

Gender pay gap

Data correct at
**31 March
2020**

Who we are

CITB is the **Industry Training Board** for the **construction** sector in England, Scotland and Wales. It's our job to work with the industry to encourage **training**, which helps build a **safe, professional** and **fully qualified** workforce.



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

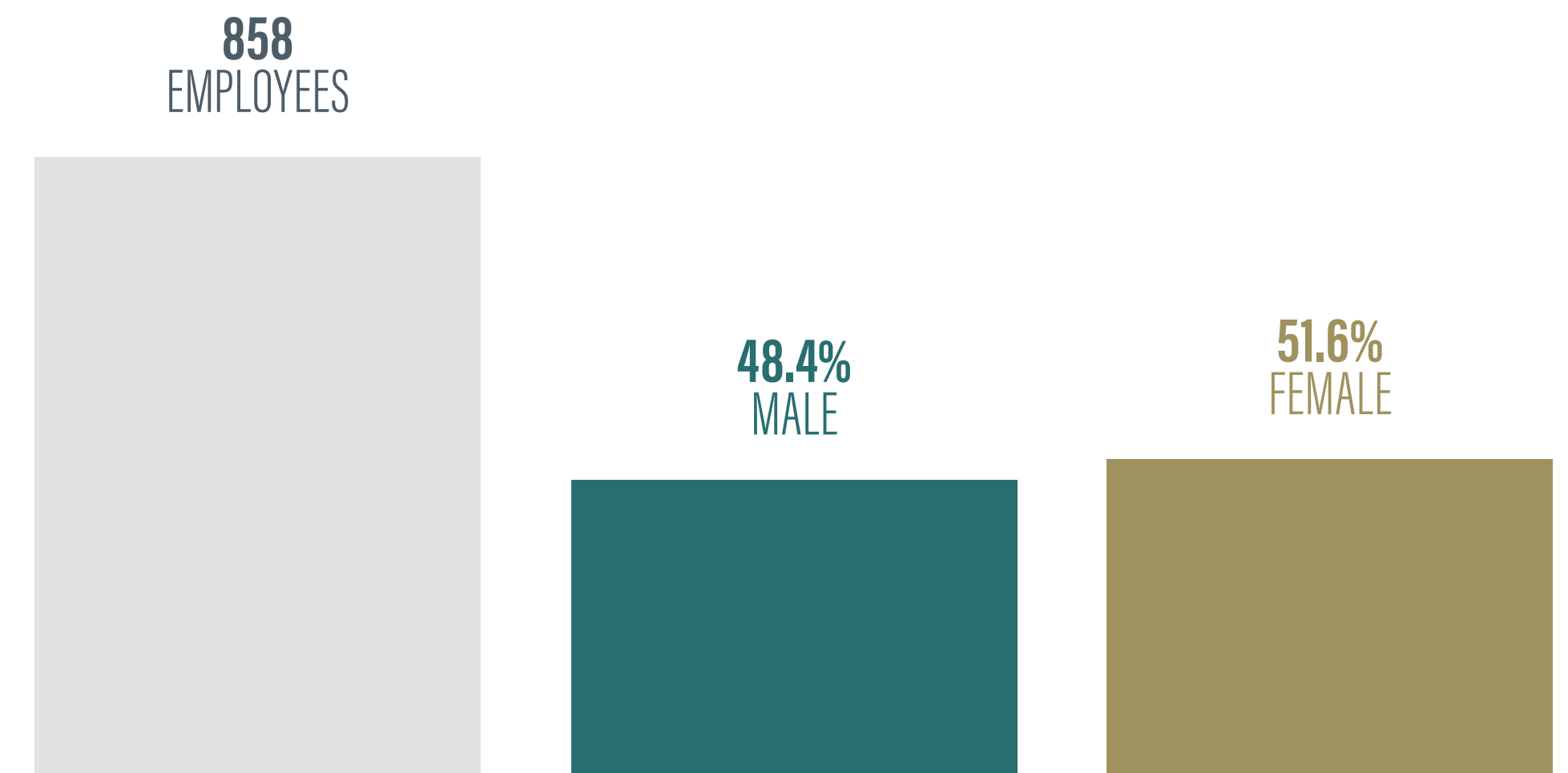
Our vision

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 men and women within the organisation.

