

UK Statistics Authority Gender pay gap report

2020/21





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Foreword

I am pleased to publish our gender pay gap report for 2021. At the UK Statistics Authority, our mission is to provide high quality data and analysis to inform the UK and improve lives. Our response to the challenges of the pandemic and the 2021 Census has seen us be radical and ambitious, rapidly and constantly adapting to meet the changing landscape. Our people have been with us every step of the way, responding positively to new ways of working alongside the personal impacts of the pandemic.

A commitment to inclusion and diversity is at the heart of our organisational strategy and we have continued to make positive progress over the last year to deliver on our ambitions.

Against a challenging external landscape, we have invested in the development of our people, supported those who have had to balance additional caring commitments alongside their work and increased the representation of women in senior leadership positions within the organisation.

Publishing our gender pay gap report, and implementing the corresponding actions are an important element of our work on inclusivity. Our analysis from this publication indicates that, disappointingly, we have seen some increases in our gender pay and bonus gaps this year.

However, it has also revealed how these have occurred, enabling us to take targeted action to address. We have improved but still have further to go to address under-representation of women at senior levels and we believe the unprecedented circumstances of the last year have had a one-off impact on our bonus awards. We have already and will continue to take steps to tackle the impact, acknowledging that the world of work continues to adapt, impacting people's lives in different ways.



Our report this year also reflects a temporary increase in our workforce for the delivery of the 2021 Census. To aid understanding, we have reported two sets of pay and bonus gap information, both to reflect this temporary increase but also to enable comparison with our pay and bonus gaps in previous years.

We have engaged our people to improve our understanding of pay gaps, as well as extending our analysis internally to include other characteristics. By working in collaboration with our colleagues, we continue to develop our understanding of pay gaps across different groups so that we can identify and tackle inequality for all our colleagues. Our action plan identifies additional steps to further improve data accuracy to enable the publication of pay gaps for a wider set of characteristics.

We want our practices to speak to the experiences of everyone in our society so that everyone counts and is counted, and no one is excluded.



Professor Sir Ian Diamond

National Statistician

September 2021



Who are the UK Statistics Authority and Office for National Statistics?

The UK Statistics Authority (the Authority) is an independent body at arm's length from government. We have a statutory objective of promoting and safeguarding the production and publication of official statistics that 'serve the public good'.

The Office for National Statistics (ONS) is the executive office of the Authority and is the largest producer of official statistics in the UK. A large majority of the Authority's staff work in the ONS.

During 2021, the ONS has employed an additional 20,000 temporary field workers to deliver Census 2021, which has impacted legislative pay gaps, therefore this report is split into two parts:

1. core UK Statistics Authority pay gap reporting, which excludes temporary census field workforce. This enables more accurate comparison across years and is the focus of discussion and action plans
2. legislative pay gap reporting, which includes temporary census field workforce

Definitions

What is a Gender Pay Gap?

The Gender Pay Gap is the difference in average pay between all men and women in an organisation. It is expressed as a difference in percentage (%) between men and women.

What is Equal Pay?

This is about a man and woman receiving equal pay for the same or similar job.

Mean Pay Gap

The mean pay gap is the difference in the arithmetic average hourly pay for women compared to men, within an organisation.

Median Pay Gap

The median represents the middle point of a population. If you lined up all the women in an organisation and all the men in order of the hourly rate at which they are paid, the median pay gap is the difference between the hourly rate for the middle woman compared to that of the middle man.

The median is generally considered to be the better indicator of 'average' earnings because the mean can be skewed by fewer individuals earning more in the upper ranges. The median therefore gives a better indication of typical pay than the mean.



Core UK Statistics Authority gender pay gap 2021 excluding temporary census field workforce

Gender representation March 2021

- ▲ 56.6% of our workforce are women, this is an **increase from 56.0%** in 2020.
- ▲ 39.8% of our Senior Civil Servants are women, this is an **increase from 37.9%** since 2020.

Whilst we still have more to do to achieve an equal gender balance at senior grades, we are pleased with our trajectory in making year on year improvements to the proportion of women in the workforce.

Hourly gender pay gap

Our mean hourly pay gap is **7.7%** in favour of men, a **reduction from 8%** in 2020.

Our median hourly pay gap is **2.0%** in favour of men, an **increase from 0.0%** in 2020.

The downwards trajectory of our mean hourly pay gap is positive and is attributed to an increase in the numbers of women in more senior grades. There remains higher representation of women at lower grades and we continue to promote programmes to support women to progress in their careers, with a particular focus on the under-representation of women in more senior grades, specifically the Senior Civil Service and Grade 6.

