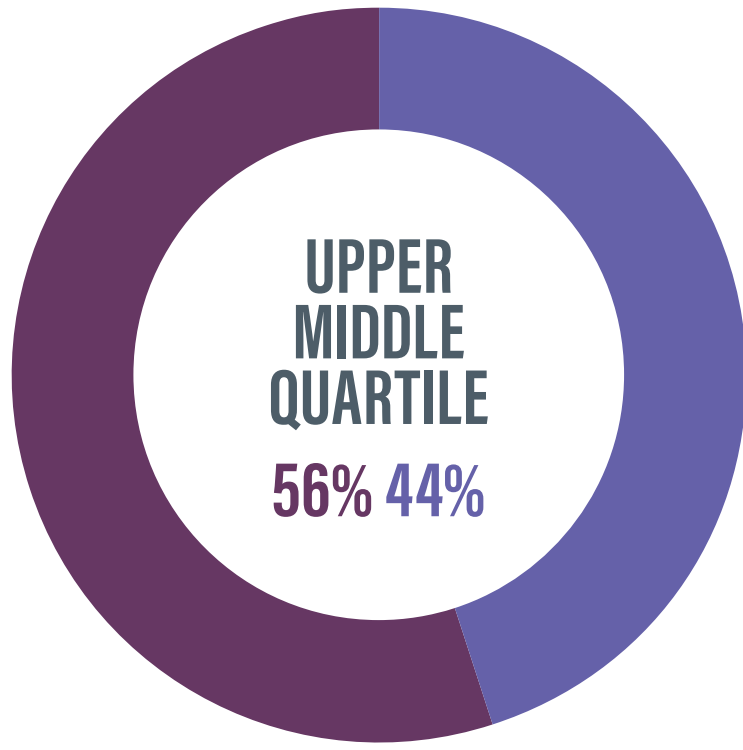
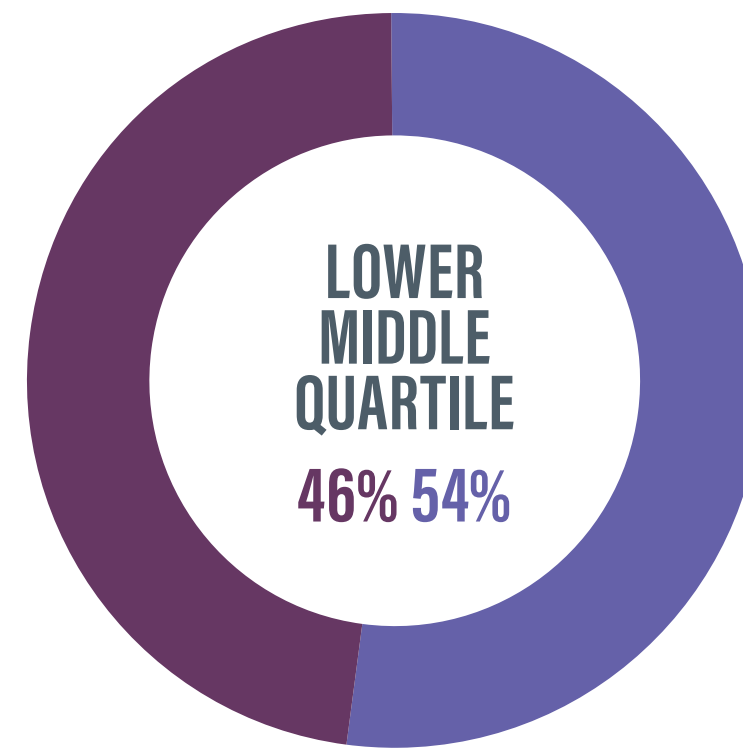
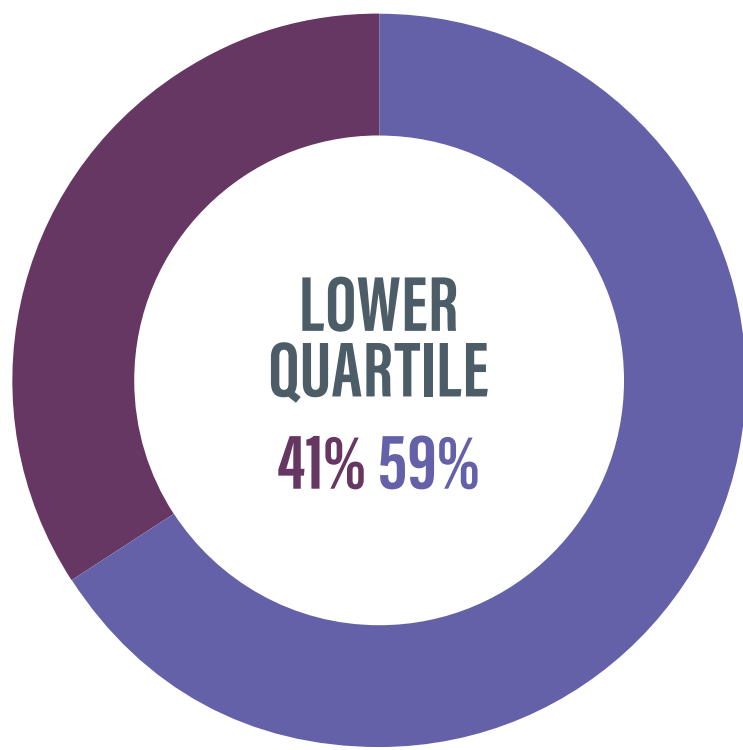


