

CITB REPORT

Gender pay gap

2018 - 19



Who we are

CITB is the Industrial Training Board (ITB) for the construction industry in Great Britain. We make **sure employers** can access the **high quality training** their workforce needs and **supports industry** to **attract new recruits** into **successful careers** in construction.

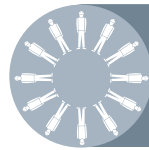
Our vision

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:



1313 EMPLOYEES



43% MALE



57% FEMALE

We are changing to meet the needs of industry. Through our **Vision 2020 - The Future CITB** programme, we are becoming more **strategic**, more **responsive**, and more **accountable**.

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:

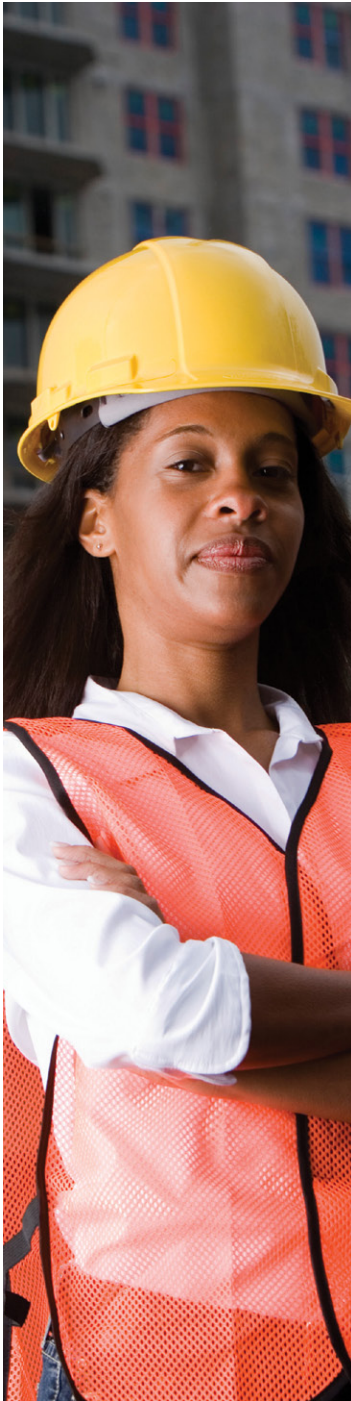
- **mean gender pay gap in hourly pay** – the difference in the average hourly rates of pay
- **median gender pay gap in hourly pay** – the difference of the midpoints of hourly pay
- **mean bonus gender pay gap** – the difference in average bonus payments received
- **median bonus gender pay gap** – the difference of the midpoints of bonus payments received
- **proportion of males and females receiving a bonus payment** – the percentage of males and females receiving a bonus payment in the 12 months leading to the snapshot date
- **proportion of males and females in each pay quartile** – the percentage of males and females in the four quartile pay bands.

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

The data contained within this report has been collated to align to an end point of 31 March 2018, 'the snapshot date.' The bonus period is the 12 month period up to and ending on the snapshot date, i.e. 1/4/2017 to 31/3/2018. During this period no bonus was paid, with the next date for any bonus payment being 15/5/2018. There has been a change in CITB's accounting year recently which has affected the period within which bonuses have been paid.

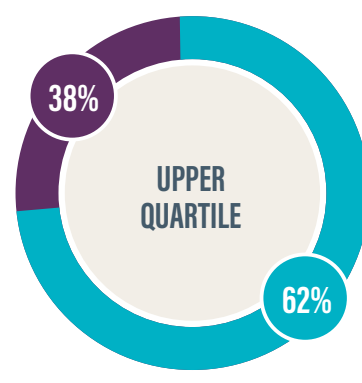
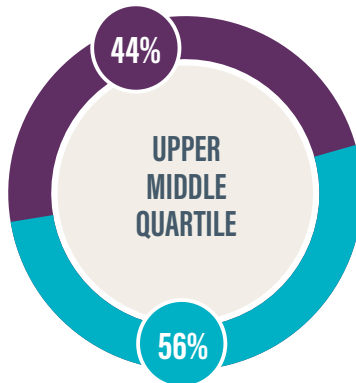
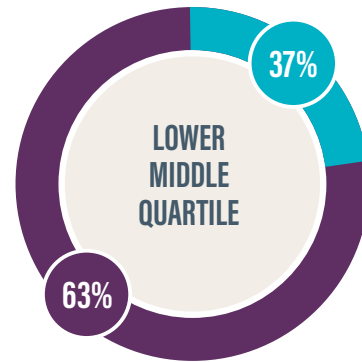
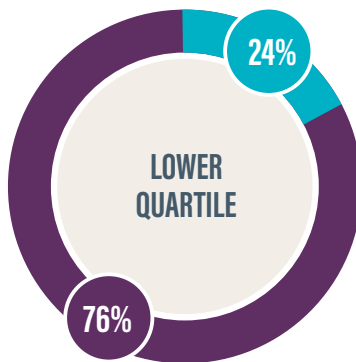
Having a gender pay gap does not necessarily **mean that an employer has breached the equal pay provisions**. This is because the gender pay gap is not caused simply by employers paying men and women in the same job different pay. An employer providing entirely equal pay between men and women in the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

Key information



MEASURE	MEAN	MEDIAN
Pay gap	17.7%	17.6%

GENDER SPLIT BY PAY QUARTILE



Why do we have a gender pay gap?