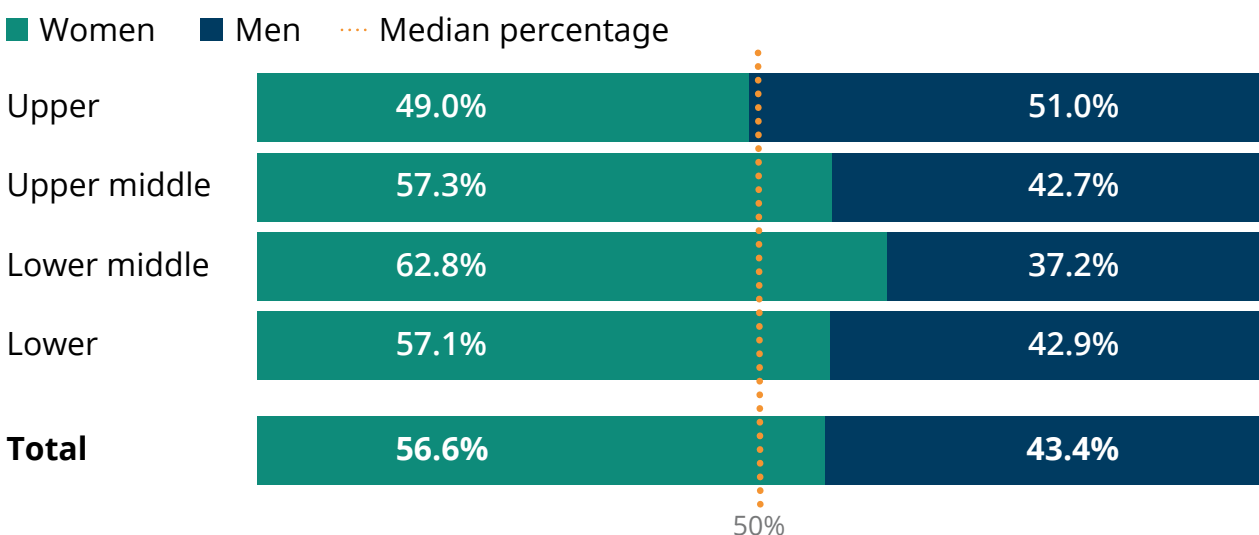
We expect to see changes in our median pay gap due to its sensitivity to an ever-changing workforce as a result of new joiners, promotions and leavers and this year, whilst the median hourly pay gap remains low, it has increased. The 2% median pay gap reflects that whilst the median man and median woman are employed in the same grade, the man has been in grade longer and has therefore benefitted from pay increases linked to time in grade.

Pay by quartile

Figure one shows hourly pay, by quartile for the Authority and shows that there is a higher proportion of women (compared to men) in all quartiles except the upper pay quartile.

The upper pay quartile is mostly populated by higher paid grades, specifically the Senior Civil Service, Grade 6 and Grade 7. Actions have therefore been focused on increasing representation of women in these grades; we are pleased to have made progress, and we will continue to prioritise this in the coming year.

Figure one: Breakdown of gender hourly pay by quartile



Gender bonus gap



74.3% of women were awarded a bonus.



70.6% of men were awarded a bonus.



The mean bonus pay gap is **15.6%** in favour of men, **increasing from 5.1%** since 2020.



The median bonus pay gap is **16.7%** in favour of men, **increasing from 0.0%** since 2020.

Whilst there has been a disappointing increase to the bonus pay gap, we have identified the reasons for this and have taken steps to address it. The increase is caused by two key factors:

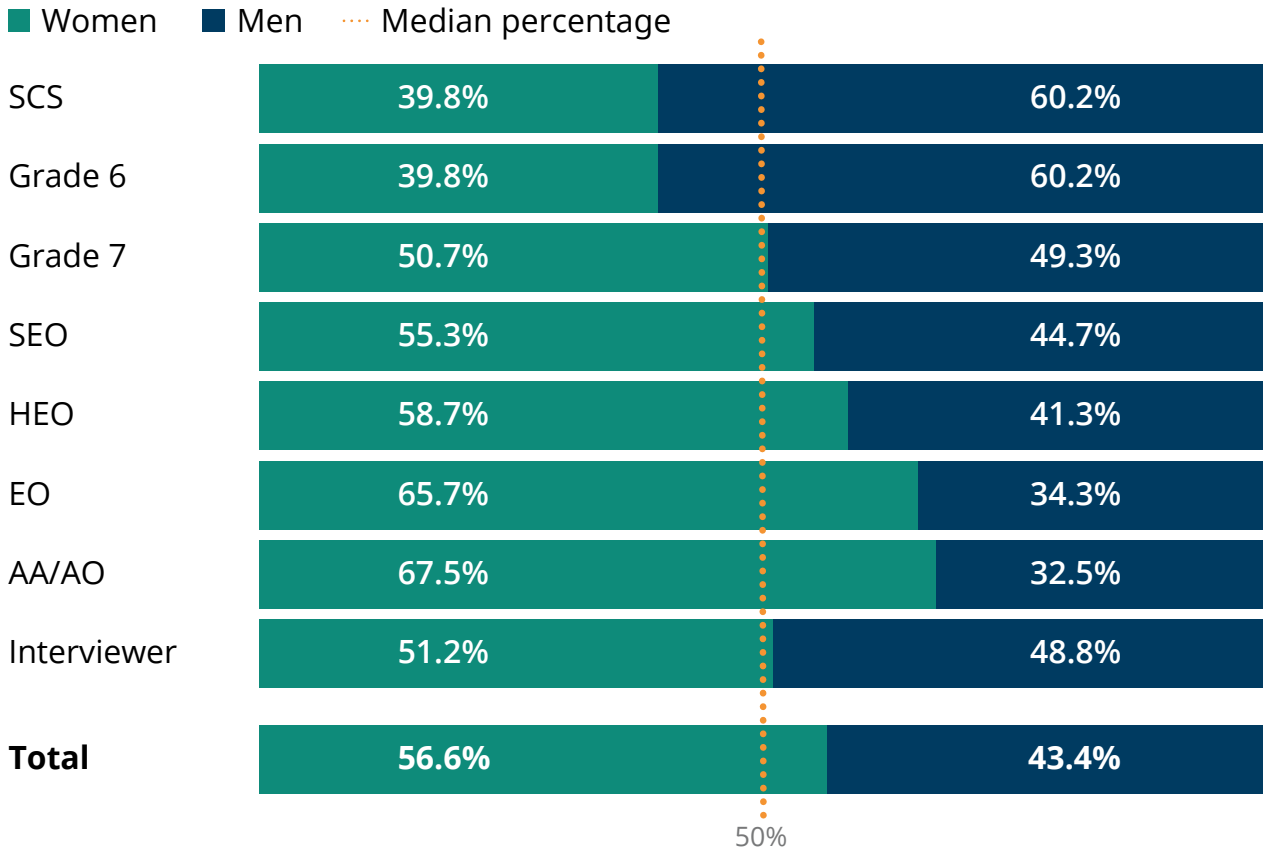
- Consequences of our response to the Covid-19 pandemic:
 - we temporarily introduced a higher bonus amount to recognise the extraordinary contributions of some colleagues in response to the pandemic, and over two thirds of recipients for these higher awards were male
 - connected to the above, women were more likely to reduce their working hours to meet parental or caring commitments during the Pandemic. Whilst a higher percentage of women received bonus payments this year compared to men, men received higher value bonus payments across the year. This may be attributed to a reduced opportunity for women to impact key priorities due to absence from the workplace whilst fulfilling pandemic caring responsibilities. It should be noted that whilst people temporarily modified working patterns and hours, contractual pay was protected
- more generally, higher bonus payments were made to higher grades, and we have an under-representation of women in higher grades

Given a key reason for the increase to the bonus pay gap was temporary due to the linkage with our Covid-19 response, we are confident that bonus gaps will significantly reduce by the time our 2022 report is published, and our early data indicates we are on the right trajectory to achieve this. The higher Covid-19 bonus award has now ended and we now have minimal numbers of the workforce on paid special leave. Work is also underway to review the recognition bonus schemes given the outcomes of the past year, as well as to increase transparency of pay gap management information to better inform decision making and increase the scope to hold leaders to account.

Workforce demographics

Women remain under-represented at more senior grades despite improvements in recent years. Figure two shows the breakdown of women and men across all grades for March 2021.

Figure two: Breakdown of grade by gender





We have a comprehensive plan to be a more inclusive employer

Aligned to the core principles of our Strategy to be radical, ambitious, inclusive and sustainable, we have a detailed Inclusion & Diversity Plan to ensure that our workforce reflects the communities they serve, and our colleagues have opportunities to develop, progress and adapt their careers at all stages of their lives.