Proportion of employees receiving a bonus*



Gender split by pay quartile

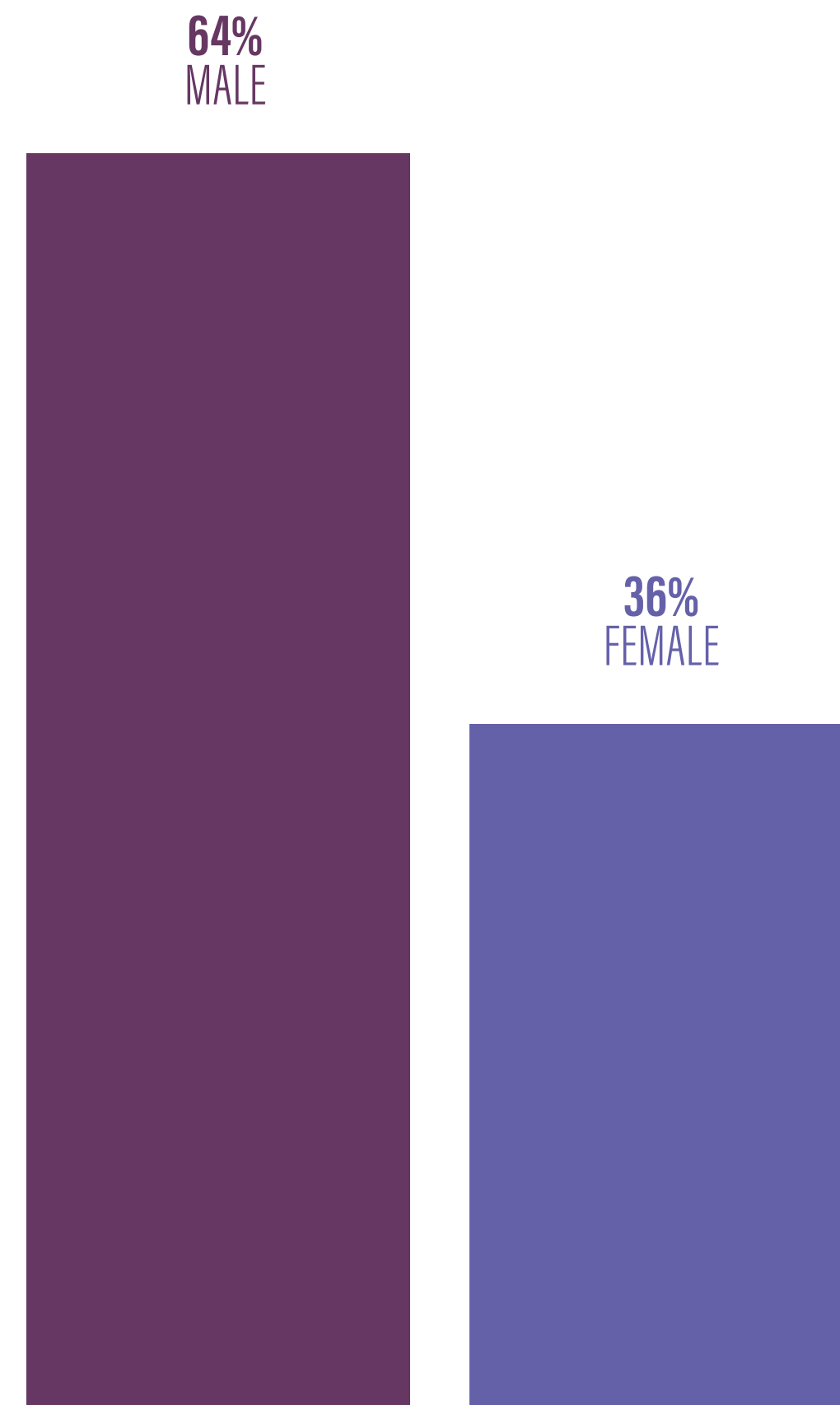
● Male ● Female



*Performance pay was frozen for all employees in response to COVID-19. The bonuses paid out to employees in this report relate to the previous performance year.

Why do we have a gender pay gap?

Proportion of top 50 highest paid employees



The data demonstrates that we have improved, and therefore reduced, our gender pay gap since last year. However, with a gap still present, the report highlights areas where we can take action to help close this.

