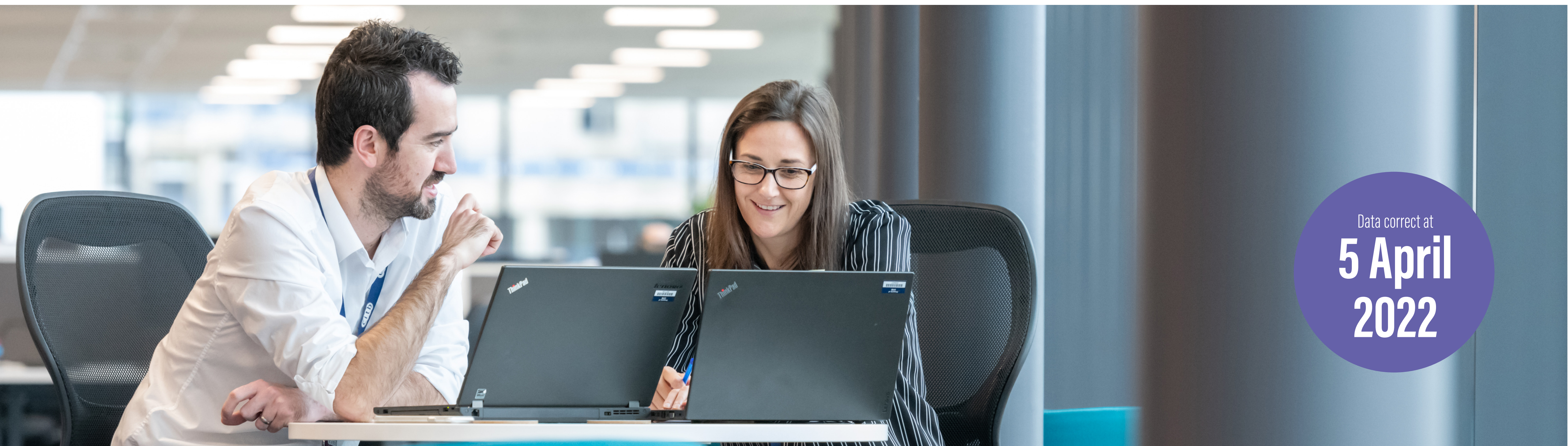

FAIRNESS, INCLUSION AND RESPECT

Gender pay gap



Data correct at
**5 April
2022**

Who we are

CITB is the **Industry Training Board** for **construction** in England, Scotland and Wales. We work with industry and Government to ensure the sector is equipped with the skills and talent needed to thrive, now and in the future.

Our purpose

To support the construction industry to have a skilled, competent and inclusive workforce, now and in the future.

