

CABI UK Gender Pay Gap Report 2017

CABI is committed to providing a working environment that affords equality of opportunity, where employees can realise their full potential and contribute to our success. The subject of gender pay reporting has been widely covered in the news for larger organisations that are required to make a report. As part of our Workplace Gender Strategy and overall commitment to diversity we have decided to publish this report now¹.

Gender pay results

The gender pay gap shows the difference in average pay between women and men. It does not measure equal pay, which relates to what women and men are paid for the same or similar jobs or work of equal value. CABI has a mean gender pay gap of 17.8% and a median gender pay gap of 14.5%. This is smaller than the current national median average of 18.1%².

Difference between men and women	Mean	Median
Gender pay gap	17.8%	14.5%
Gender bonus gap²	14%	-18%

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive.

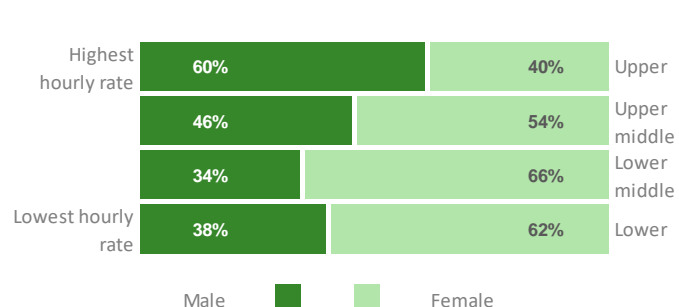
The **mean pay gap** is the difference between average hourly earnings of men and women. The **median pay gap** is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary.

These figures are based on hourly rate of pay as at 30 April 2017 and bonuses paid in the year to April 2017.

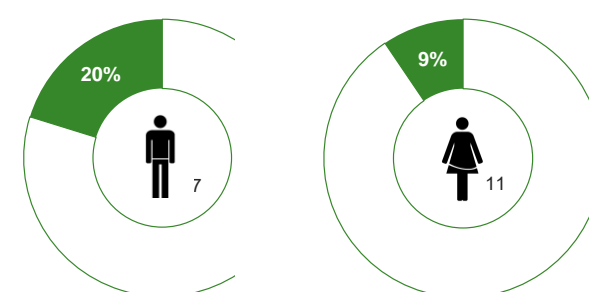
Results by grade

Difference between men and women	Mean gap	Median gap
Senior Management	12%	0.6%
HAY 7	-0.4%	-2.9%
HAY 6	3.9%	3.5%
HAY 5	5.7%	-2.1%
HAY 4	1.7%	0.4%
HAY 3	0.8%	0.9%
HAY 2	-3.4%	-3.1%
HAY 1	-2.6%	5.5%
Average HAY (1-7)	0.8%	0.3%

Proportion male / female by pay quartile



Employees receiving bonus pay³



Interpreting the data and next steps

- There are higher number of females in grades <HAY 5 and more males in senior roles: therefore average male pay is higher. Higher mean bonus pay reflects the greater number and seniority of males in SMG.
- However, overall the average pay gap within our HAY grades is <1%.
- The lower percentage of females receiving bonus pay reflects the greater number of males in SMG as well as the higher number of females overall in the sample (94 men and 116 females in CABI UK).
- CABI has a good history of promoting and developing our staff – e.g, the future leaders programme and mentoring scheme – and we will continue to use these initiatives to develop more women into senior roles.
- CABI takes care to consider gender when recruiting roles – in the recent recruitment of our MD Publishing, we interviewed an equal number of female and male candidates.
- CABI will continue to actively promote and support flexible working options at all levels. 28% of our staff currently work part-time (of which three-quarters are women).
- We will share this information with our donors and partners including the annual DFID Review.

¹ CABI has less than 250 staff in the UK so we are not currently required to report our gender pay gap.

² ONS, The gap for all employees (full-time and part-time) has reduced from 19.3% in 2015 to 18.1% in 2016.

³ Includes performance-related SMG bonus and sales commission.