

Gender Pay Gap Report 2017/18

This data has been taken from 5 April 2017



Our Organisation & The Gender Pay Gap

The Centre for Process Innovation is a UK based technology and innovation centre which is part of the High Value Manufacturing Catapult. The organisation was established to support the UK process manufacturing industry by collaborating with universities, SMEs and large corporates to help overcome innovation challenges and develop next generation products and processes.

At the Centre for Process Innovation, our employees are an integral part of our business, and we value every individual's contribution to our organisation. We champion diversity and inclusion, recruiting fairly and transparently, and rewarding every employee equally for equivalent work.

Last year, the government introduced legislation requiring organisations with 250 employees or more to report annually on the gender pay gap. The gender pay gap shows the difference between men's and women's average earnings across an organisation. Equal pay is different and means that men and women in the same employment performing equal work must receive equal pay.

The Centre for Process Innovation is made up of two companies:

- Centre for Process Innovation Limited (**CPI**)
- CPI Innovation Services Limited (**CPIIS**)

With over 250 employees, CPI is required to report its gender pay gap. As we are a group of companies committed to transparency, we have voluntarily chosen to publish the gender pay gap for the Centre for Process Innovation as a whole, including both CPI and CPIIS. We are confident that the Centre for Process Innovation does not have an equal pay issue. We pay our employees fairly and equally based on the jobs they do and their skills, qualifications and experience.

Our Gender Pay Gap

Our pay gap arises due to there being fewer women than men employed at the very senior level of the organisation. At the Centre for Process Innovation we understand the importance of all staff having an equal opportunity to be employed at all levels of our business. We provide an environment which nurtures talent and supports all our staff to achieve and progress, whether they are male or female, and we offer all employees the opportunity to learn and develop. We are taking active steps to encourage both men and women to develop their careers within our group.

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At the Centre for Process Innovation our people are our greatest asset. Our success comes from offering our clients and stakeholders access to the very best people; we recruit and develop fairly and equally, and give all our staff an equal opportunity to develop their careers within our business. We are committed to fostering a culture of innovation and learning in our organisation, making this a great place for all to grow and develop.”

Nigel J Perry MBE FREng
Chief Executive Officer



Management Development Programme

The Centre for Process Innovation offers a Management Development Programme to support individuals in developing management and leadership skills. In addition, the Programme aims to provide a greater understanding of how CPI works as a business, so that individuals have the knowledge necessary to succeed in their role, with the ultimate aim that those individuals will develop their careers within the group.

In 2016/2017, 42% of attendees on our Management Development Programme were female.



Flexible Benefits Package

We offer a flexible benefits package to support men and women in balancing work and family life. This includes:

- childcare vouchers
- flexible working
- holiday buy and sell scheme
- enhanced pay for family leave



STEM Activity

As a STEM organisation, we actively participate in STEM and sector based activities with a view to promoting career opportunities and attracting a diverse workforce. 27 of our employees are official STEMnet ambassadors who volunteer their time to inspire students and young people to consider STEM careers.



Apprenticeships

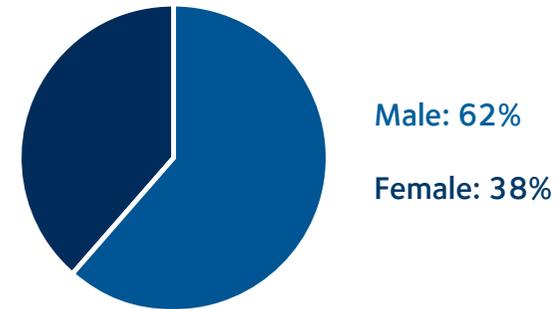
We offer attractive and fully funded apprenticeships in a range of professions across our business. Since 2014 we have created 21 apprentice roles within the organisation, with 73% of those apprentices going on to permanent roles within the business. 80% of all female apprentices who completed their apprenticeships now occupy permanent roles within the Centre for Process Innovation.



