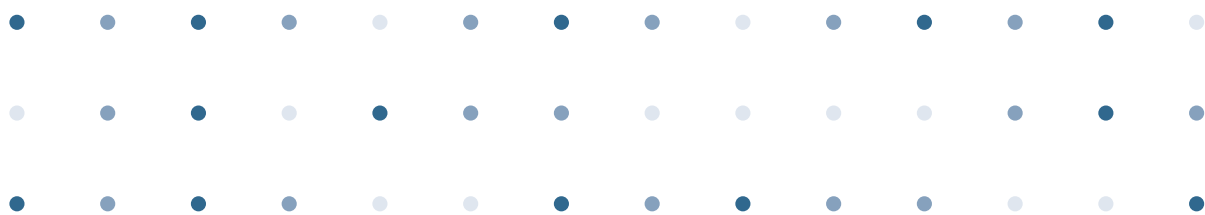


# UK Statistics Authority 2022 Gender pay gap report

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# Executive summary

At the UK Statistics Authority (UKSA), our mission is to provide high quality data and analysis to inform the UK and improve lives. A commitment to inclusion and diversity is at the heart of UKSA's organisational strategy and People Plan, critical to being an employer for all, and in our delivery of statistics for the public good.

UKSA continues to build on our ambition to be an inclusive environment where colleagues at all levels reflect the diversity of the communities we serve, bringing their individual experiences, skills, and perspectives to the work we do.

It is crucial that we continue to create a workplace in which everyone has a positive, meaningful, and purpose-driven experience of work.

We regard our gender pay gaps as a key outcome measure of our work on inclusivity. We are delighted that our 2022 pay gaps have decreased and are now equal to or lower than pre-pandemic levels. This progress has been made through successful interventions such as our focused development programmes, clear career pathways and mutual mentoring schemes.

As we celebrate our successes however, we also remain focused on the areas we must continue to improve, such as representation of women at senior levels. We are seeing the impact of measures implemented in recent years, such as our Women into Leadership programme and we continue to implement actions to improve the diversity of our workforce.

We continue to explore and develop our understanding of UKSA's pay gaps across different workforce groups so we can identify and tackle inequality for all.

We want our practices to speak to the experiences of everyone in our society, so that everyone counts and is counted.

# Organisational context

## Approach

Inclusion is one of UKSA's strategic pillars, and we aim to be inclusive in our approach to our workforce, talent management, and the design of data, statistics and analysis.

Our Inclusion and Diversity (I&D) strategy focuses on five key areas:

- Build **a coordinated approach** to I&D across the organisation
- **Hardwire I&D into everything we do**, ensuring accountability is shared across the organisation
- **Build representation of underrepresented groups** and support their career progression, identifying and addressing barriers to success
- **Continue to build our reputation** as an inclusive and equal opportunities employer
- **Improve and develop our evidence base**, using data to inform decision making

UKSA has an internal I&D Steering Group, whose role is to monitor the progress and implementation of our strategy and drive forward positive change. Membership of the group includes employee Diversity Network groups, internal communications, trade unions and members of the People & Business Services Directorate, including the Inclusion, Culture and Wellbeing team members.

## Structure



**The UK Statistics Authority (the Authority)** is an independent body at arm's length from government, and has 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.

