

gender pay gap report

2018



Who we are

CIPFA is the only professional accountancy body in the world exclusively dedicated to public finance. Our 17,000 members and students work throughout 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 global good practice, provide training and advisory services for governments and public services all around the world.

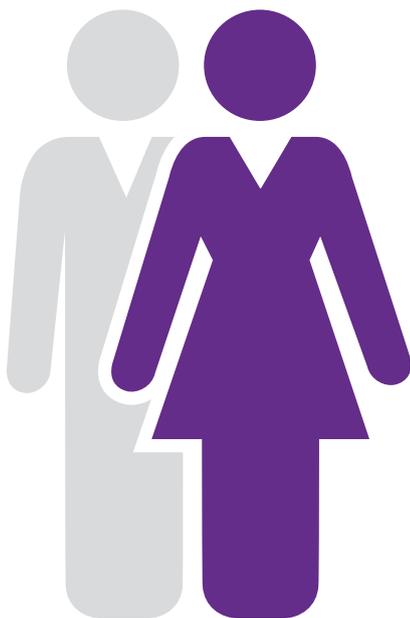
As an organisation we have welcomed the new drive to shed light on gender pay gaps and fully recognise the need to improve our own.

Mean gender pay gap

23.5%

Median gender pay gap

14.9%



Why has CIPFA got a gender pay gap?

The total number of staff accounted for in CIPFA's gender pay gap report for 2018 was 208 of whom 99 were men and 109 women. The figures are provided based on hourly rates of pay at 5 April 2018. The mean and median gender pay gaps have increased in comparison to April 2017.

Between April 2017 and April 2018, we went through a period of significant change, including a 20% reduction in our overall headcount and changes to the organisation structure. For a body of our size, even small fluctuations in headcount can have a significant impact on the gender pay gap.

We continue to have a relatively higher proportion of men at the higher end of the upper quartile, which impacts heavily on our current gender pay gap. While this is broadly similar to 2017, we have had a fall in the percentage of women in the upper mid quartile. This, combined with an increase in the percentage of women in the lower two quartiles has driven the change in our gender pay gap.

What is the gender pay gap?

The gender pay gap shows the differences in the mean and median pay between men and women.

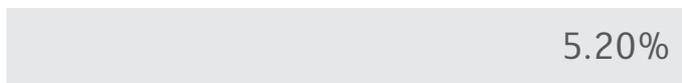
It is important to distinguish between gender pay and equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, or similar jobs of equal value. It is unlawful to pay people unequally because they are a man or a woman.

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 2018 the scheme was not triggered. When the scheme is activated as part of our senior management moderation process we review the proposed awards against performance ratings, 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 8, of whom 3 were female. As the numbers of people in receipt of a bonus is small, the figures will be subject to significant variation year on year.

Proportion of Males receiving a bonus



Proportion of Females receiving a bonus



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



Mean bonus pay gap

50.9%

Median bonus gender pay gap

88.7%

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 gap

Total bonus for all males, divided by the number of Full Pay Relevant Employees; same for females.

Median bonus gender pay gap

The median of all bonus payments for males; same for females.

What we are doing to close the gap



We recognise the need to improve on our gender pay gap and to encourage more women to apply for senior positions. We are confident that we have a fair and consistent approach to paying individuals and we are committed to being an equal opportunities employer and appointing the best candidate for each role, regardless of their gender or other personal characteristics.



In 2018 we ran a series of recruitment workshops for managers, which included awareness of unconscious bias in selection and we aim to have a gender balance on our recruitment panels for all roles, including senior posts.



In the coming year we will refresh our approach to career and talent development to ensure we are supporting all employees to prepare for future career opportunities, with a view to creating a gender balance in our talent pool and we will explore what, if any factors, may be discouraging women from applying for senior roles.

While we are not required to publish our Gender Pay Gap Information, due to our size, we believe it is good practice to do so and we remain committed to improving our gender pay gap. After a period of significant change, we are refocusing our attention on the actions we can take to help reduce our gender pay gap in the future, including how we factor in gender pay considerations into our overall recruitment, retention, reward and learning and development strategies.

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

Rob Whiteman
Chief Executive, CIPFA