Requirements

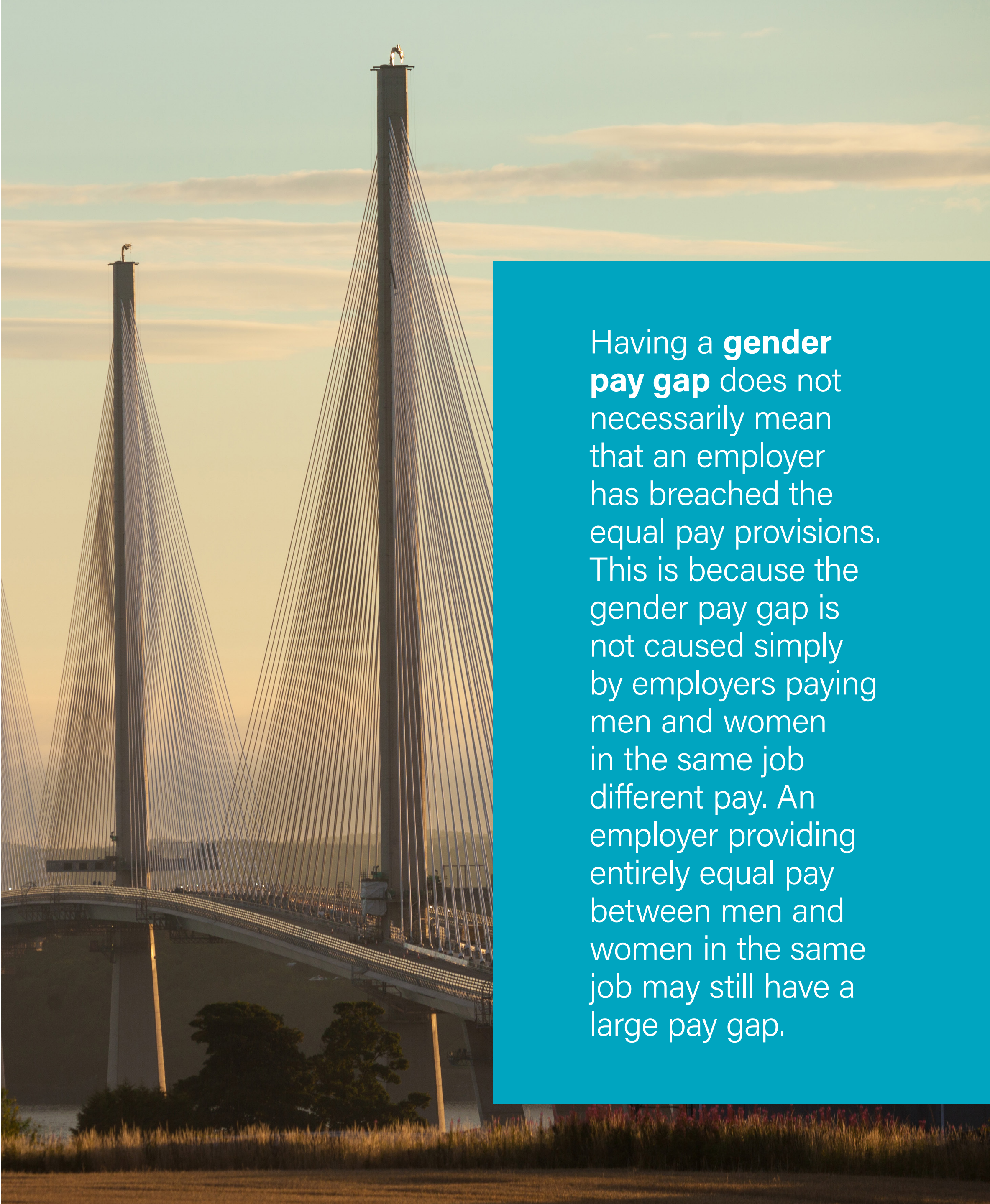
From 2017, any UK organisation employing **250** or more employees must publish and report specific figures about their gender pay gap:

- **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 midpoint of hourly pay
- **Mean bonus gender pay gap**
– the difference in average bonus payments received
- **Proportion of males and females receiving a bonus payment** – the percentage of men and women 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 men and women 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, 2020, 'the snapshot date'. The bonus period is the 12-month period up to and ending in the snapshot date, i.e. 1 April, 2019 to 31 March, 2020.