# Gender representation

As of March 2022



**57.2%** of our workforce are women, this is an **increase from 56.6%** in 2021.

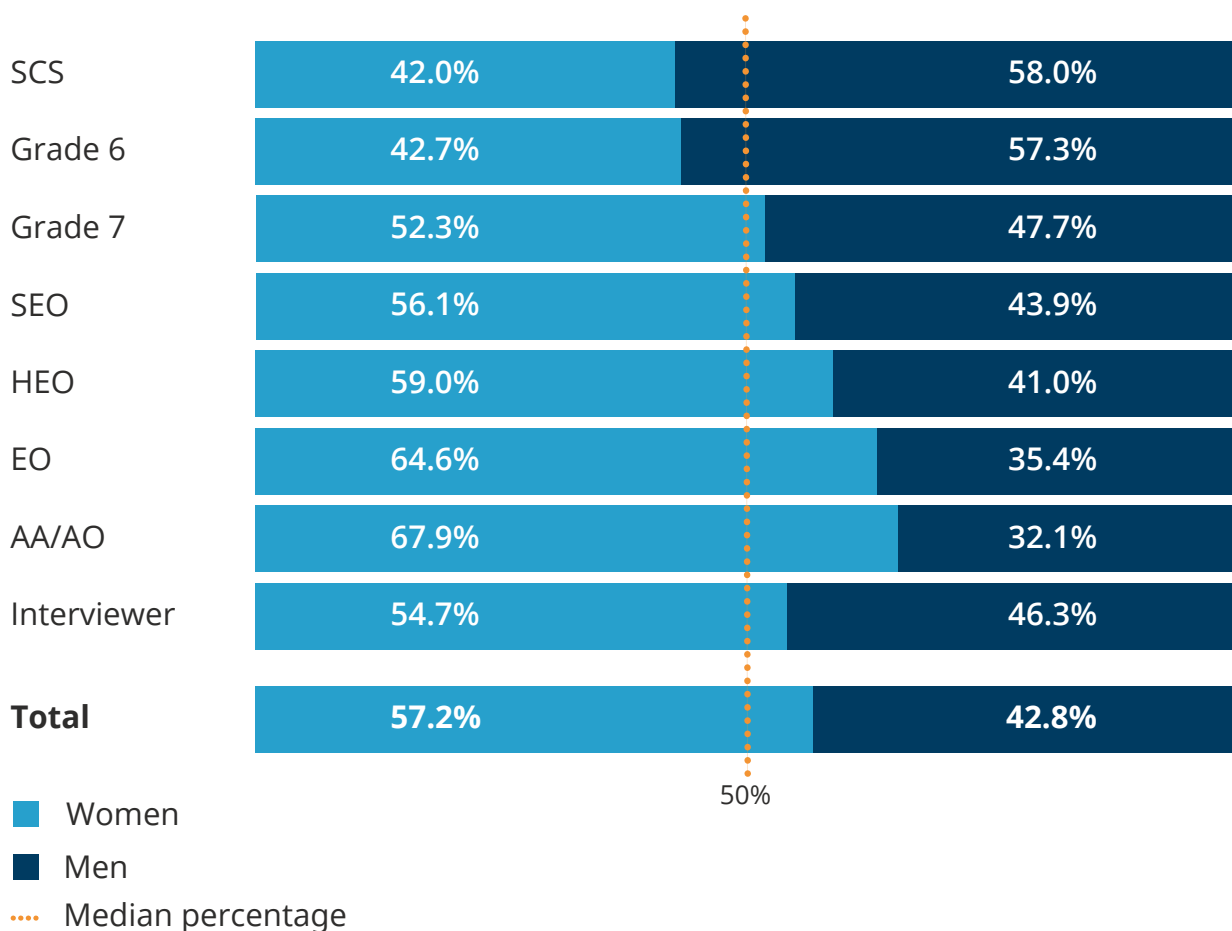


**42%** of our Senior Civil Servants are women, this is an **increase from 39.8%** since 2021.

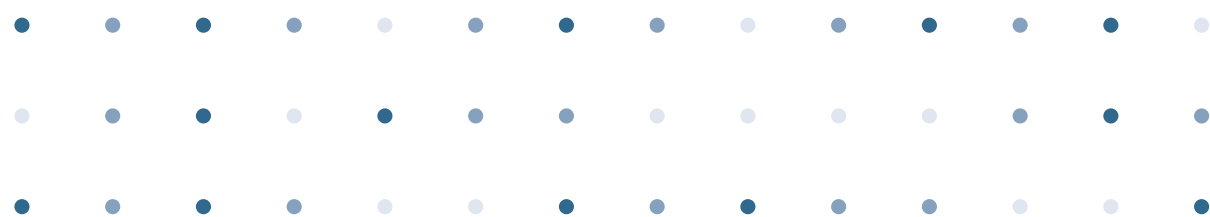
Whilst we still have more to do to achieve an equal gender balance at senior grades, we are pleased with our trajectory in making year-on-year improvements to the proportion of women in the workforce.

Figure 1 shows the breakdown of women and men across all grades for March 2022.

Figure 1: Breakdown of grade by gender in March 2022







# Gender pay gap report

The latest figures in our workforce  
and what they tell us

# Definitions

## 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.

## Equal pay

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.

## 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.

## Hourly gender pay gap



Our mean hourly pay gap is **7.1%** in favour of men, **a reduction from 7.7%** in 2021.



Our median hourly pay gap is **0.9%** in favour of men, **a reduction from 2.0%** in 2021.



# Gender bonus gap



83.4% of women were awarded a bonus.



80.1% of men were awarded a bonus.



The mean bonus pay gap is 3.3% in favour of men, decreasing from 15.6% since 2021.



