



CONSTRUCTION INDUSTRY TRAINING BOARD

# Gender Pay Gap

DATA CORRECT AT 31 MARCH 2023

FAIRNESS  
INCLUSION  
RESPECT



# 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:

**714** employees

**53.3%**  
Female

**46.4%**  
Male



# 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.

## WHAT IS THE GENDER PAY GAP?

It is a measure of difference between the average earnings of men and women within an organisation.

## HOW IS IT DIFFERENT TO EQUAL PAY?

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 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.



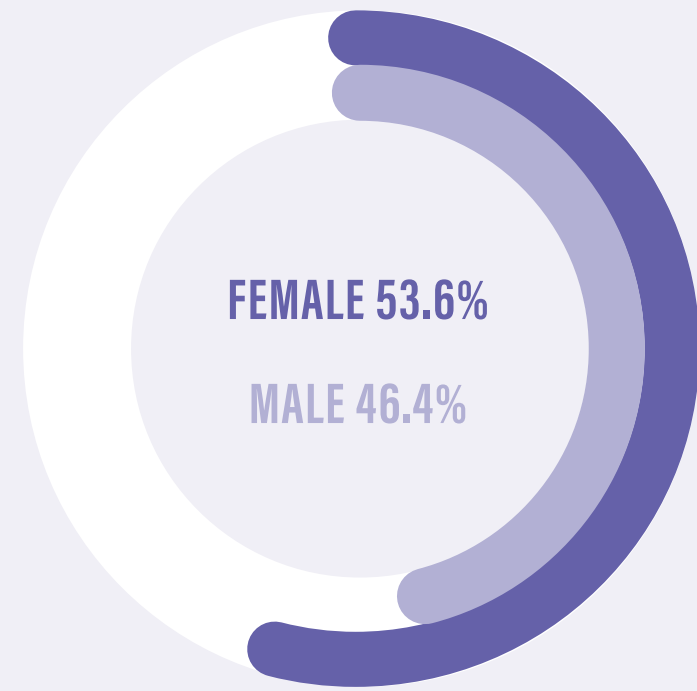
The gender pay gap examines the wider picture of equality and inclusivity, helping organisations to identify trends and indirect gender equality issues that may need addressing.