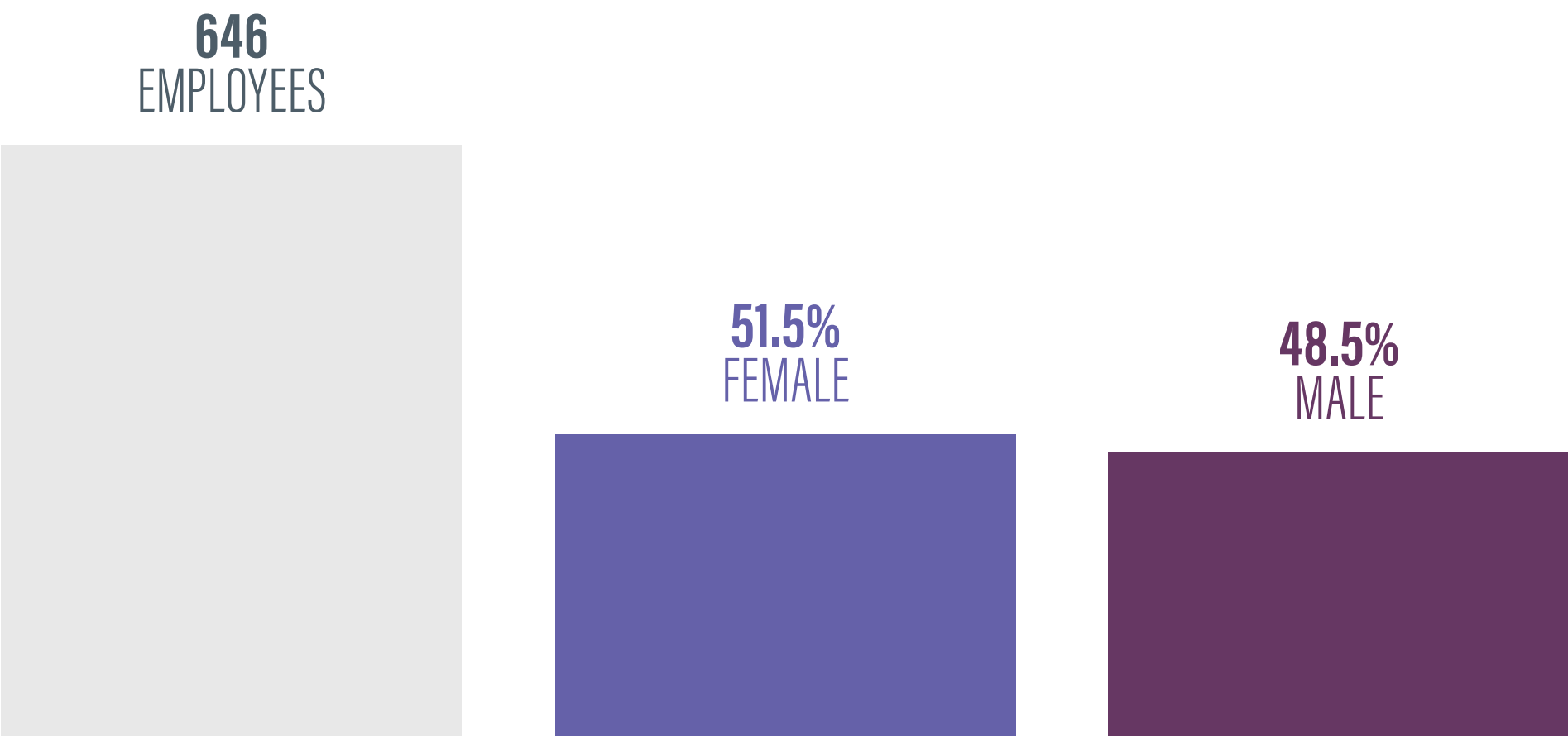


Introduction

CITB is committed to promoting equal opportunities and fair pay for all employees within our workforce, as well as the wider construction industry.

This gender pay gap report provides an analysis of the differences in pay between men and women in our organisation and outlines our action plan to address any gender pay gaps.

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.

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

- **The mean hourly rate of pay**
 - the difference in the average hourly rates of pay
- **The median hourly rate of pay**
 - the difference of the midpoint of hourly pay
- **The mean bonus pay gap**
 - the difference in average bonus payments received
- **The median bonus pay gap**