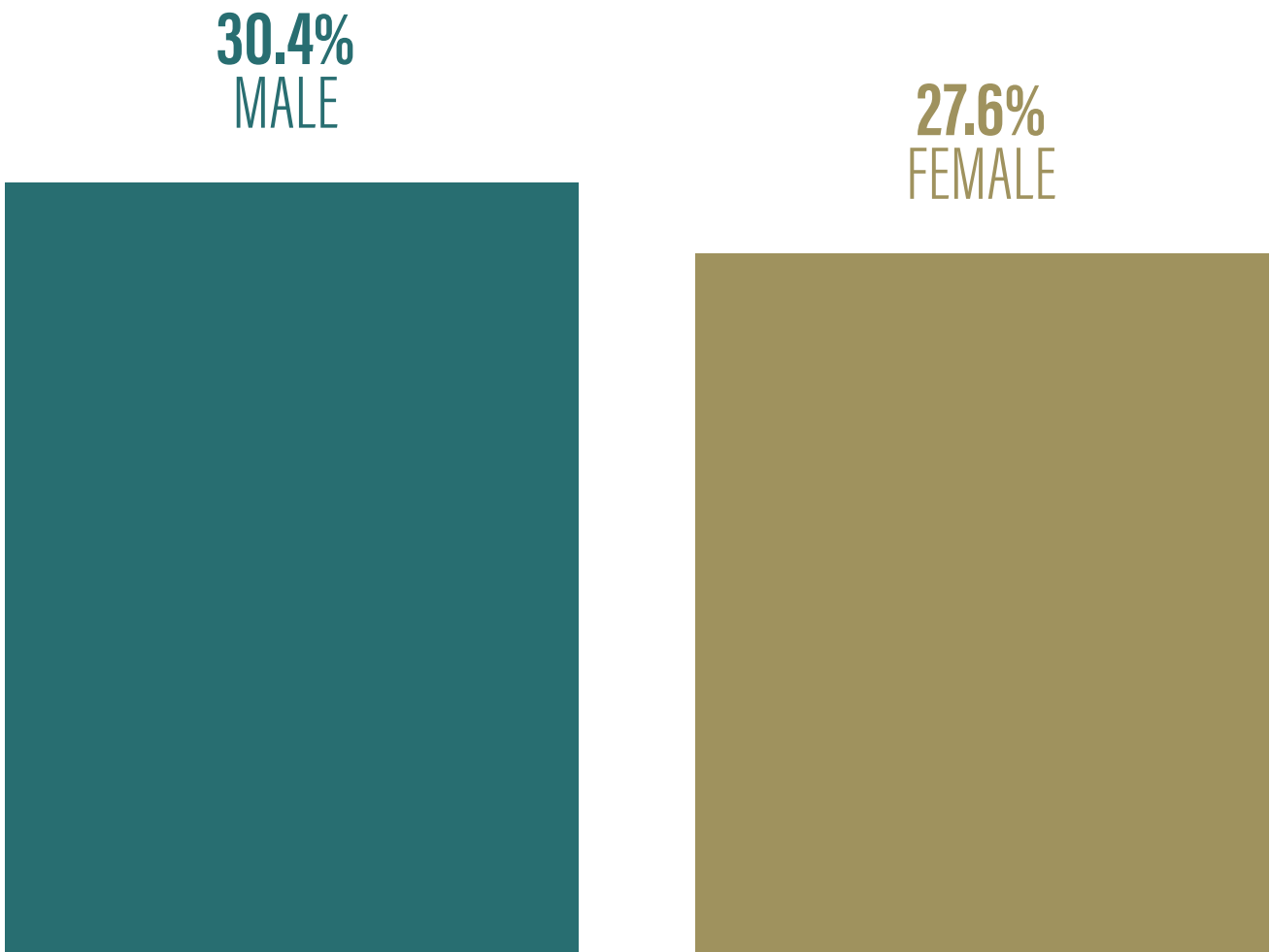
Having a **gender pay gap** does not necessarily mean that an employer has breached the equal pay provisions. This is because the gender pay gap is not caused simply by employers paying men and women in the same job different pay. An employer providing entirely equal pay between men and women in the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