We will continue to actively engage with our employee networks and workforce to further explore the reasons for our pay and bonus gaps.

To enable us to publish pay and bonus gap information for disability, ethnicity and sexual orientation, we will continue to engage and share information to encourage higher rates of self-declaration and how this will inform our action plans to achieve a truly representative workforce.

Our commitments, both delivered, underway and in development, include:

Engagement and transparency

- Continue to work with our network groups to develop and share our workforce analysis across the organisation to increase understanding and awareness of pay gaps.
- Regularly monitor pay outcomes to enable us to identify and address inequalities in our pay and grading structures.
- Ensuring pay decisions on recruitment are evidence based, fair and equitable.
- Introduction of gender identity and social economic background questions onto our HR technology to better understand our workforce.
- Introduction of a consistent inclusive leader objective that clearly outlines behavioural expectations, supported by an inclusion check list across all Senior Civil Service colleagues and through line management chains.

Recruitment and outreach

- Continue to develop our employer brand as a flexible employer and ensure that our job adverts reach as wide an audience as possible, particularly those in underrepresented groups.
- Ensure all job opportunities offer flexible working in terms of hours and location, including options for part-time, job share and promote the flexibility available on location under our hybrid working model.
- All recruitment interviews have moved to being held virtually. Qualitative feedback suggests that the additional flexibility has positively benefitted those with certain protected characteristics and those with caring or other responsibilities, which has resulted in a continued upward trajectory of female and minority group hires.
- Minimise bias by ensuring recruitment panels are diverse and representative of our communities and name blind recruitment is mandated where possible.
- Ensuring selection processes are accessible for all.
- We ran a schools Science, Technology, Engineering and Mathematics (STEM) event for young women, proactively promoting statistics, data science and analytical careers.
- We will be partnering with universities to introduce a new internship specifically targeting candidates from under-represented communities to create new entry channels into the organisation, we also have a wide range of entry talent programmes to support opportunities for all.

Flexible working

- Learning lessons from the Covid-19 Pandemic, we have moved to a hybrid working model by default, supporting, and encouraging greater flexibility in work location and achieving a positive work life balance.
- Continuing to offer a wide range of flexible working approaches which are available throughout people's careers to meet changing circumstances.
- We are committed to challenging assumptions about traditional ways of working, taking account of the needs of our work, our customers, and our colleagues.
- Extensive support for time off, including annual leave, special leave, and a refreshed family leave framework to further support work life balance.

Career development and learning

- Continue to develop our internal leadership development offering in consultation with our networks to build capability and promote a more diverse workforce, providing individuals with the tools they need to develop their careers and progress. Some examples include:
 - our new inclusion learning pathway
 - our Women into Leadership programme, where appropriate combining modules with our Ethnic Minorities into Leadership to support individuals from an intersectionality perspective
 - mentoring, reverse mentoring and shadowing opportunities
- Where non disclosive, reviewing our gender balance and protected characteristic data against applications for high potential programmes to understand current practice and address areas of concern.

Networks

- Evolve, expand and develop our community of diversity networks and sponsors, ensuring consistency of approach, clear aims and action plans are in place. We have nine recognised diversity networks in place, with a Social Mobility network having launched within the last year.
- Build on the investment in our diversity network leaders following their receipt of a dedicated leadership development package.
- Continue to expand the opportunities available to our diversity networks to input into corporate decision making and priorities. We have provided the opportunity for network members to become members of all our key committees and introduced a 'shadow board'.



Legislative gender pay pap including temporary census field workforce

The following information includes our temporary census workforce for 2021, where approximately 20,000 colleagues were recruited for a short period, usually less than three months, to support the data collection process.

This temporary workforce is employed on a simple spot-rate pay structure, designed specifically for this workforce, with roles spanning three different levels and within three different geographical pay scales.

This temporary workforce must be included in our legislative return given their employment status, albeit short-term, but the data in the earlier part of the report, where this temporary workforce is not included, provides a more realistic assessment of the UKSA's current practice.

Gender representation including the temporary census workforce March 2021



51.2% of our total workforce are women – this is a **lower proportion than in our permanent workforce (56.6%)**.

