



Institute
and Faculty
of Actuaries

IFoA gender pay gap report



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Background

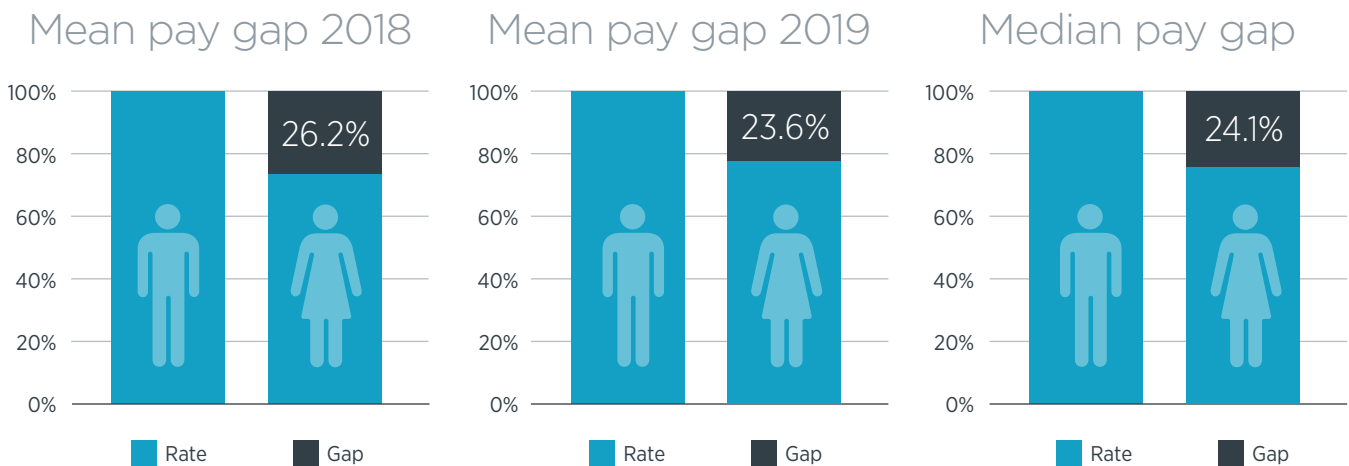
Since April 2017, organisations with 250 or more employees have been required to publish specific data with regard to their gender pay gap. This is the difference between the average earnings of men and women in the organisation on the snapshot date of 5 April, expressed relative to men's earnings. Due to employee numbers, the IFoA is not required to report on this but has committed to do so as part of its Diversity Action Plan. We are reporting on the data as at 5 April 2019.

What is the gender pay gap?

The gender pay gap shows the difference in the average hourly pay between men and women employed by the IFoA as at 5 April 2019.

Mean Pay Gap = **23.6%**. This represents a **decrease of 2.6%** from the figures as at 5 April 2018, so there has been a closing of the gap across the 12-month period.

Median Pay Gap = **24.1%**, which is unchanged from the figures as at 5 April 2018.



Quartiles

The Gender Pay Gap regulations require organisations to report on the difference in representation of men and women in four equally-sized quartiles, based on hourly pay. As you will see from the data below, in each quartile, we employ more women than men; however, the percentage of men increases significantly in the upper middle and upper quartiles.

Company pay quartiles 2018



Company pay quartiles 2019



The number of females in the upper quartile has now increased to 59%. 50% of our directors are now female. The number of males in the lower quartile has, unfortunately, decreased to 19%, as many of these roles tend to attract females, rather than males.

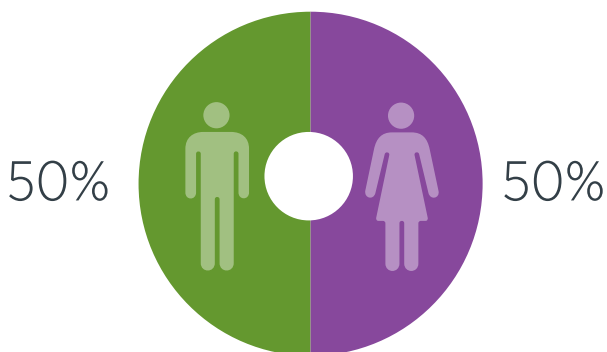
Bonus pay gap

Organisations must also report on bonus payments made during the 12 months prior to the snapshot date of 5 April 2019. For the IFoA, this would cover bonus payments made on 15 April 2018.

The split of bonuses between male and female staff was 50/50, so we do not have a gap in relation to this. 97.9% of men received a bonus and 98.3% of women. However, when looking at the mean and median bonus amounts, we see a gap of 42.5% in the mean bonus, which has decreased from 53.2% as at 5 April 2018. The median bonus gap is 10.6%, which represents a closing of the gap of 8.1% on the April 2018 figure, which was 18.7%.

Once again, these figures are skewed significantly by directors' bonuses, which are paid at a higher percentage than other staff and based on higher salaries.

Bonus recipients by gender



Closing the gap

As the figures show, the gap has started to close between 2018 and 2019. We have appointed two female directors, which has contributed to the closing of the gap.

We are still aiming to attract more males into the roles within the lower quartile in our organisation.

We have reviewed our recruitment practices to ensure there are no inherent biases, as well as training managers on fair recruitment and selection and in the area of unconscious bias. CVs are anonymised during the recruitment process to ensure candidates are selected for interview purely on the basis of relevant skills and experience. Once appointed, we provide mandatory diversity training to all employees as part of their induction process.

We continue to implement actions from our Diversity Action Plan to ensure that internal policies and ways of working attract and retain a diverse workforce. We have also introduced a suite of much more flexible working patterns to accommodate employees' needs.

Through a rigorous job evaluation and grading system, we are confident that we have a fair and consistent approach to paying staff, with fixed pay points for all but the most senior two grades, ensuring equity for employees regardless of gender.

Engagement survey results indicate high levels of satisfaction with pay, benefits and work/life balance. The recruitment strategies we have in place demonstrate our commitment to appointing the best candidate for each role.



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