

PROUD TO BE  
AN **EQUAL**  
**OPPORTUNITIES**  
EMPLOYER

# Gender pay gap report 2017

A large, light grey, stylized graphic in the background of the lower half of the page. It consists of several overlapping, curved, concentric shapes that resemble a stylized 'G' or a series of curved lines, creating a sense of movement and depth.

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## Introduction

MIB is proud to be an equal opportunities employer and, in line with our equal opportunities policy, we ensure that all employees are paid the same for equivalent work. Our gender pay report shows how men and women employed within our organisation are rewarded.

The data published in this gender pay gap report is set by new legislation that requires all employers with 250 or more members of staff (on 5 April) to publish results each year against six statutory areas to show how large the pay gap is between male and female employees.

The gender pay gap shows the difference between the average pay of all men and women employed by the organisation.

## MIB is an equal opportunities employer

MIB is an equal opportunities employer. MIB's policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of gender, marital status, pregnancy, race, ethnic origin, nationality, mental or physical disability, sexual orientation, age, religion or belief or employment status. Nor should any job applicant or employee be disadvantaged on these grounds by any workplace requirement or practice that cannot be shown to be justifiable.

MIB will ensure that employees are recruited, promoted, transferred and selected for training on the basis of their qualifications, skills, abilities and aptitudes. Salaries on recruitment are set according to experience, ability and academic qualifications as appropriate to the job.

MIB will carry out on-going reviews of all of its policies, practices and procedures to ensure equal opportunity for all. MIB attaches great importance to the principle of equal opportunity, which it believes to be of benefit to MIB and all of its employees.

## MIB's pay and bonus gap

The mean shows the average difference in hourly pay and bonus between all female relevant employees and all male relevant employees. The median shows the difference in the mid-point of hourly pay and bonus between all female relevant employees and all male relevant employees.

These figures are based on the payroll that included the snapshot date of 5 April 2017.

	Mean	Median
Hourly pay gap	28%	18%
Bonus gap	41%	36%

## Understanding our pay gap

According to a Financial Times report published on 16 October 2017, ("Financial services suffer from widest gender pay gap in UK<sup>1</sup>"), the financial services sector has a median pay gap of 31% and a median bonus pay gap of 36%.

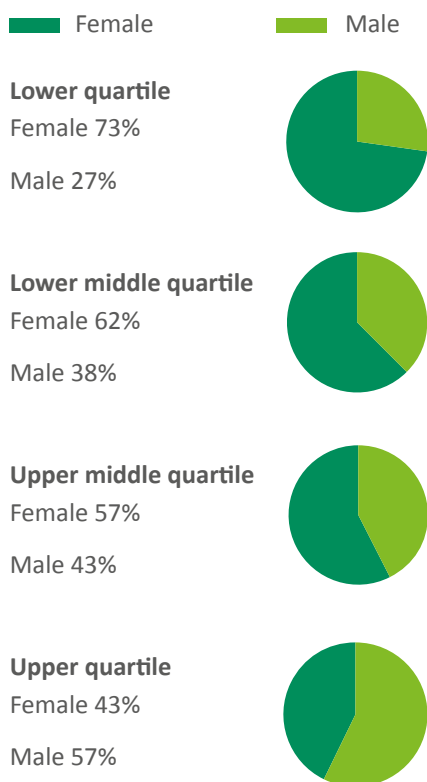
<sup>1</sup> Gordon, S. (2017): Financial Services suffer from widest gender pay gap in UK, Financial Times [ONLINE] [www.ft.com/content/42daab4a-aff4-11e7-beba-5521c713abf4?mhq5j=e6](http://www.ft.com/content/42daab4a-aff4-11e7-beba-5521c713abf4?mhq5j=e6), Accessed: 16 October 2017.

**“The Chartered Insurance Institute (CII) conducted an Industry sector survey and the results of this showed a 37% gap in median pay.”**

The Chartered Insurance Institute (CII) conducted an Industry sector survey and the results of this showed a 37% gap in median pay.

MIB’s median pay gap (18%) is much better than the sector figures reported by the Financial Times and our bonus gap (36%) is roughly in line with the average. The figures are also below the average referred to by the CII.

Our pay data is benchmarked against similar roles in the industry and we are confident that our pay structure is gender neutral. The gender pay gap and bonus gap at MIB can be explained by the structure of our workforce.



## The proportion of men and women in each pay quartile

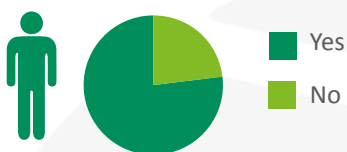
The structure of MIB’s workforce is clearly reflected in the distribution of male and female employees when divided into four equally sized groups ordered from lowest to highest pay. Each group has 121 employees with the exception of the upper middle quartile, which has 120 employees.

Overall, female employees make up 62% of the entire workforce. The lower quartile shows a much higher proportion of females (nearly 73%), while the higher quartile has a slightly higher proportion of males (57%). This reflects the normal distribution within the insurance industry.

As at 5 April 2017, 17% of our Executive Committee, were female however this has since changed with the appointment of a female Chief Operations Officer, bringing the percentage of females in the Executive Committee to 33%.

A high proportion of our lower quartile roles are part-time due to the nature of work in these roles; many of them are Contact Centre roles and/or involve evening work and therefore do not require full-time hours. Of all employees in the lower quartile roles, 42% work part-time and the majority of our part-time workers are female.

**Proportion of males who received a bonus payment: 77%**



**Proportion of females who received a bonus payment: 75%**



## Understanding our bonus gap

The charts show that the proportion of employees, by gender, who received a bonus is almost equal.

MIB bonus payments are performance related and based on individual and company performance as a percentage of annual salary. The size of bonus payment is therefore directly related to an individual’s salary which is dependent on their grade and working hours.

**“We have recognised the need to redress this balance and work has already started.”**

## Reducing our gender pay gap

As at 5 April 2017, 83% of MIB’s Executive Committee were male and the structure of our workforce highlighted where work could be done to reduce the gender pay gap. We have recognised the need to redress this balance and work has already started through:

- The successful recruitment of a female Chief Operating Officer in September 2017, which increases the proportion of females in the Executive Committee to 33%.
- Engaging head hunters with a diversity focus as part of their recruitment processes.
- All CVs are anonymised prior to being passed to the recruiting manager to ensure candidates are assessed against skills and experience, not personal details and gender.
- Commitment for MIB to sign up to the Women in Finance Charter.
- Commitment to ensure MIB is proactively promoting and monitoring diversity, inclusion and gender equality.

Progress against these commitments will be reflected in our report for 2018.



## Women in Finance Charter

Under the Women in Finance Charter, MIB will be required to:

- Assign responsibility and accountability for gender diversity and inclusion to a member of our senior executive team.
- Set internal targets for gender diversity in MIB’s senior management population.
- Publish annual progress reports against these targets on MIB’s website.
- Demonstrate the intention to ensure the pay of senior executives is linked to delivery against internal gender diversity targets.

## Chief Executive Officer statement

We are an organisation that is inclusive in its culture and we are committed to the actions described above that will continue to reduce our gender pay gap.

I confirm that the gender pay gap data contained in this report is accurate.

**Ashton West OBE**  
Chief Executive Officer



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