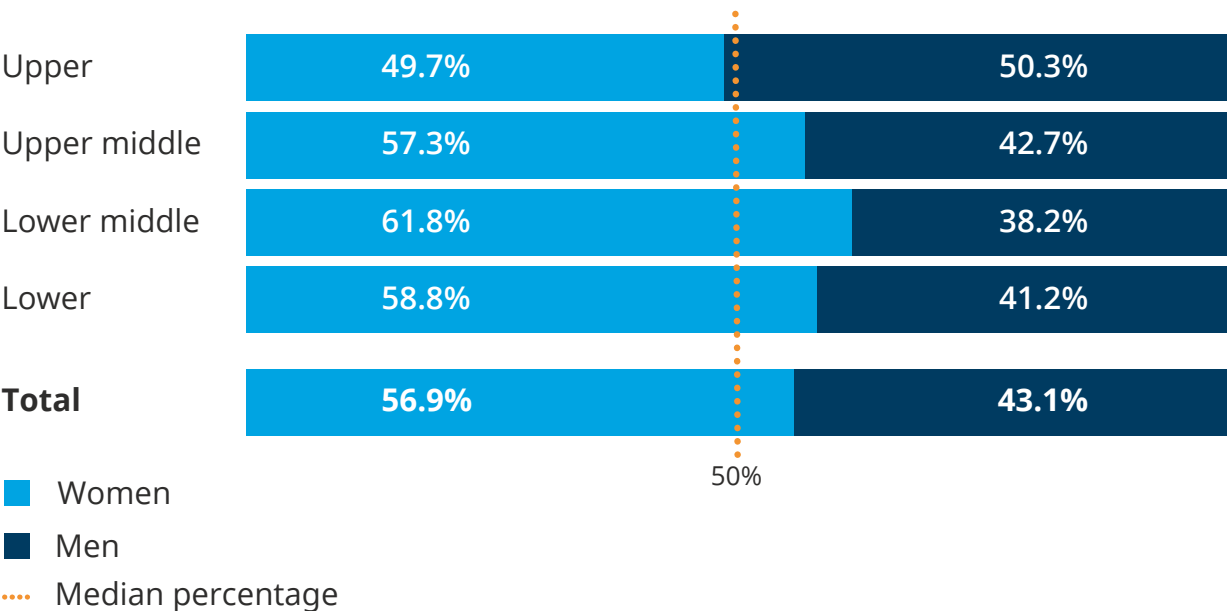
The median bonus pay gap is 0.0%, decreasing from 16.7% in favour of men since 2021.

# Pay by quartile

Figure 2 shows hourly pay, by quartile for the Authority and shows 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 delighted to have made such progress, and we will continue to prioritise this in the coming year.

Figure 2: Distribution through each pay quartile





# Gender pay gap report overview

## Gender pay and bonus gap



Mean average of the difference between men and women in the gender pay and bonus gap

- ▼ The mean gender pay gap is **7.1%, decreasing 0.6%** since 2021.
- ▼ The mean gender bonus gap is **3.3%, decreasing 12.3%** since 2021.

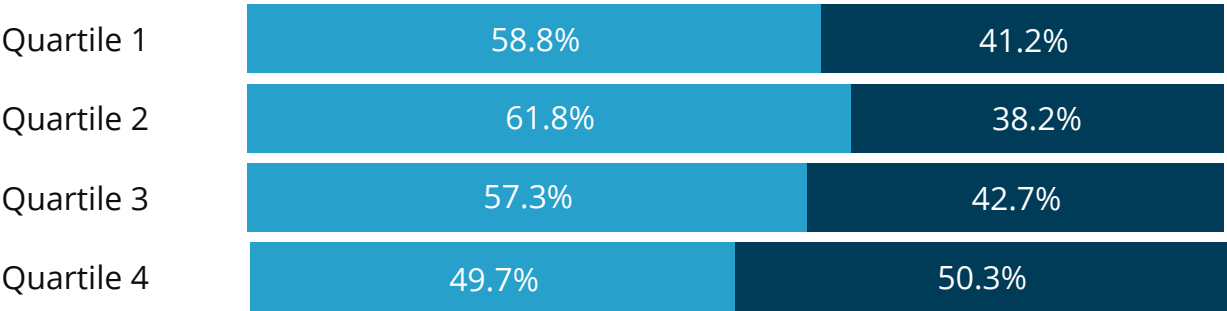
Median average of the difference between men and women in the gender pay and bonus gap

- ▼ The median gender pay gap is **0.9%, decreasing 1.1%** since 2021.
- ▼ The median gender bonus gap is **0.0%, decreasing 16.7%** since 2021.

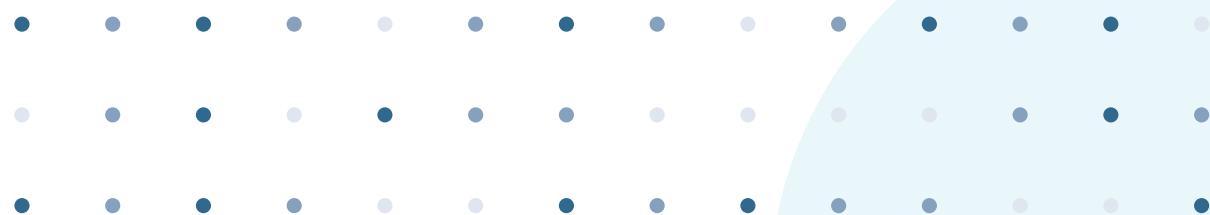
## Proportion of staff receiving a bonus

-  **83.4%** of women were awarded a bonus.  
**16.9%** of women did not receive a bonus.
-  **80.1%** of men were awarded a bonus.  
**19.9%** of men did not receive a bonus.