 - the difference of the midpoint of bonus payments
- **Those who were awarded bonus pay**

- **The number and percentage of employees in quartile pay bands**
 - lower, lower middle, upper middle and upper.

The gender pay gap is different to equal pay. Equal pay is concerned with differences between men and women who carry out the same jobs, similar jobs, or work of equal value.

It is possible for an employer to have equal pay across the organisation but still have a gender pay gap. 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.

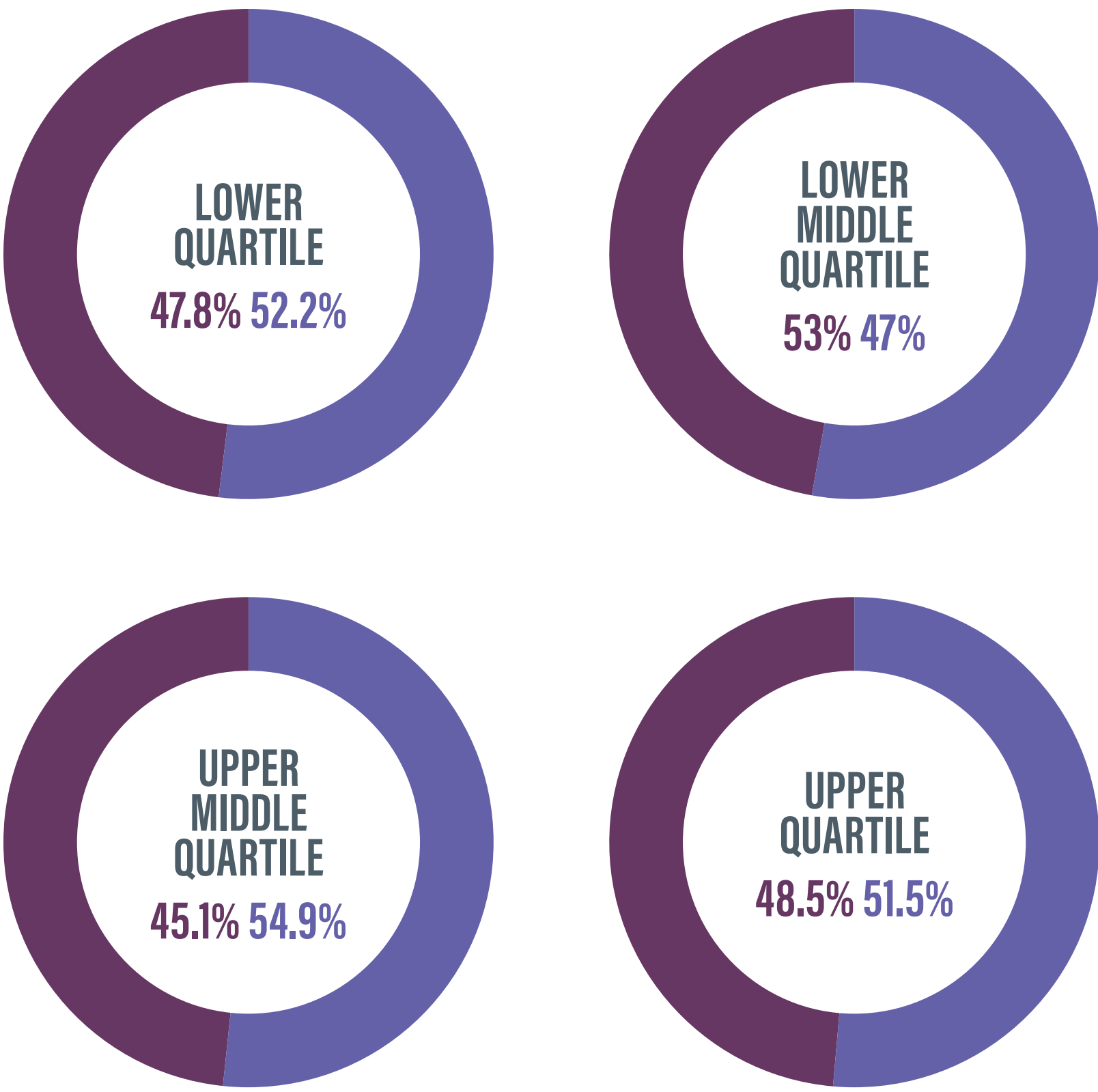
The gender pay gap examines the wider picture of equality and inclusivity, helping organisations to identify trends and indirect gender equality issues that may need addressing.