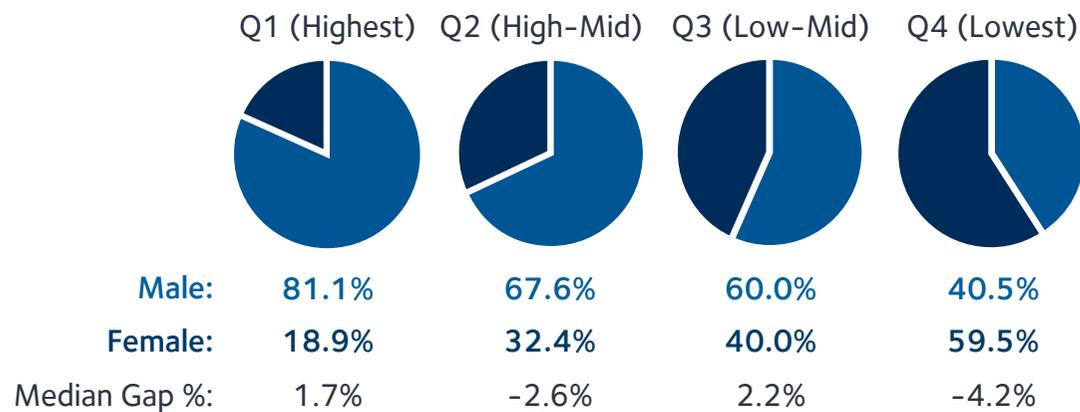
Group-wide Statistics - CPI & CPIIS

Mean gender pay gap	30.2%
Median gender pay gap	22.1%
Mean bonus gender pay gap	13.5%
Median bonus gender pay gap	-150%
Proportion of males receiving a bonus payment	6.5%
Proportion of females receiving a bonus payment	11.2%

Gender Makeup



Proportion of males and females in each quartile pay band



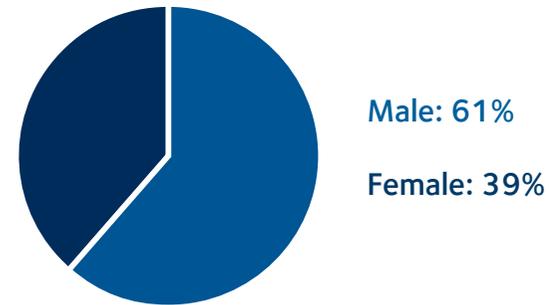
Statistics explained

1. **'Mean'** – The mean is the sum of the hourly rates of pay for all employees divided by the total number of employees.
2. **'Median'** – The median is the middle point of the hourly rates of pay for all employees in order from highest to lowest.
3. **Median bonus gender pay gap** – During 2016/2017, the Centre for Process Innovation paid bonuses to a very small number of employees such as apprentice performance awards and long service awards. The range of bonuses paid to male employees was broader than the range of bonuses paid to female employees. The small sample therefore produces a large median bonus gender pay gap.
4. **Pay Gaps by quartile** – In line with the approach taken by the Office of National Statistics we use the median, rather than the mean.

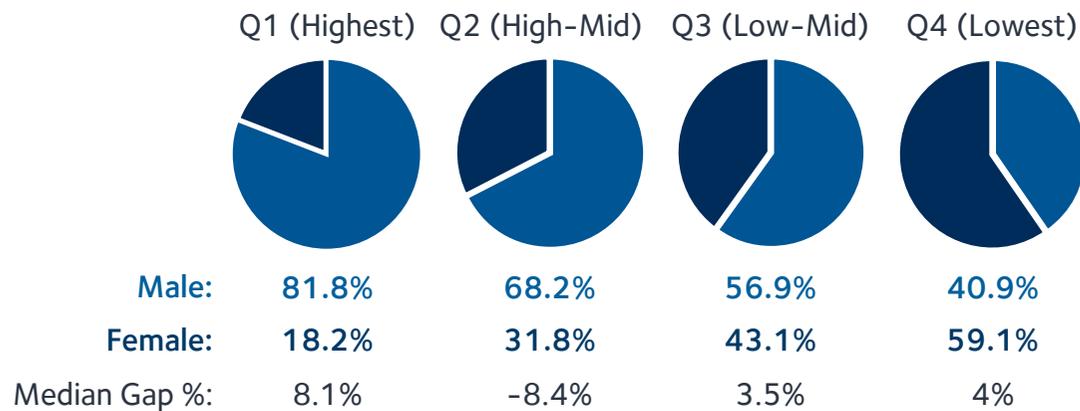
Statistics for Centre for Process Innovation Limited

Mean gender pay gap	32.6%
Median gender pay gap	23%
Mean bonus gender pay gap	20.3%
Median bonus gender pay gap	-150%
Proportion of males receiving a bonus payment	7%
Proportion of females receiving a bonus payment	9.7%

Gender Makeup



Proportion of males and females in each quartile pay band



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Statement of Accuracy

I confirm that the information included in this report is accurate to the best of my knowledge and belief.

Signed

A handwritten signature in black ink that reads "Nigel Perry". The signature is written in a cursive style and is underlined with a single horizontal line.

Nigel J Perry MBE FREng
Chief Executive Officer

Centre for Process Innovation
15 March 2018

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