gender pay gap report

2017
Who we are
CIPFA is the only professional accountancy body in the world exclusively dedicated to public finance. Our 19,000 members and students work throughout the public services, in national audit agencies, in major accountancy firms, and in other bodies where public money needs to be effectively and efficiently managed.

Globally, CIPFA shows the way in public finance by standing up for sound public financial management and good governance. We work with donors, partner governments, accountancy bodies and the public sector around the world to advance public finance and support better public services.

Not only is CIPFA the only professional accountancy body in the world exclusively dedicated to public finance in the world, but we are dedicated to the development of our teams. Our employees help shape national and international policy and standards, champion good practice, provide training and advisory services for governments and public services on a global level.

As an organisation we welcome the new drive to shed light on gender pay gaps and fully recognise the need to improve on our own.

Why has CIPFA got a gender pay gap?
The total number of staff accounted for in CIPFA’s gender pay gap report for 2017 was 257 of whom 128 were men and 129 women. The figures are provided based on hourly rates of pay at 5 April 2017.

As a medium sized organisation small fluctuations in the senior levels of the team can have a significant impact on the gender pay gap. The considerably higher proportion of men in the upper quartile heavily impacts on the level of our gender pay gap. For example were the chief executive female the overall mean gender pay gap would drop from 17% to 12%.

What is the gender pay gap?
The gender pay gap shows the differences in the average pay between men and women.

It is important to distinguish between gender pay and 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. It is unlawful to pay people unequally because they are a man or a woman.

Mean gender pay gap
17.1%

Median gender pay gap
8.7%
**Bonus**

At CIPFA we have a group bonus scheme which all staff are eligible to receive if the scheme is triggered by meeting annual financial targets. In 2017 the scheme was not triggered. When the scheme is activated as part of our senior management moderation process we review the overall ratings against job level and gender to monitor for any undue bias.

For staff working in dedicated sales roles a sales commission scheme was in place which constituted a bonus payment under the regulations. This was triggered by the achievement of a certain level of sales in a given period. Bonus payments were determined as a percentage of sales above a target level and not a percentage of salary. At the time the members of the team who were eligible numbered 5, of whom one was a female.

**Mean bonus pay gap**

4.1%

**Median bonus gender pay gap**

16.4%

### Definitions

**Mean gender pay gap**
Average hourly pay rate for all male Full Pay Relevant Employees; same for females

**Median gender pay gap**
Median of all hourly salary pay rates of males; same for females

**Mean bonus pay gap**
Total bonus for all males, divided by the number of Full Pay Relevant Employees; same for females

**Median bonus gender pay gap**
The values used for this calculation are the combined bonus for each employee, so in this case since there is only one female with bonuses, the median is their combined bonus for the whole year

**Proportion of Male (M)/Female (F) in each quartile pay band**

- **Low**
  - 52% M
  - 48% F
  - 25%

- **Mid-Low**
  - 56% M
  - 44% F
  - 25%

- **Mid-High**
  - 55% M
  - 45% F
  - 25%

- **High**
  - 37% M
  - 63% F
  - 25%
We have identified a number of actions which are being taken forward in the current year, however we will continue to consider what other actions we may take to help reduce the gap in the future including how we factor in gender pay gap considerations into our overall recruitment, retention and reward strategies.

I confirm that our data has been calculated according the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Rob Whiteman
Chief Executive, CIPFA