



Gender Pay Gap Report CII

2025

Introduction

Under legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap data.

A gender pay gap is a measure of the difference in the average pay of all men and of all women in an organisation, regardless of the roles that they do. It is not the same as an equal pay comparison, which directly compares the pay of two or more people carrying out the same jobs, similar jobs or work of equal value.

The information submitted by complying employers is published on the government-sponsored website. Employers are required to publish the overall mean and median gender pay gaps, the difference in mean and median bonus payments paid to men and women, the proportion of male and female employees that received a bonus, and the gender distribution across the pay quartiles.

The calculations 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. This average places the same value on every number and so can be easily distorted by a small number of very high or low earners.
- A median average involves listing all of the numbers in numerical order and taking the middle number. This indicates what the 'typical' situation is, as extremes of low and high pay do not affect the median.

The following set of figures is based on the snapshot date 05 April 2025. On this date the CII had 231 UK employees, of whom 90 were male and 141 female ('relevant employees'); of these there were 224 who were receiving their full normal pay in April, 90 male employees and 134 female employees ('relevant full pay employees').

Overview of Gender Pay Gap Figures

Overall workforce Composition – 05 April 2025



39%



61%

	Relevant employees	Relevant full pay employees
Number of employees	231	224
Number of Male employees	90	90
Number of Female employees	141	134

Mean/Median – based on relevant full pay employees

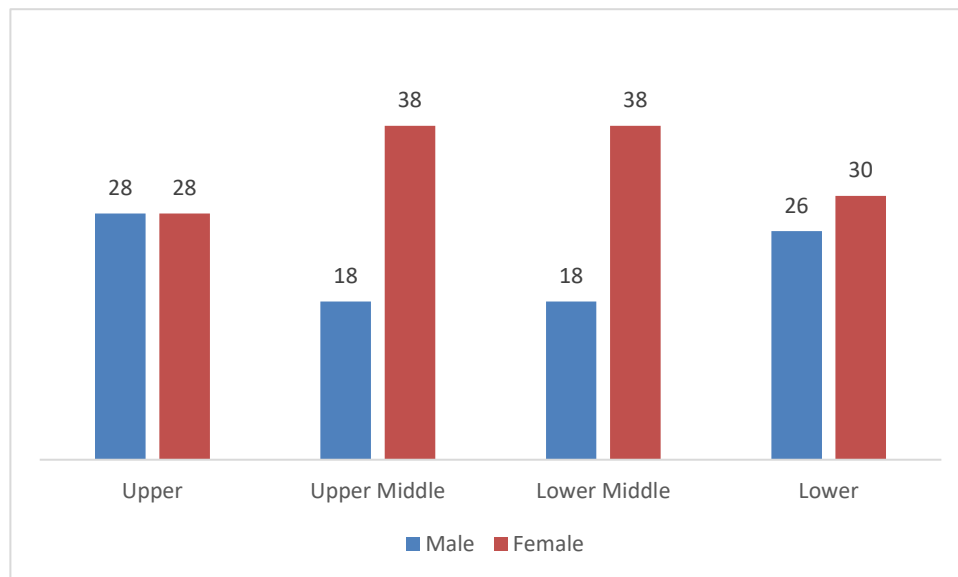
- **Total gender pay gap (mean average)** – In 2025 at the CII, this is **11.47%**. In comparison, in April 2024, the gender pay gap (mean average) was higher (21.06%).
- **Total gender pay gap (median average)** – In 2025 at the CII, this is **4.44%**. In comparison, in April 2024, the gender pay gap (median average) was higher (6.77%).

See Appendix 2, for more details.

Quartile Reporting

Gender Distribution by Pay Quartiles for Relevant Full Pay Employees

When we observe the distribution of male and female employees within the quartiles, as shown in the chart below, we can see that both male and female employees are well represented across all pay quartiles and there is an equal percentage of males and females found in the highest pay quartile. Across the other pay quartiles there are higher proportions of female employees compared to male employees. There is a higher percentage of males found in the upper pay quartile (31% of all male employees), and a higher percentage of females found in the upper middle and upper lower quartile (28% of all female employees).