Hourly gender pay gap



The mean hourly pay gap is **1.7%, in favour of men.**

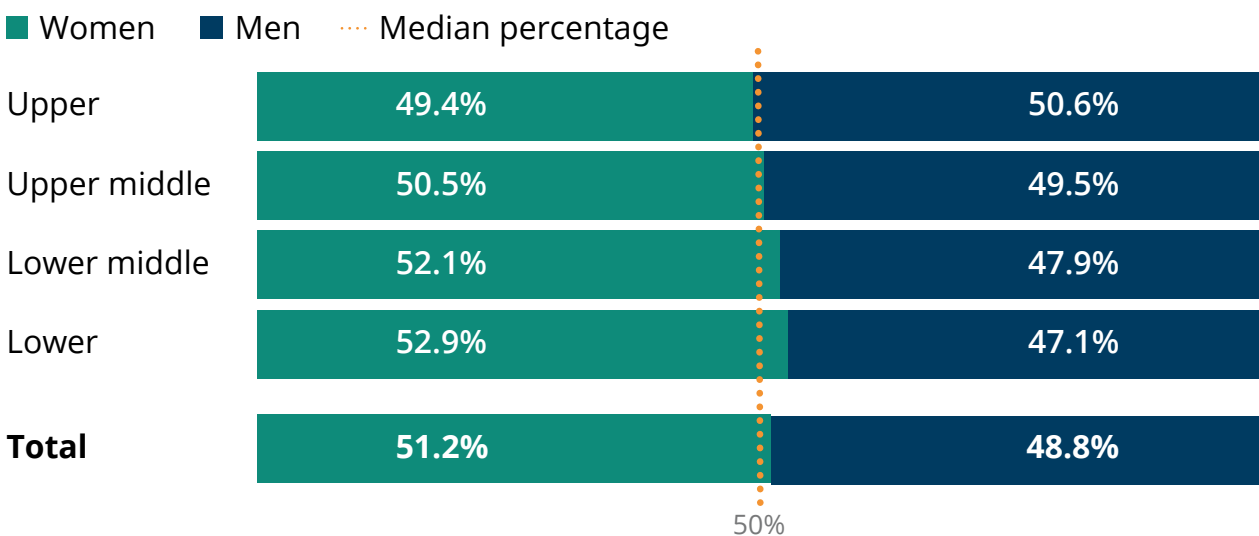


The median hourly pay gap is **10.6%, in favour of men.**

Pay by quartile

Figure three shows hourly pay by quartile; there is a marginally higher proportion of men (compared to women) in the top quartiles.

Figure three: Breakdown of gender hourly pay by quartile



When including the temporary census workforce, the mean gender pay gap decreases from 7.7%, to 1.7% in favour of men. This can be attributed to the gender pay gap within the temporary workforce being only 1.5% in favour of males, a lower gap than in the permanent workforce. As the temporary census workforce is nearly four times the size of the permanent workforce, when combined this results in the overall 1.7% pay gap, bringing a normalising effect.

The median pay gap (10.6%) is higher than what we see in the permanent workforce alone (2.0%), with both being in favour of men. This higher gap when including the temporary workforce is due to a higher proportion of males being paid in the higher salary ranges. While the 10.6% seems large, particularly compared to the mean gap (1.7%), this can occur when working with pay brackets, where the median individual can fall just to one side of a bracket or the other, and see quite a jump in salary. In this instance, if only a small number of males and females had been hired below or above the median respectively, the gap could have been cut in half.

Gender bonus gap



18.3% of women were awarded a bonus.



14.0% of men were awarded a bonus.

The 20,000 additional temporary census field employees were not eligible for bonus pay, however are included in the calculations for a percentage of individuals receiving a bonus. This explains why only a relatively small proportion of the workforce appears to have received a bonus.



The mean gender bonus pay gap is **15.6%, in favour of men.**



The median gender bonus gap is **16.7%, in favour of men.**

The bonus gaps are largely caused by the impact of the Covid-19 pandemic. Women were more likely to have reduced working hours to meet parental or caring commitments, impacting their ability to be recognised for their efforts. It should however be noted that whilst people temporarily modified working patterns and hours, contractual pay was protected. In addition, we also temporarily introduced a higher bonus amount to recognise extraordinary contributions of some people in response to the pandemic - over two thirds of recipients for these higher awards were male, a proportion likely to have been increased by the high numbers of women with adjusted working hours.



Data included in this report

Salary and workforce information for all staff paid via our payroll as at 31 March 2021 including bonus payments made between 1 April 2020 and 31 March 2021.

The calculations follow current legislative requirements, and we confirm the data reported is accurate.

Published 30 September 2021