The analysis confirms:

- We have a mean gender pay gap of **6.2%** – a reduction of 2.2%
- Our median gap in relation to pay is **5.7%** – a reduction of 0.7%.

Of the top 50 paid employees in April 2021, 64% register as male. In relation to the overall proportion of each gender, 56% of the male population in the organisation can be found in the upper and upper middle quartiles in contrast to just 44.3% of females. The opposite can be observed at the lower quartiles which has influenced the pay gap. From this, it's evident that

we must place a stronger focus on ensuring clear pathways and support is available to encourage more females into leadership roles.

The mean hourly rate is the average hourly wage across the entire organisation, and therefore, the mean gender pay gap calculation compares the basic hourly pay of all employees, inclusive of cash payments and allowances.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage at the mid-point, therefore the median gender pay gap is the difference between female's and male's pay at that point.



Why do we have a bonus gender pay gap?

The analysis confirms:

- We have a mean bonus pay gap of **10%** – a reduction of 0.2%
- Our median gap in relation to bonus pay is **15.2%** – a reduction of 0.7%
- The percentage of males and females in receipt of a bonus is equal at **27%**.

Bonus payments are paid as a percentage of actual salary.

This affects the bonus pay gap:

- As more males fill senior positions within the company, the amount paid in bonuses to males is likely to be higher
- Some of the bonus gap will also be a result of the lower, pro-rated part-time bonuses. In 2020-21, 4% of bonuses were paid to part-time employees. There were six part-time female employees and one male part-time employee in receipt of a bonus.



How we're tackling our gender pay gap

The presence of women working in construction in general is on the rise. 37% of new entrants into the industry that came from higher education are women. While this is positive news, we want to ensure the industry is presented as a fair and welcoming place, that encourages diversity, and it's important that we lead by example.

Despite progress, there are still areas where we can improve. Among the many challenges COVID-19 has brought us, research has told us that it has impacted upon women in the workplace disproportionately, and negatively affected progress towards gender parity, as a result. This is due to a larger proportion of jobs held by women being impacted, the burden of unpaid caring responsibilities falling to women, and the subsequent impact this has had on their ability to participate in paid work during the pandemic.

At CITB we worked hard to offer additional support and flexibility to all colleagues to enable them to manage the balance of work and life commitments during these challenging times, but we recognise that action is needed to ensure these factors do not continue to widen the existing gender pay gap. Our people strategy has incorporated the additional learnings we have taken from this period to ensure our ways of working, opportunities, and policies support and promote equal opportunities for all.

New ways of working

Our goal of developing a connected and inclusive workplace is further strengthened by the move to increased flexibility for all colleagues through the introduction of our hybrid working guidance. The past 18 months has shown us there are smarter ways of delivering in our roles. We are excited about embracing this change and seeing the benefits this brings to colleagues, and to the organisation's ability to grow a diverse and inclusive team.

People development

A key strand of our people plans focus on learning, growth and development, with the key message centred on all colleagues being supported to reach their performance potential. Individual needs are fed into an annual training plan that enables us to identify gaps, succession opportunities and helps us map career pathways.

Culture and our environment

We know the environment that we create for our colleagues will help determine the real level of opportunity and inclusivity that we demonstrate, and that scope is wider than just gender. The development of our wellbeing strategy looks at how we can be our best selves at work and focuses on how we behave towards ourselves and others. Specific campaigns focusing on areas such as menopause awareness and making reasonable adjustments for all can help in ensuring we build on embracing and accepting our differences, and create an environment where everyone is comfortable to be themselves at work.

Closing remarks

We know that the gender pay gap is about more than just pay. It's about creating awareness of organisational and social barriers, providing support and education to break these down, and ensuring equality of opportunity for all of our colleagues. We continue to promote an open dialogue on subjects that help promote a genuinely diverse population, and open up learning and development opportunities for our colleagues on a range of issues that promote fairness, inclusion and respect across our workplace.

The way we conduct our own workforce will inevitably have an impact on how the rest of the industry come together on this important matter. For this reason, we continue to welcome this mandatory reporting, which helps towards raising awareness and contributes to the overall efforts in tackling the gender pay gap. As we settle into new patterns and rhythms of life after COVID-19, and any challenges or opportunities that brings, fairness, inclusion and respect remain at the forefront of our goals. We are keen to review the impact that new measures such as hybrid working will have, and excited to watch our workforce develop, growing from strength to strength in their individual careers.

We confirm that the information contained in this report is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Tim Balcon
Chief Executive



Jennifer King
People Director

The data in this report follows the format as defined by the Government Equalities Office and therefore the information regarding the male/female split is based on what we hold on record for each colleague. We recognise that this does not make specific reference to those who identify as transgender or the non-binary population although we would welcome the opportunity for the diversity of the reporting guidelines to be expanded in the future.