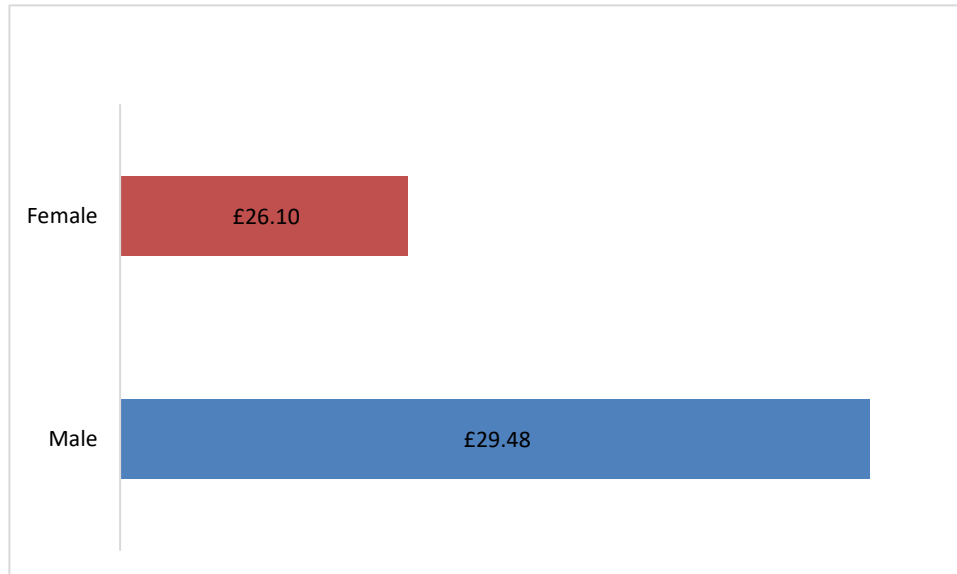


See Appendix 3, for more details.

Hourly Pay Reporting

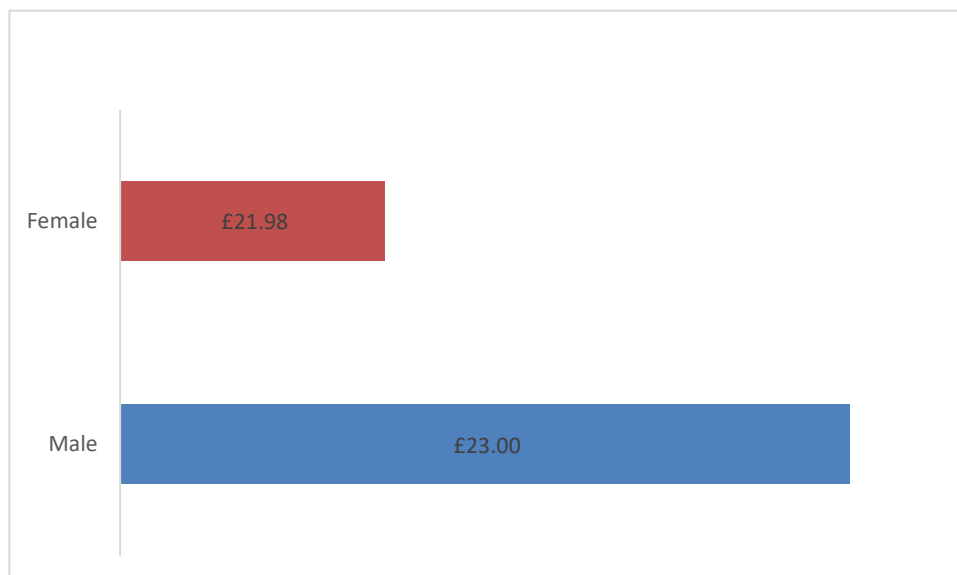
Mean Hourly Pay Rates

The mean hourly rates are currently favoring male employees by 11.47%.



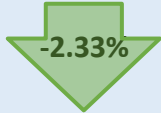
Median Hourly Pay Rates

The median hourly rates are currently favouring male employees by 4.44%. 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 both the mean gender pay gap and the median gender pay gap.

	Apr 2023	Apr 2024	Apr 2025	2025 vs 2024
Mean Gender Pay Gap	15.59%	21.06%	11.47%	 -9.59%
Median Gender Pay Gap	9.96%	6.77%	4.44%	 -2.33%

Appendices

Appendix 1 – The Regulations Explained

The UK Regulations on Mandatory Gender Pay Reporting require:

- Gender pay information to be reported by private and voluntary sector employers in England, Wales and Scotland with at least 250 employees
- Information to be published on a government-sponsored website by 05 April 2021, and annually thereafter

The main items to be reported on are:

- Mean and median hourly pay difference
- Mean and median bonus pay difference
- Proportion of male and female employees receiving bonus
- Male and female headcounts within each pay band*

*Pay bands are as follows:

- A. Lowest paid to lower quartile
- B. Lower quartile to median
- C. Median to upper quartile
- D. Upper quartile to highest paid

Definitions

- Lower Quartile: The point below which 25% of the recorded salaries fall
- Median: The mid-point (50th percentile) in a range of figures, i.e. 50% of the sample is paid above this amount, and 50% are paid below this amount.
- Upper Quartile: The point below which 75% of the recorded data falls
- Mean: The sum of all the numbers in a group divided by the number of numbers in the group.

Appendix 2 – Total Gender Pay Gap

	05 April 2024	05 April 2025
Total gender pay gap (mean average)	21.06%	11.47%
Total gender pay gap (median average)	6.77%	4.44%

Appendix 3 – Quartile Reporting for Relevant Full Pay Employees*

	Male		Female		Total
Upper Quartile	28	31%	28	50%	56
Upper Middle Quartile	18	20%	38	32%	56
Lower Middle Quartile	18	20%	38	32%	56
Lower Quartile	26	29%	30	46%	56
	90	40%	143	60%	224

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