



Ethnicity Pay Gap Report CII

2025

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 2025 and who were receiving their full normal pay in April. At that date 224 employees had provided the data and were receiving their full normal pay in April, of whom 142 identified as white and 82 as having an ethnic minority background ('relevant full pay employees').

Overview of Ethnicity Gap Figures

Overall workforce Composition – 05 April 2025

White Ethnic
minority

63% 37%

	Relevant full pay employees
Number of employees	224
Number of White employees	142
Number of Ethnic minority employees	82

Mean/Median – based on relevant full pay employees

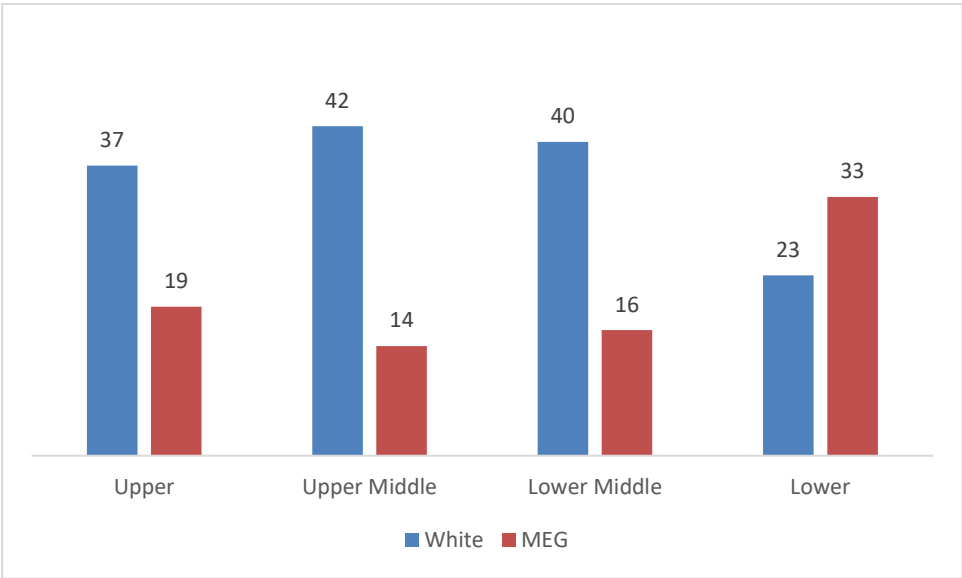
- **Total ethnicity pay gap (mean average)** – In 2025 at the CII, this is **15.3%**. In comparison, in April 2024, the ethnicity pay gap (mean average) was lower (**12%**).
- **Total ethnicity pay gap (median average)** – In 2025 at the CII, this is **10.1%**. In comparison, in April 2024, the ethnicity pay gap (median average) was the lower (**3.4%**).

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 apart from the lower quartile. The proportion of White employees is highest in the upper middle pay quartile (30% of all White employees) whilst the proportion of Ethnic minority employees is highest in the lower pay quartile (40% of all Ethnic minority employees).

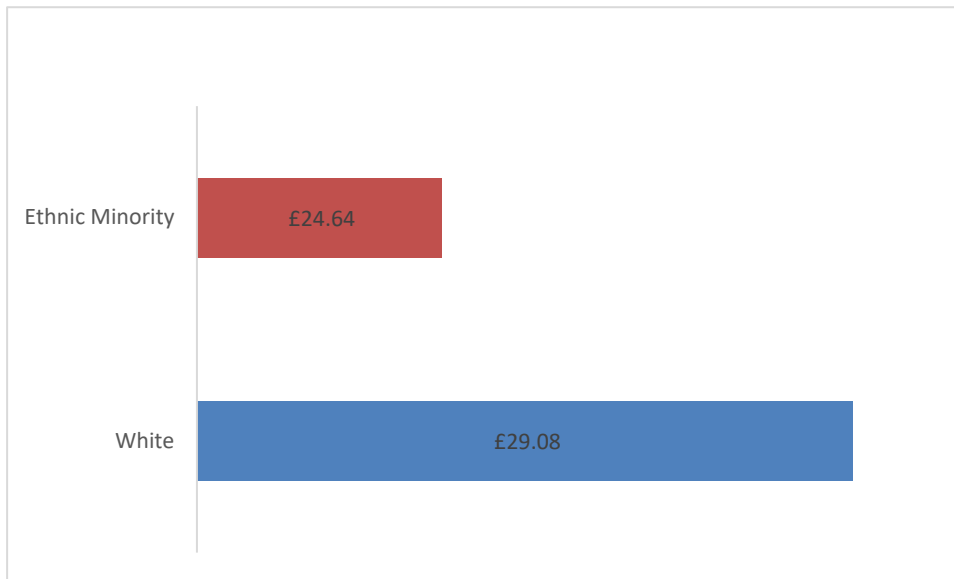


See Appendix 2, for more details.

Hourly Pay Reporting

Mean Hourly Pay Rates

The mean hourly rates are currently favouring White employees by 15.3%.



Median Hourly Pay Rates

The median hourly rates are currently favouring White employees by 10.1%. 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

When we consider the year-on-year comparison, we see negative trends in the form of a widening ethnicity pay gap at the mean as well as a widening bonus gap at the median.

	Apr 2023	Apr 2024	Apr 2025	2025 vs 2024
Mean Ethnicity Pay Gap	6.9%	12.3%	15.3%	+3%
Median Ethnicity Pay Gap	3.3%	3.4%	10.1%	+6.7%

Appendices

Appendix 1 – Total Ethnicity Pay Gap

	05 April 2024	05 April 2025
Total ethnicity pay gap (mean average)	12.3%	15.3%
Total ethnicity pay gap (median average)	3.4%	10.1%

Appendix 2 – Quartile Reporting for Relevant Full Pay Employees*

	White		Ethnic Minority		Total
Upper Quartile	37	26%	19	23%	56
Upper Middle Quartile	42	30%	14	17%	56
Lower Middle Quartile	40	28%	16	20%	56
Lower Quartile	23	16%	33	40%	56
	142	63%	82	37%	224

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