Key information



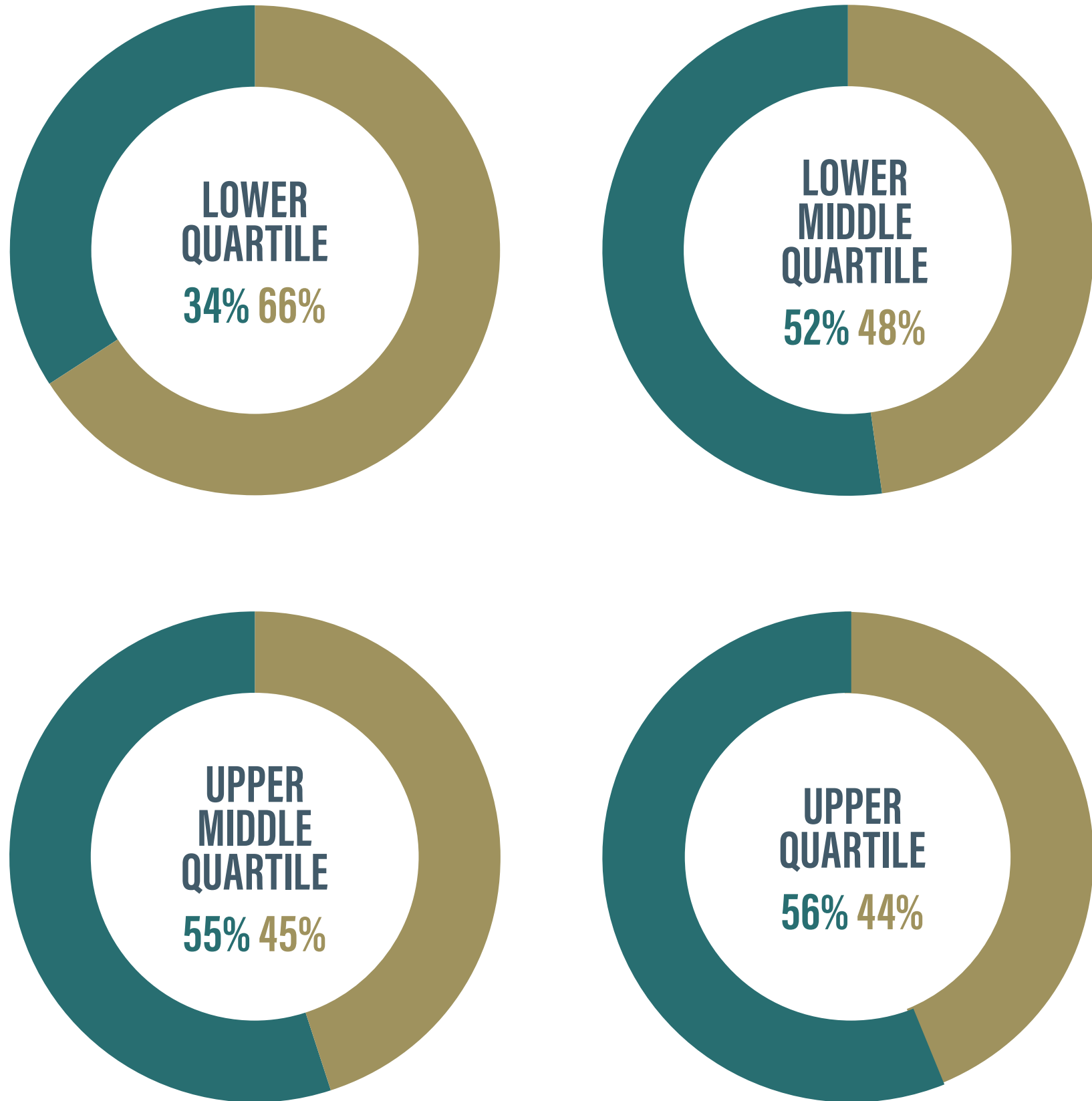
MEASURE	MEAN	MEDIAN
PAY GAP	8.33%	6.36%
BONUS GAP	10.23%	15.93%