Our gender pay gap report suggests we do have areas where we can take actions which would help close our gender pay gap.

The analysis confirms:

- We have a mean gender pay gap of **17.7%**.
- Our median gap in relation to pay is **17.6%**.

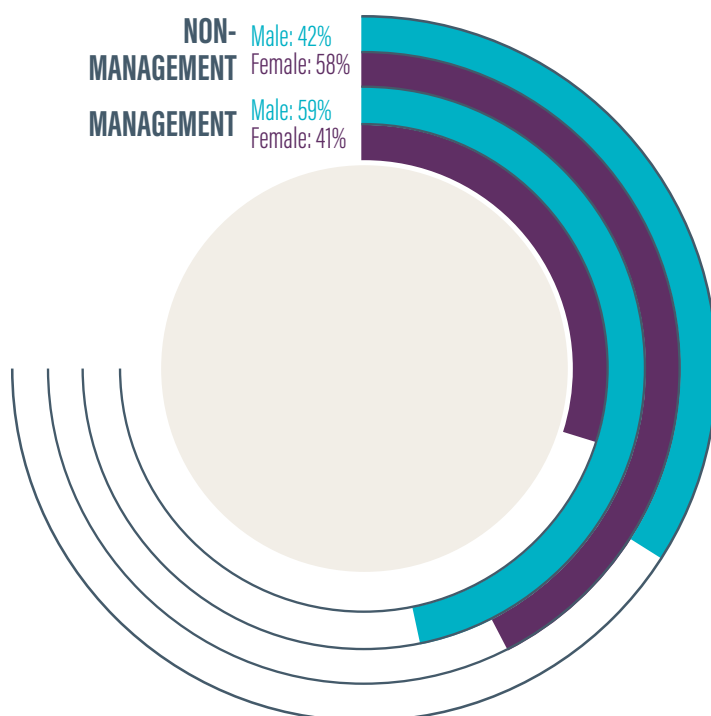
We have a larger proportion of male employees in management grades, and therefore the gender pay gap identified is related to a lack of females in leadership roles. The mean hourly rate is the average hourly wage across the

entire organisation so the mean gender pay gap is a measure of the difference between women's and men's mean hourly wage. 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. So the median gender pay gap is the difference between women's and men's pay at that point.

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An option for closing the pay gap, is to design career paths that provide **greater access** of **opportunities** for **females** to work their way up through the organisation alongside male counterparts.



What we are doing to tackle our gender pay gap

Out of the **15 members** of the CITB Board and Executive, **five are female**. The leadership team beneath has an even better balance.

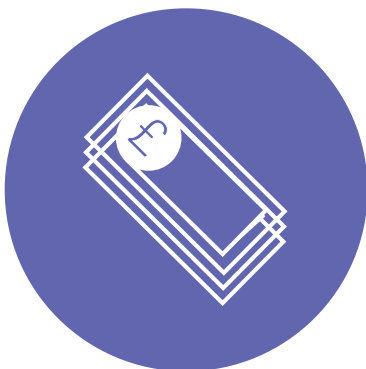
To try to close the gender pay gap, we recognise the need to gain a deeper understanding of what is working well and what more could be done to support career progression for females in the workplace.

Women in organisations typically get fewer higher profile assignments and have less access to mentorship or sponsorship. CITB welcomes and encourages the participation of all staff without discrimination to provide individuals with the opportunity to contribute to business improvement and development assignments, particularly as it moves through its Vision 2020 programme of work.

However, such opportunities may be inconsistent across different parts of the organisation which may restrict some individual advancement through recognition.

The following themes describe what has contributed to those who have had positive experiences:

- the option of good progression opportunities: many colleagues having worked for several years progressing up through the grades from entry level
- availability of coaching to provide support for applications and the interview process
- supportive and skilled managers working with their direct reports to create effective development plans and help to secure development opportunities
- the Fairness, Inclusion and Respect (FIR) principles being strongly adhered to. We are an organisation with an inclusive environment.



At CITB, we have a **reward and recognition process** that is designed to **pay** according to **experience** and **skill** and minimises the opportunity for equal pay issues to arise.

Recruitment

We aim to recruit from the widest possible talent pool and are fundamentally reshaping the way we attract and recruit our workforce in a way that meets future skills needs and increases our diversity.

CITB will be relocating its Head Office during the next twelve months from Kings Lynn to Peterborough. This is likely to result in external recruitment to some of the roles required for the new office and it is anticipated a wider and more diverse pool of candidates should be available due to the new location. The business will make its best endeavours to draw upon this opportunity therefore to recruit to any vacancies across the broadest of parameters.

As an integral part of the new organisation we are in the process of reviewing our recruitment processes to ensure that:

- we attract the right people to meet the needs of our key stakeholders regardless of gender
- selection decisions are based on skills matching and has no basis in gender
- any scope for pay gaps to be created by the manner in which we offer starting salaries is removed.





We recognise that we have a gender pay gap and welcome the implementation of mandatory reporting on this important issue. It gives us even greater impetus to continue the work we are doing to encourage more women into senior roles.

While we can be proud of the progress made so far towards gender pay and equality, there are clearly areas in which we can, and must, do more.

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.

Sarah Beale
Chief Executive, CITB

Craig Pemberton
CFO & Corporate Performance
Operations Director



CITB REPORT



CITB is a registered charity in England and Wales (Reg No 264289) and in Scotland (Reg No SC044875).