## The gender pay gap per quartile



■ Women  
■ Men



# Analysis of pay gap

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 and pay increases in 2021 being targeted towards the lower paid** (due to the public sector pay pause), **where there are more women**.

Whilst we have seen improvements, we are not complacent and continue to explore and use new ways to attract recruits from diverse backgrounds, and 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.

**An “Attitudes to Promotion” survey was conducted for all Grade 6 and 7 employees** to explore the potential barriers to progression at this level, given female representation drops below 50% at Grade 6 and above. Several interventions were agreed by ONS’ People Committee in response to survey findings, including:

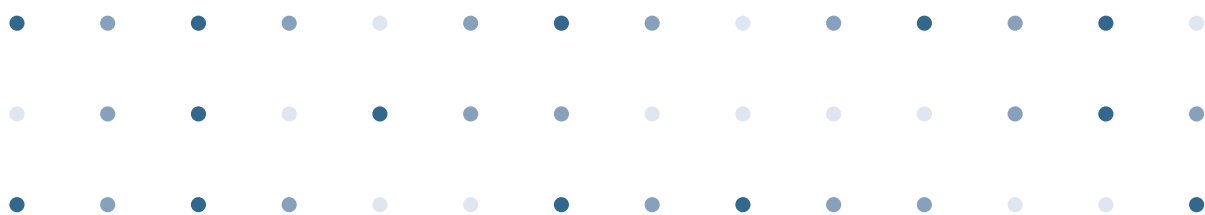
- Increased, active promotion of job share opportunities at Grade 7 and above during recruitment
- Developing Leadership and Management training to include sections on the importance of role modelling,
- Analysing the working practices of our current SCS workforce

# Analysis of the bonus gap

Our bonus gaps have reduced significantly in 2022 following a temporary increase in 2021 due to specific bonus arrangements for work related to the COVID-19 response, which disproportionately benefited male colleagues.

Whilst our bonus gaps have improved, there is still more to do. **Several changes were made to UKSA’s in-year recognition schemes** (considered as bonuses for the purposes of this report), **to enable greater numbers of colleagues to become eligible for awards, improving inclusivity**.

These changes include simplifying award types and associated criteria, linking awards more closely to our strategic objectives, and broadening the scope of awards to recognise both individual and team effort. These changes were designed to make sure all groups are being recognised fairly and equitably.



# Targeted actions

Our plan to be a more inclusive employer



# Targeted action to reduce and close the gender pay gap

UKSA has a comprehensive plan to be a more inclusive employer.

Aligned to the core principles of UKSA's Strategy to be radical, ambitious, inclusive and sustainable, we have a detailed Inclusion & Diversity Plan to ensure the workforce reflects the communities we 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.
- Ensure recruitment pay decisions are evidence based, fair and equitable.
- Introduce gender identity and social economic background questions onto our HR technology to better understand our workforce.
- We have 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.



- We have developed and launched an Inclusion, Culture, and Wellbeing dashboard that enables us to use colleague data to measure inclusion across the employee lifecycle in the organisation and use it to inform strategic direction and decisions.
- Ensuring reproductive health-related disabilities/long-term health conditions can be declared through our online HR platform, and that our current guidance and policies are updated to reflect the support available for colleagues living with such conditions.

## **Recruitment and outreach**

- To continue to grow our brand as an employer of choice, through promotion of our flexible working ethos and ensuring 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 virtual by default.
- Minimise bias by ensuring recruitment panels are diverse and representative of our communities and name blank recruitment is mandated where possible.
- Ensuring selection processes are accessible for all.
- Partner with universities to offer an 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 and new mandatory “Active Bystander” training
- Our Women into Leadership programme, also combining where appropriate with our Ethnic Minority and disability into Leadership programmes to support individuals from an intersectionality perspective
- Mentoring, reverse mentoring, shadowing and sponsorship 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 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, including:
  - The opportunity for network members to become members of all key committees
  - A ‘shadow board’
  - The Women’s Network raising awareness of violence against women and girls, enabling the delivery of a learning intervention to every Directorate to raise awareness, as well as raising awareness of menopause and menstrual health, also trialling the Peppy app.



## Declaration

We confirm that data reported by the UK Statistics Authority is accurate and has been calculated according to the requirements and methodology set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

**Hannah Bloxham, Deputy Director – People Practice & Insights**