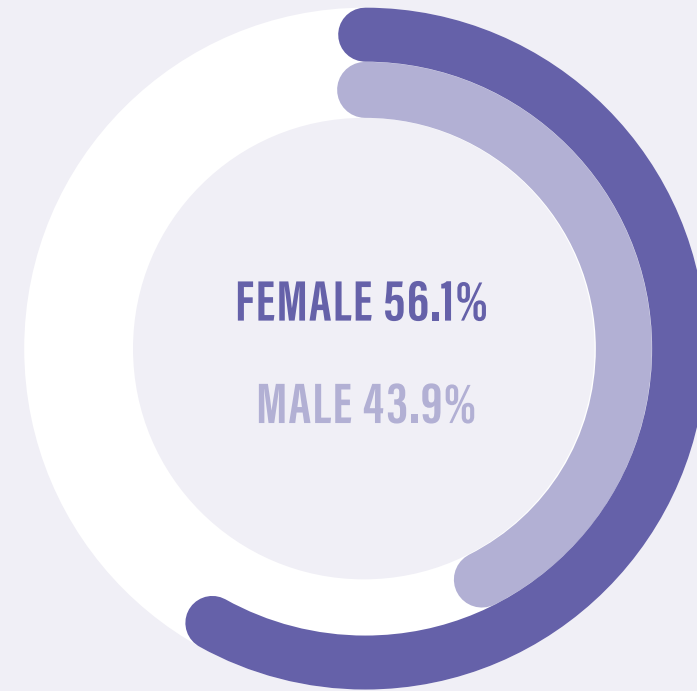
# Key information

**GENDER SPILT BY QUARTILE**

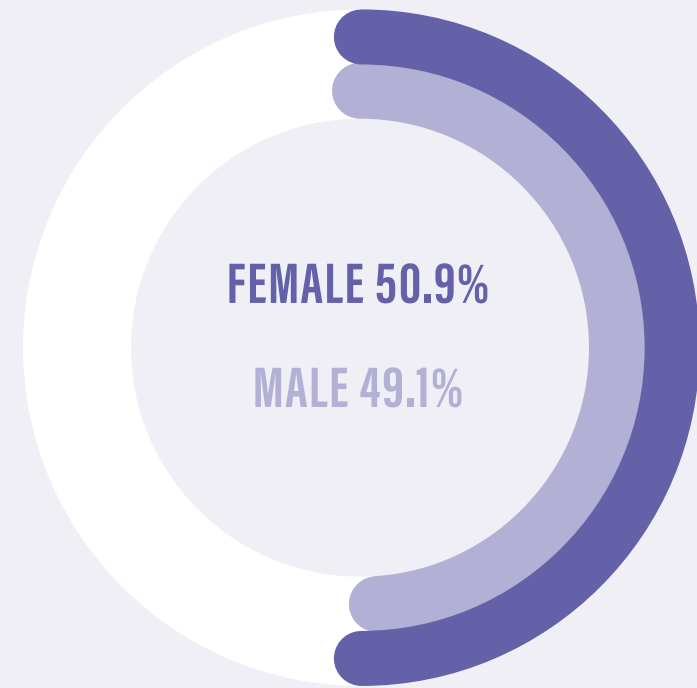
**UPPER QUARTILE:**



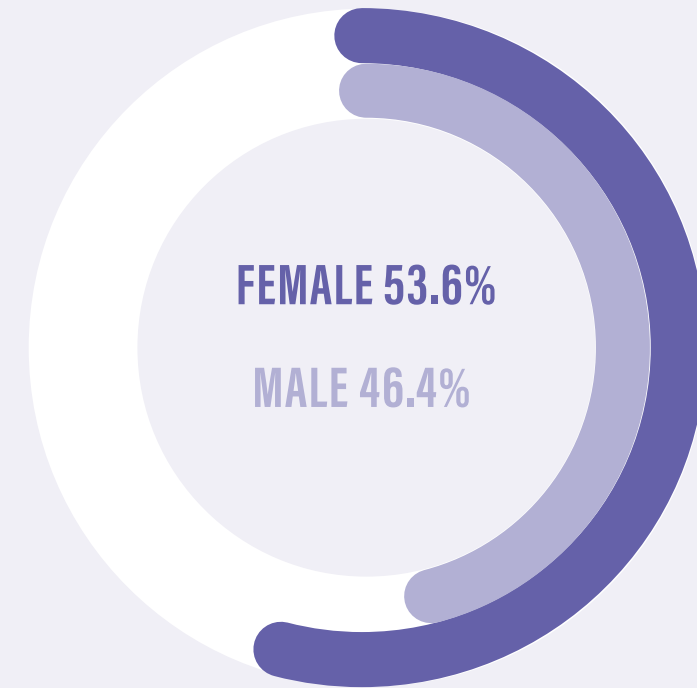
**UPPER MIDDLE QUARTILE:**



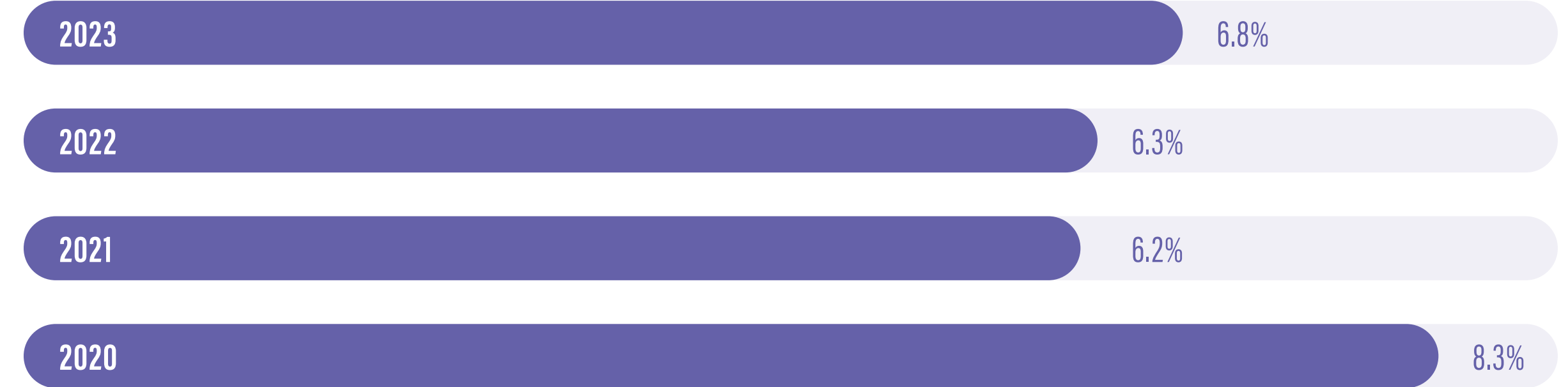
**LOWER MIDDLE QUARTILE:**



**LOWER QUARTILE:**



**PAY GAP MEAN 2020-23**



**PAY GAP MEDIAN 2020-23**



**BONUS PAY GAP MEAN AND MEDIAN**

No change. No all company bonus paid in 2023.

# Understanding our gender pay gap

CITB continues to have a very marginal pay gap and there has been an overall reduction since the commencement of reporting in 2020.

Over this reporting year we have seen a small increase in the existing pay gap, and it remains our focus to both understand and address this through our resourcing and reward practices.

The analysis confirms:

- We have a mean gender pay gap of **6.8%** - an increase of 0.5% on last year.
- Our median pay gap is **7.1%** - a reduction of 0.7% on last year.

CITB's gender pay gap remains below the national average, though we continue to strive to reduce this further for our colleagues.

One of the impacts on our pay gap is the slightly higher proportion of women in lower paid roles in CITB. This year the small increase of 1.2% of women in the 50th percentile has contributed to the increase in our pay gap. This has also been the case for the 25th percentile which saw a similar small increase of 1.4% of women in this category.

We have seen positive consistency for our top earners with 51.4% of women represented within the top 25% percentile, an increase of 0.5% year on year.

## PROPORTION OF TOP QUARTILE HIGHEST PAID EMPLOYEES

FEMALE

51.4%

MALE

48.6%

## OUR BONUS GENDER PAY GAP

The data registering from March 2023 does not show a bonus pay gap as the organisation did not offer an all company bonus payment during the relevant reporting period.



