

Gender pay gap report 2022

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.

19%

Mean gender
pay gap

17%

Median gender
pay gap

Why has CIPFA got a gender pay gap?

The total number of employees accounted for in CIPFA's gender pay gap report for 2022 was 210, of whom 99 were men and 111 were women. The figures are provided based on hourly rates of pay at 5 April 2022. The mean gender pay gap indicates an improvement in comparison to April 2021. However, the median gender pay gap has increased significantly from the equivalent figure in 2021.

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. For a body of our size, even small fluctuations in headcount can have a significant impact on the 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 addresses 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 certain annual financial targets. In 2022 our bonus scheme was effected by 2021 financial performance. For the period of this report, bonuses have been analysed and show that there was a mean gap of 5% and a median gap of 7%. These are again reflective of our upper quartile diversity. 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.

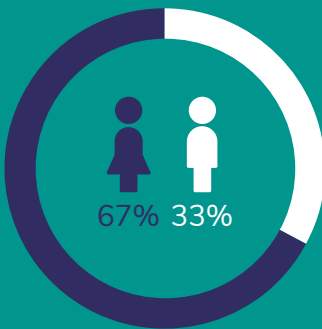
Definitions

Mean gender pay gap: average hourly pay rate for all male full pay relevant employees; same for female employees.

Median gender pay gap: median of all hourly salary pay rates of males; same for female employees.

Proportion of male/female in each quartile pay band (%)

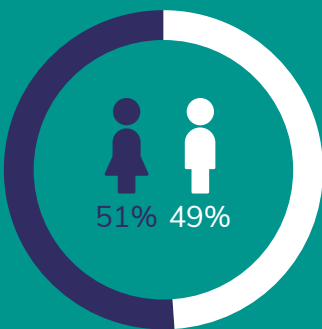
Low 25%



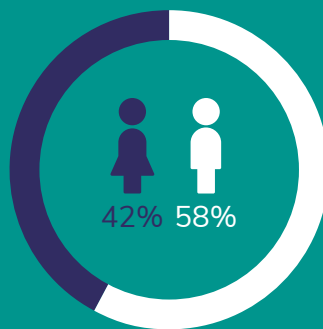
Mid-low 25%



Mid-high 25%



High 25%



What we are doing to close the gap



We continue to recognise the need to improve on our gender pay gap and in 2022 we have actively been working 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 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 four-day week pilot is providing more flexibility for all of our employees.

While, due to our size, we are not required to publish our gender pay gap information, we believe it is good practice to do so and we remain committed to improving our gender pay gap. Here at CIPFA we are continuing our journey to transform the way in which we do things, making it an exciting time to be part of the organisation. We continue to focus our attention on the actions we can take to help us to reduce our gender pay gap. This includes how we factor gender pay considerations into our overall recruitment, retention, reward, learning and development strategies. We are focused on making CIPFA a place where people are inspired to come and work.

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, CBE
CEO



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

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