

# UK Statistics Authority

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## Gender Pay Gap Report 2017



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## Overview

Last year, the Government introduced legislation that made it statutory for organisations with 250 or more employees to report annually on their gender pay gap. Government departments are covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017<sup>1</sup> which came into force on 31 March 2017. These regulations underpin the Public Sector Equality Duty and require the relevant organisations to publish their gender pay gap data by 30 March 2018 (and then annually), including mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses; and the proportions of male and female employees in each pay quartile.

The **gender pay gap** shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

The gender pay gap is different to equal pay. **Equal pay** deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

This report fulfils the reporting requirements, analyses the figures in more detail and sets out what we are doing to close the gender pay gap in the organisation.

It is important to note that the distribution of earnings is skewed, with more people earning lower salaries than higher salaries. When using the mean to calculate the average of a skewed distribution, it is highly influenced by those values at the upper end of the distribution and thus may not be truly representative of the average earnings of a typical person. By taking the middle value of the data after sorting in ascending order, the median avoids this issue and is consequently considered a better indicator of typical "average" earnings.

## Gender Make-up of the UK Statistics Authority



**55%**

of the Authority's workforce are women



**26%**

of the Authority's Senior Civil Servants are women

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<sup>1</sup> <https://www.legislation.gov.uk/uksi/2017/172/contents/made>

## UK Statistics Authority Gender Pay Gap

### Mean Pay Gap



**14.0%**

### Median Pay Gap



**10.9%**

The UK Statistics Authority (The Authority), which includes the Office for National Statistics, uses a range of different grades that are either Civil Service grades ranging from Administrative Assistant to Senior Civil Servant or are defined as equivalent to a Civil Service grade. Grades vary according to the level of responsibility that staff have.

The Authority has a pay approach which supports the fair treatment and reward of all staff irrespective of gender. Each grade has a set pay range and staff are expected to move through the pay range for their grade, therefore the longer period of time that someone has been in a grade the more we would expect them to earn irrespective of their gender.

The mean gender pay gap is the arithmetic average between the mean "ordinary pay"<sup>2</sup> for female and male employees. In the Authority, the mean "ordinary pay" for men is 14.0% higher than for women.

The median gender pay gap is the difference between the middle point of men and women's salaries when they are put in numerical order. In the Authority, the median "ordinary pay" for men is 10.9% higher than for women.

Please note the Gender Pay Gap Regulations 2017 uses a different methodology for reporting gender pay gap data to the methodology used for the Civil Service statistics, UK: 2017<sup>3</sup> published report and therefore no direct comparison can be made between the two reports.

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<sup>2</sup> <https://www.legislation.gov.uk/uksi/2017/172/regulation/3/made>

<sup>3</sup> [Civil Service statistics, UK: 2017](#)

## Bonus Pay

### Mean Bonus Pay Gap



**0.6%**

### Median Bonus Pay Gap



**0.0%**

The department's performance awards were paid as the same overall value regardless of grade and irrespective of gender (although pro-rated for contracted hours). The bonus gaps show that there is a small gap in favour of men when using the mean calculation (0.6%) but no pay gap between men and women using the median average.

## Pay by Quartiles

### Hourly Pay Quartiles

M	F	M	F	M	F	M	F	M	F
45%	55%	40%	60%	39%	61%	45%	55%	57%	43%
All Staff (March 17)		Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	

60% of the lower quartile of the Authority's pay range are women and 43% are in the upper quartile. The gender profile across grades illustrates that, whilst 55% of the department's staff overall are women, the pay gap is largely as a result of a higher concentration of men in the highest grades. The Authority's Senior Civil Servants are made up of 26% women. The pay gap is lower than that for all grades at 4.2% at SCS grades. Men have a longer period of time spent in the Senior Civil Service grades, when compared to women, which has led to higher levels of pay for men.

## Gender Action Plan

The department and the senior leadership team are committed to improving the Authority's approach to equality, inclusion and wellbeing including our gender pay gap. A number of initiatives<sup>4</sup> are being undertaken, these include:

<sup>4</sup> Source: UK Statistics Authority Gender Action Plan 2017/18

- *Promoting learning & development opportunities to develop women for senior grades*
  - ❖ A women's network group has been established and learning and development opportunities to develop women for senior grades are overseen by this network group.
- *Undertaking a cultural survey on women's retention, recruitment, and progression*
  - ❖ In conjunction with a partner organisation, Chwarae Teg, an organisational Culture Survey will be run, aimed at identifying the cultural factors that can affect a woman's recruitment, retention and progression. This will assist in developing the actions required to build on the things the Authority does well and those areas for improvement.
- *Develop an updated gender action plan based on the results of the cultural survey*
  - ❖ Based on the results of the Culture Survey, an appropriate Gender Action Plan will be developed.
- *Working with the Work Life Balance diversity network group on alternative working patterns for senior managers*
  - ❖ The Authority will promote the benefits of alternative working patterns at SCS grade. A greater proportion of women (34.1% female compared to 7.4% male, excluding Field staff) work alternative working patterns. This drops to 9% at SCS grades.
- *Developing the gender and women's network groups*
  - ❖ The Gender and Women's network groups will develop action plans that align and support the UK Statistics Authority Diversity and Inclusion Strategy of increasing the number of women in senior roles

## **Staff included in the Gender Pay Gap data**

The Authority's employed staff are the only people included in the data. There are no contractors paid via the payroll and therefore no contractor information has been included in the calculations. It has not been possible to include fee paid staff (who are executive level staff paid a set rate to deliver a particular role or project) in the calculations due to the limited data we have available.

## Calculations

The calculations followed the legislative requirements<sup>5</sup>, and we confirm the data reported is accurate. All staff who were deemed to be full paid relevant employees are included, however contractors are not, as the vast majority are either not in scope according to the regulations, or there is insufficient data. The aim is to include this data for future calculations.

## Workforce Demographics

Women are over-represented in more junior grades, where pay is lower, and under-represented in more senior grades.

## UK Statistics Authority Data

Grade (increasing seniority)	Number of men (% of men who work in this grade)	Number of women (% of women who work in this grade)	% Female
AA/AO	694 (39%)	856 (40%)	55%
EO	206 (12%)	383 (18%)	65%
HEO/SEO	538 (30%)	673 (31%)	56%
Grade 6/7	296 (17%)	223 (10%)	43%
SCS	39 (2%)	14 (1%)	26%
Total (including those with unknown grade)	1,773	2,149	55%

When the proportion of women at each grade is compared to the Civil Service overall it can be seen that **the Authority** has a broadly comparable workforce, other than for SCS grades where the Authority has a lower proportion of female employees.

Grade (increasing seniority)	Number of men (% of men who work in this grade)	Number of women (% of women who work in this grade)	% Female
AA/AO	62,688 (34%)	86,861 (40%)	58%
EO	48,308 (26%)	62,463 (29%)	56%
HEO/SEO	51,003 (27%)	47,846 (22%)	48%
Grade 6/7	22,566 (12%)	18,801 (9%)	45%
SCS	2,466 (1%)	1,771 (1%)	42%
Total (including those with unknown grade)	193,100	226,380	54%

<sup>5</sup> [Gender pay gap reporting: make your calculations](#)