Key information

Gender split by pay quartile

● Male ● Female



Pay gap mean 2020-22



Pay gap median 2020-22



Bonus gap mean 2020-21

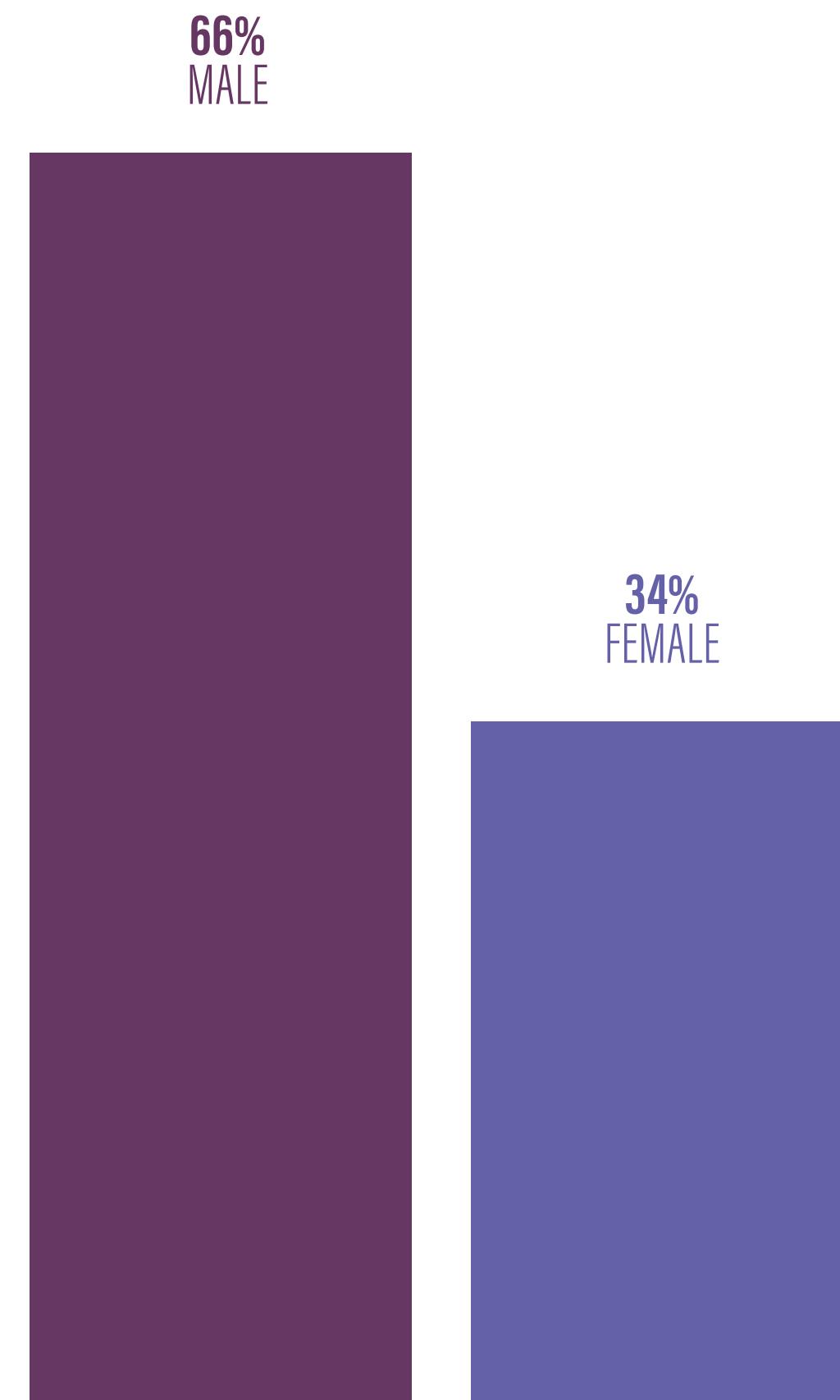


Bonus gap median 2020-21



Understanding our gender pay gap

Proportion of top 50 highest paid employees



The data shows that CITB has a very marginal pay gap that has been broadly consistent over the past three years. Over the past reporting year, we have seen a small increase in the existing pay gap. It is important we understand the cause of this gap, as well as address it through our evolving People Strategy.

The analysis confirms:

- We have a mean gender pay gap of **6.3%** - an increase of 0.6% on last year
- Our median pay gap is **7.7%** - an increase of 2% on last year. However, this is lower than the national average.

The gender pay gap within CITB is largely driven by the under-representation of women in higher-paying roles, with 66% of our top 50 paid colleagues registering as male.

However, our proactive work is leading to a shift in the right direction. We now have a larger proportion of female colleagues in the top 50th percentile, and a 3.5% increase in the upper quartile has taken the split there to 51.5% female and 48.5% male.

This trend continues in the lower 50th percentile where we have seen a 6.9% reduction in the number of female colleagues, taking the overall percentage in the lower quartiles from 56.5% to 49.6%.



Our bonus gender pay gap

The data registering from April 2022 does not show a bonus gap as the organisation did not offer bonus payments to any colleague during the relevant reporting period.

This decision impacted all levels of seniority and therefore did not favour nor discriminate against any gender.



How we are tackling our gender pay gap

To try to close the gender pay gap, the most important thing is to understand the root cause of the issues. We recognise the need to go beyond the numbers, to make sure our ways of working, development and career progression supports equal opportunities for all.

Flexible working

At CITB we have positively embraced the period of remote and flexible working caused by the pandemic. We learnt that we were able to work differently, and in many cases, better, by offering colleagues the opportunity to decide where they need to be to best deliver their work. Colleagues are not mandated to come to the office, with a renewed focus on outcomes, both within teams and individually. We believe this will help to widen our pool of potential talent, both developing existing colleagues and attracting new ones, by breaking down more traditional barriers to entry.

Career development

Opportunities for leadership and career development are available to colleagues across the organisation, but opening the door is just the start. We are working to make sure that our working environment is truly inclusive and that everyone, regardless of their gender, can pursue their chosen career pathways.

We recently asked our colleagues some key questions to better understand perceptions of our approach to equality, diversity and inclusion. This will help us to see and address any barriers that our colleagues may face and create a wealth of new opportunities.

People Strategy

Our People Strategy continues to enable us to create a healthy and inclusive working environment for our colleagues. A key focus within our Strategy is on colleague wellbeing. We are determined to support a healthy work-life balance, as well as enabling true diversity in the workplace. 80% of colleagues told us they can be their authentic selves at work, with a further 83% agreeing that their manager genuinely cares about their wellbeing. This is something we're proud of, but we can always go further.

We are developing an Equality, Diversity and Inclusion Plan which ensures creating a truly equitable workplace flows through everything we do. Additionally, our financial, physical and wellbeing programmes nurture a holistic approach to supporting colleagues. This approach will be further expanded through our Guiding Principles work, which replaces our Values work, to ensure our workplace culture reflects the needs of colleagues, now and in the future.

Closing remarks

Closing the gender pay gap is about more than just pay. It's about creating awareness of organisational and social barriers, and fostering ways of working that break these down, to ensure equality of opportunity for all.

We champion fairness, inclusion and respect across the construction industry and seek to role model this in everything we do internally.

This report provides important insights into pay equity within CITB. While we have made progress in closing the gap, there is still work to be done to achieve true gender equality in the workplace. We remain committed to this goal and will continue to prioritise pay equity as a key area of focus, to ensure everyone can reach their potential.

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.



Tim Balcon
Chief Executive



Jennifer King
People Director