Proportion of employees receiving a bonus



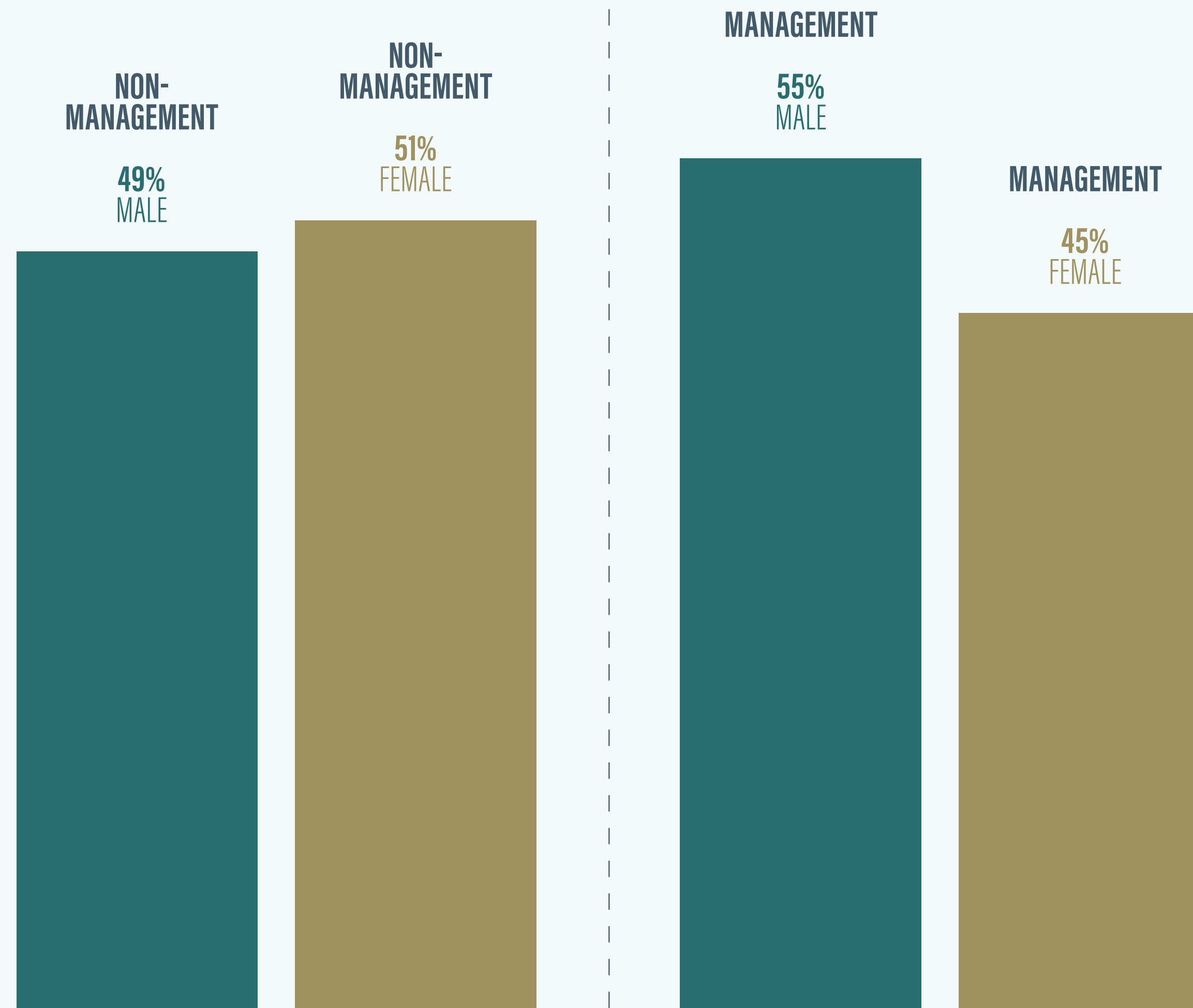
Gender split by pay quartile

● Male ● Female



Why do we have a gender pay gap?

Proportion of employees in non-management/management roles by gender



This report suggests we do have areas where we can take actions to help close our gender pay gap.

The analysis confirms:

- We have a mean gender pay gap of **8.33%**
- We have a median gender pay gap of **6.36%**

We have a larger proportion of male employees in management grades and a larger proportion of female employees in our non-management roles, and therefore our focus is on ensuring clear pathways and support are available to encourage more women into leadership roles.

