



Ethnicity Pay Gap Report CII

2026

Introduction

The ethnicity pay gap shows the difference in average hourly rate of pay between Ethnic minority and White employees.

The calculations in this report make use of two types of averages:

- A mean average involves adding up all of the numbers and dividing the result by how many numbers were on the list.
- A median average involves listing all of the numbers in numerical order and taking the middle number.

The following set of figures is based on the employees that had provided their Ethnicity data by 05 April 2026 and who were receiving their full normal pay in April. At that date 218 employees had provided the data and were receiving their full normal pay in April, of whom 157 identified as white and 61 as having an ethnic minority background ('relevant full pay employees').

Overview of Ethnicity Gap Figures

Overall workforce Composition – 05 April 2026

White
72%

Ethnic minority
28%

Number of employees who stated their ethnicity information in our system	218
Number of White employees	157
Number of Ethnic minority employees	61

Mean/Median – based on relevant full pay employees who stated their ethnicity information in our system

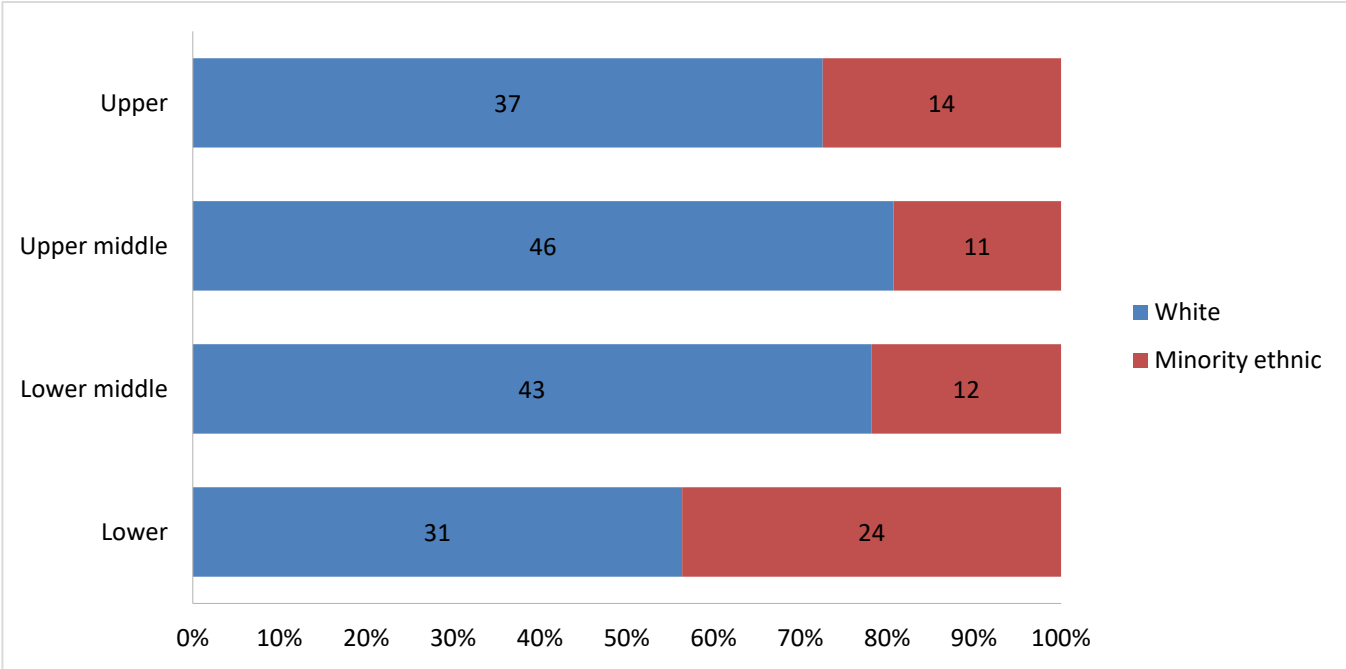
- **Total ethnicity pay gap (mean average)** – In 2026 at the CII, this is **14.1%**. In comparison, in April 2025, the ethnicity pay gap (mean average) was higher (**15.3%**).
- **Total ethnicity pay gap (median average)** – In 2026 at the CII, this is **8.2%**. In comparison, in April 2025, the ethnicity pay gap (median average) was higher (**10.1%**).

See Appendix 1, for more details.

Quartile Reporting

Ethnicity Distribution by Pay Quartiles for Relevant Full Pay Employees

When we observe the distribution of White and Ethnic minority employees within the quartiles, as shown in the chart below, we can see that although both White and Ethnic minority employees are represented across all four pay quartiles, there are higher numbers of White employees found in all quartiles. The proportion of White employees is highest in the upper middle pay quartile (29% of all White employees) whilst the proportion of Ethnic minority employees is highest in the lower pay quartile (39% of all Ethnic minority employees).



See Appendix 2, for more details.

Hourly Pay Reporting

Mean Hourly Pay Rates

The mean hourly rates are currently favouring White employees by 14.1%.



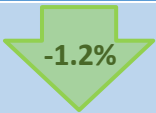
Median Hourly Pay Rates

The median hourly rates are currently favouring White employees by 8.2%. The variance between the mean and median hourly pay rate gaps indicates that the data set is slightly skewed, with the median being less susceptible to outliers and extreme values.



Trend Comparison

This year we see a narrowing of the mean and median ethnicity pay gap.

	Apr 2024	Apr 2025	Apr 2026	2026 vs 2025
Mean Ethnicity Pay Gap	12.3%	15.3%	14.1%	 -1.2%
Median Ethnicity Pay Gap	3.4%	10.1%	8.2%	 -1.9%

Appendices

Appendix 1 – Total Ethnicity Pay Gap

	05 April 2025	05 April 2026
Total ethnicity pay gap (mean average)	15.3%	14.1%
Total ethnicity pay gap (median average)	10.1%	8.2%

Appendix 2 – Quartile Reporting for Relevant Full Pay Employees*

	White		Ethnic Minority		Total
Upper Quartile	37	24%	14	23%	51
Upper Middle Quartile	46	29%	11	18%	57
Lower Middle Quartile	43	27%	12	20%	55
Lower Quartile	31	20%	24	39%	55
	157	72%	61	28%	218

*Percentages may not sum to exactly 100% due to rounding to the nearest whole percentage point.