# 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.

## CAREER DEVELOPMENT

We continue to keep personal and career development at the forefront of our efforts as we recognise supporting women and all our colleagues to develop will enable future progression. Our new leadership development programmes targeted at first line, managerial and senior leadership levels have received great feedback. At the core of these programmes is valuing our people, valuing difference, and enabling colleagues to thrive. Our last engagement survey results demonstrated the positive response of our colleagues to this investment showing an increase in satisfaction with learning and development.

## PAY FRAMEWORK

We undertook an extensive review of our pay approach last year providing a framework for our colleagues to understand how pay is aligned to their role. We recognise that having a clear framework and transparency benefits all our colleagues. Research suggests that this is particularly beneficial to women, creating a more level playing field and tackling barriers to pay progression. Our work on pay and reward continues into this year and we will ensure that inclusivity in our approach is at the heart of this.

## PEOPLE STRATEGY

Honouring the commitment, we made last year we will increase our focus on equality, diversity, and inclusion this coming year. We will be hiring colleagues into dedicated roles, who will focus on both our internal and external approach ensuring we adopt the latest thinking and best approach for our colleagues and customers. We know from our last engagement survey that 84% of colleagues believe their manager genuinely cares for their wellbeing. We also know that wellbeing is linked to a sense of meaning in our work and feeling valued for who we are, and we will continue to make this a priority.

# 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 this 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.

We are making progress in closing the Gender Pay Gap but will not stop striving to achieve true gender equality in the workplace as a critical part of our commitment to a fully inclusive place to work for all our colleagues.

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.



A handwritten signature in blue ink, appearing to read 'T Balcon'.

**Tim Balcon**  
CITB Chief Executive Officer



A handwritten signature in blue ink, appearing to read 'M. Doyle-Turner'.

**Martina Doyle-Turner**  
CITB People Director





Find out more about CITB  
[citb.co.uk](http://citb.co.uk)