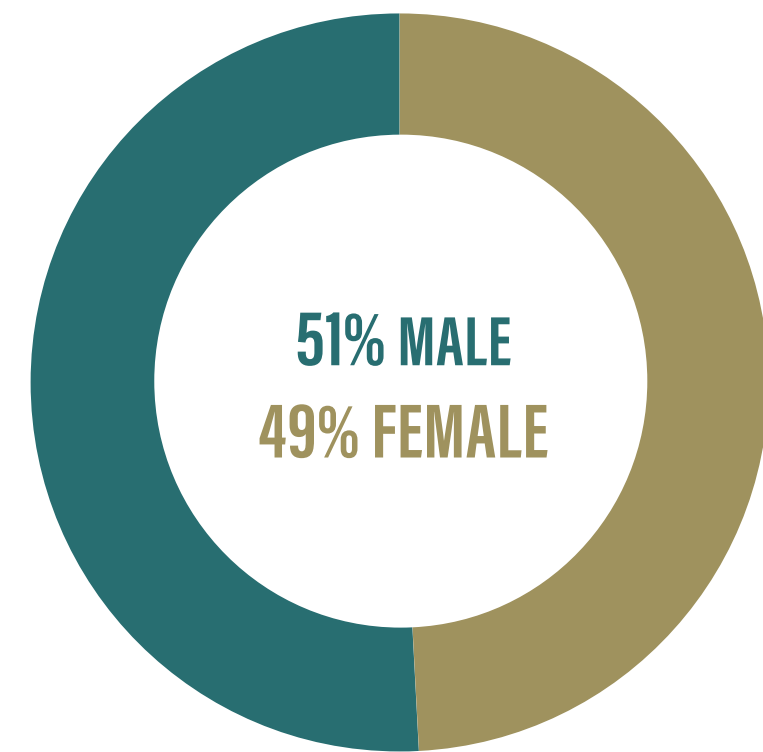
The mean hourly rate is the average hourly wage across the entire organisation, so the mean gender pay gap is a measure of the difference between women's and men's hourly wage. The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage at the mid-point, therefore the median gender pay gap is the difference between women's and men'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 **10.23%**
- We have a median bonus pay gap of **15.93%**
- **30.4%** of men received a bonus, compared to **27.6%** of women.

Despite the gap in the proportion of men and women receiving a bonus, the split of bonus payments is:



Bonus payments are paid as a percentage of actual salary.

This affects the bonus pay gap:

- With a higher proportion of men in senior roles, the amount paid in bonuses is likely to be higher
- 9% of bonus payments were pro-rata as they were made to those who work on a part-time basis and all of whom were females.



What are we doing to tackle our gender pay gap?

Out of the **eight members** of the CITB Board, **four are women**, plus we have one vacancy. The leadership team has **20 members** of which **nine are women**.



To try to close the gender pay gap, we recognise the need to look beyond the numbers and ensure our ways of working, policies and access to learning, development and career progression supports equal opportunity for all.

Over the next 12 months our People Strategy will enable us to focus on some key areas that we believe will positively impact our ways of working and, as a result, reduce the gender pay gap.

Flexible and agile working

We actively support a policy of flexible and agile working. We understand the importance of output and that a flexible approach is needed to encourage the best from our people. The recent Covid-19 pandemic has forced our working environment to change significantly, and this change will encourage us to work harder in the future to explore how different ways of working can open up more opportunities for all of our people to succeed.

Championing talent at all levels

We support the need for development of individuals at all levels within the organisation and are reviewing our approach to engaging talent and developing our leaders of the future. Engaging colleagues in their learning journey from the start is key to ensuring we develop and retain the best talent.

Raising awareness and learning

We have learning interventions that specifically cover topics that positively promote equality, diversity, inclusion and respect. These will be made mandatory for all colleagues with an advanced version being developed for all of our team leaders.

Recruitment

CITB has relocated its head office from near King's Lynn to Fletton Quays in Peterborough.

As part of this relocation we have successfully recruited a diverse range of candidates who bring with them new ideas, experiences and knowledge to broaden our skills portfolio.

As an integral part of Vision 2020 we have reviewed 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 have no basis in gender
- Our pay decisions are based on an objective skills-based framework and starting salaries will be offered in line with this policy.



We aim to **recruit** from the **widest talent pool** and are fundamentally reshaping the way we attract and recruit our workforce to meet **future skills** needs and increase our **diversity**.

Closing remarks



We recognise the importance of positively tackling the 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 remove barriers to entry and create an even more inclusive and diverse colleague population.

As a result of the recent transitional phase, CITB has seen a positive movement in terms of the gender pay gap and has reduced this by c40% since last year's figures were published. Our aim is to continue to ensure our policies and ways of working are as inclusive as possible so that we may continue to implement and embed our culture of growth, ensuring all colleagues have the skills and access to opportunities to make their career a success.

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

Adrian Beckingham
Corporate Performance 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.