

# Ethnicity pay gap report 2024

This report outlines our ethnicity pay gap data, providing transparency on the pay disparities between white/white other employees and employees from minority ethnic backgrounds. Though we are not legally required to report or publish our ethnicity pay gap information, doing so allows us to not only hold ourselves to account but also ensure that we are maintaining our commitment to building a diverse and inclusive organisation.

Our last ethnicity pay gap report was published in 2023. This report outlines our ethnicity pay gap as of April 2024.

## Understanding the data

In this report, 209 employees have been accounted for. Due to the size of our organisation, we chose to limit the breakdown of this data to ensure meaningful analysis. 78% of employees disclosed their ethnicity as white or white other and 22% of employees disclosed being from minority ethnic backgrounds.

The following figures are based on the rate of hourly pay from April 2024:

### **Mean ethnicity pay gap: 20%**

This means that, on average, people from minority ethnic backgrounds earn 20% less than people from white/white other backgrounds. The mean pay gap indicates that higher paid white/white other employees are better represented in higher paying or senior roles.

### **Median ethnicity pay gap: 2%**

The median pay gap represents the difference between the mid-point of hourly pay for white employees compared to employees from minority ethnic backgrounds. This figure means that white employees at the midpoint salary range earn 2% more than other employees.

## Pay quartiles

Our workforce has been divided into four equal pay quartiles, from the lowest to the highest paid, to understand the distribution of white and minority ethnic staff across the organisation:

Quartile	White/white other	Minority ethnic
Lower	67%	33%
Lower middle	79%	21%
Upper middle	75%	25%
Upper	88%	12%

### Key observations:

Our data highlights underrepresentation of minority ethnic employees in senior roles. Though employees from minority ethnic backgrounds make up 22% of the workforce, only 12% of those employees occupy roles in the upper quartile. The data also shows that employees from minority ethnic backgrounds are overrepresented in the lowest paid quartile. We have found that white employees are more evenly represented across the quartiles, with a slight overrepresentation in the top quartile, contributing to the pay gap. This indicates that there could be disparities in career progression or recruitment practices towards more senior roles.

## Action plan

Taking steps toward reducing the gap requires us to review and adjust our approach to the following areas:

### 1. Enhance recruitment, retention and inclusion

- We will develop our recruitment practices to enable us to reach a more diverse pool of candidates. We will develop more inclusive hiring practices such as scrutinising job descriptions and diversifying interview panels to safeguard against bias.
- We will provide further training for hiring managers, focusing on unconscious bias, equitable decision-making and encouraging a broader assessment of values and lived experience as qualifying factors for hiring.

### 2. Improve career progression and leadership opportunities

- We will analyse past recruitment practices and promotion patterns to identify potential barriers to progression.
- We will continue to promote all career development opportunities.

## **Monitoring and review**

We will regularly monitor the effectiveness of our action plan and track our progress in closing the ethnicity pay gap. We will continue to publish an annual ethnicity pay gap report and we will continue to review our strategies to ensure ongoing improvement.

## **Conclusion**

We recognise that closing the ethnicity pay gap requires ongoing effort and accountability. By implementing a targeted strategy, we aim to create more equitable opportunities for all current and future employees at CIPFA.



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