

Ethnicity pay gap report 2023

Who we are

CIPFA is committed to changing lives for the better.

As a global leader in public financial management and governance, our aim is to make a difference to the world we live in. Our work enables people to prosper, protects the vulnerable and helps sustain the environment for future generations.

As a professional institute, we support our members and students to act with integrity and deliver excellence in public financial management throughout their careers.

By setting standards and advising public bodies and governments, we help ensure the money and resources used on behalf of citizens are raised and spent fairly, transparently, efficiently and are free from fraud and corruption.

Our thought leadership puts us at the heart of the policy debate, while our education and training offerings and range of advisory services support our members, students and other public finance professionals, helping them add value to their teams and the organisations for which they work.

CIPFA is a global body, operating at local, national and international level. Wherever we find ourselves and whoever we are supporting, our goal is to always make it count.

20%

Mean ethnicity
pay gap

20%

Median ethnicity
pay gap

Why has CIPFA got an ethnicity pay gap?

The total number of employees accounted for in the 2023 ethnicity pay gap is 219. Of those employees, 22% are from ethnic minority backgrounds. The data snapshot has been taken with effect from 1 February 2023.

The 2021 census data reported that 18% of people in England and Wales belong to a black, Asian or other ethnic minority group, while 82% of people in England and Wales are white.

The 2023 ethnicity pay gap report is a new report for CIPFA and so there is no historical data on which to compare this year's ethnicity pay gap.

What is the ethnicity pay gap?

The ethnicity pay gap is calculated in the same way as the gender pay gap, and shows the difference in the average pay between employees from ethnic minority backgrounds in a workforce, compared to 'white' employees.

Where there is a positive percentage, this means that the average pay of a white employee is higher than that of an employee from an ethnic minority group.

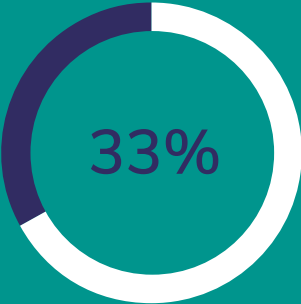
The ethnicity pay gap is different to equal pay. Ethnic pay disparities are not primarily about those from a white background and other ethnic groups being paid differently for the same job. The Equality Act 2010 makes it unlawful to discriminate (both directly and indirectly) against employees because of their race. Therefore, unless there is a failure to comply with existing law, pay disparities between ethnic groups are likely to be due to other factors that impose a disadvantage on people from ethnic minority backgrounds without being explicitly discriminatory.

Bonus

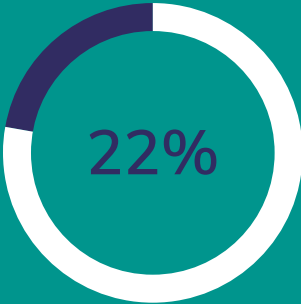
At CIPFA we have a group bonus scheme, which all employees are eligible to receive if the scheme is triggered by meeting certain annual financial targets. When the scheme is activated as part of our senior management moderation process, we review the proposed awards against performance ratings, job level and gender to monitor for any undue bias.

% of employees in quartile who are of an ethnic minority background

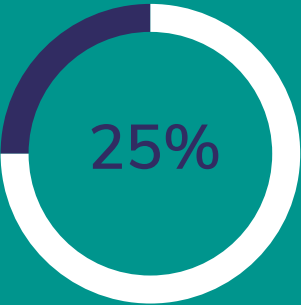
Lower quartile



Lower mid quartile



Upper mid quartile



Upper quartile



What are we doing to close the gap?



At CIPFA, although our ethnicity pay gap is marginally more positive than the national picture, we recognise that our 54 highest paid employees are not as ethnically diverse as the lower paid quartiles.



Our new diversity monitoring form, as well as improvements to our new starter onboarding process, has vastly improved the data we hold about our employees to enable reporting and analysis. However, our new ability to report on the ethnicity pay gap moves our Equity, Diversity and Inclusion ambitions forward by identifying trends and areas for development and improvement. In order to create a more inclusive and diverse workplace, we will now be actively developing the ethnicity reporting further. We will also be working to encourage further ethnic diversity into the roles that fall within our upper quartile.



In 2022 we introduced a new pay framework to create more transparency in how we allocate pay for jobs and any financial progression. We also improved our recruitment platform, allowing us to advertise vacancies more widely. Our applicants now have more access to our recruiters to ask questions about roles before applying. We also advertise the benefits of working for CIPFA including flexible working options for all vacancies.



We continue to work in a hybrid model and have made this a formal arrangement with hybrid contracts of employment (home and CIPFA office) for all employees, retaining our flexibility post pandemic. We have continued to develop our approach to Equality, Diversity and Inclusion and have agreed to invest in and further develop our practices. This is something we've been working on throughout 2022.

In 2022, all our senior leaders took part in our Leadership Development Programme which included individual coaching opportunities. In addition to this, all our people managers undertook a Management Development Programme. Our current 4-day week pilot provides more flexibility for all our employees.

We are focusing on making CIPFA a place where people are inspired to come and work.

Rob Whiteman, CBE
CEO



77 Mansell Street, London E1 8AN
+44 (0)20 7543 5600

The Chartered Institute of Public Finance and Accountancy.
Registered with the Charity Commissioners of England and Wales No 231060
Registered with the Office of the Scottish Charity Regulator No SC037963.

cipfa.org