



UK Statistics Authority

Gender Pay Gap Report 2018

Contents

The UK Statistics Authority and Office for National Statistics 3

UK Statistics Authority’s Gender Pay Gap..... 5

 Mean Pay Gap 5

 Median Pay Gap 5

Bonus Pay Awards (including SCS)..... 6

 Mean Bonus Pay Gap 6

 Median Bonus Pay Gap 6

Pay by Quartiles 7

 The table below shows hourly pay, by quartile for the Authority. 7

Our workforce demographics..... 9

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 ONS.

Organisational context

Like the Civil Service more widely, the Authority supports the fair treatment and reward of all our staff, irrespective of gender and we are committed to making the organisation an inclusive place where everyone can achieve their potential.

Our collective aim is for the Civil Service to be the most inclusive employer in the UK and to be representative of the communities that we serve. The Authority's Diversity and Inclusion Strategy sets out our commitment to equality, diversity and inclusion and our approach to making the most of the talents of all our people.

As an organisation, we have set ourselves challenging targets to improve the diversity of our workforce. More information can be found below in the 'What are we doing to close the Gender Pay Gap' section.

Background to Gender Pay Gap reporting

In 2017 the Government introduced world leading legislation which made it statutory for organisations with 250 or more employees to report annually on their gender pay gap. Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, all organisations listed at Schedule 2 to the regulations, who employ over 250 employees, are required to report annually on their gender pay gap. Other organisations with 250 or more employees need to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017¹ which came into force on 31 March 2017.

This report contains information about the 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 men and women employees in each pay quartile within the Authority. The report also includes what we are doing to try and close the gender pay gap within the organisation.

The **gender pay gap** is the difference in the average pay between all men and all women in an organisation. This is expressed as a difference in percentage (%) between men and women.

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

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. A gender pay gap does not equate to the existence of an equal pay problem, albeit a gender pay gap may be a trigger for further investigation about the reasons why the gap exists. It is unlawful to pay a person unequally because they are a man or a woman.

It is important to note that the distribution of salaries in many organisations can be 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 salaries 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 salary data after sorting in ascending order, the median avoids this issue and is therefore considered a better indicator of typical 'average' earnings.

This report fulfils the reporting requirements of the 2017 legislation, analyses the figures in more detail and sets out what we are doing to try to close the gender pay gap in the Authority.

What data have we included in this report?

Included in the data is salary information for our workforce as at 31 March 2018 as well as bonus payments made between 1 April 2017 and 31 March 2018. It includes all basic pay after any salary sacrifice (for non-cash benefits etc.), allowances and paid leave but excludes any overtime payments.

The calculations follow the legislative requirements², and we confirm the data reported is accurate. All staff, paid via our payroll, who were deemed to be full paid relevant employees are included. There are no contractors paid via the payroll in the organisation 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 in a role or project) in the calculations due to the limited data we have available.

Comparing Gender Pay Gap methodologies

ONS is the UK's largest independent producer of official statistics. Each year ONS undertakes two surveys where the published outputs include gender pay gap statistics. These are:

- The Annual Survey of Hours and Earnings (ASHE). This uses employee's actual earnings, excluding overtime, and actual working hours during a specified pay period. ASHE uses this data to calculate the hourly rate which is used to calculate the national gender pay gap figures.
- Annual Civil Service Employment Survey (ACSES). This uses employee's full time annual equivalent pay, excluding bonuses. This annual figure is used to calculate the gender pay gap. ACSES does not collect contracted hours and therefore, does not calculate hourly rate.

² [Gender pay gap reporting: make your calculations](#)

It is important to note these two surveys reference Gender Pay Gap but do not use the same methodology as the Gender Pay Gap data contained in this report, which makes it difficult to make direct comparisons.

Gender make-up of the UK Statistics Authority



55.0%

of the Authority's workforce
are women
(the same as in 2017)



31.0%

of the Authority's
Senior Civil Servants
are women
(an increase from
26% in 2017)

UK Statistics Authority's Gender Pay Gap

Mean Pay Gap



11.8%

(a reduction from 14.0% in 2017)

Median Pay Gap



11.2%

(an increase from 10.9% in 2017)

The Authority, including ONS, uses a range of different Civil Service grades, ranging from Administrative Assistant (AA) to several levels of Senior Civil Servant (SCS). Grades vary according to the level of responsibility that employees hold.

The Authority has a pay system which supports the fair treatment and reward of all staff irrespective of gender. All grades have set pay ranges and staff are expected to move through these pay ranges with each annual pay award given. Therefore, the longer someone has been in any given grade, the more we would expect them to earn, irrespective of their gender.

The **mean gender pay gap** is the arithmetic average difference between the mean 'ordinary pay'³ for men and women. Within the Authority, for 2018, the mean 'ordinary pay' for men was 11.8% higher than it was for women. This has decreased by 2.2 percentage points (ppts) since 2017.

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

Ordinary Pay means basic pay, allowances, pay for piece work, pay for leave and shift premium pay. Ordinary pay does not include overtime, remuneration referable to redundancy or termination of employment, remuneration in lieu of leave, or remuneration provided otherwise than in money.

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. For the Authority, for 2018, the median 'ordinary pay' for men was 11.2% higher than it was for women. This has increased by 0.3 ppts since 2017.

Please note: As explained above, the Gender Pay Gap Regulations 2017 use a different methodology for reporting gender pay gap data to the methodology used for the Civil Service statistics, UK: 2018⁴ published report and therefore no direct comparison can be made between the two reports.

Bonus Pay Awards (including SCS)

Mean Bonus Pay Gap



12.5%

(an increase from 0.6% in 2017)

Median Bonus Pay Gap



2.2%

(an increase from 0.0% in 2017)

44% of women received a bonus

39% of men received a bonus

Please note: The **mean and median bonus pay gap** figures for 2018 both show increases from 2017, with higher average bonuses for men than women. This data is based on those in the workforce who have been in receipt of a bonus. However, it is important to note that we cannot directly compare the bonus pay award figures between 2017 and 2018, because of the differing bonus systems used at the time.

At the point to which the 2017 data relates, the Authority was using an end of year performance-related bonus system for delegated grades. Since then we have introduced a new Reward & Recognition scheme, which encourages real time recognition. The two schemes are significantly different with the new scheme including four types of award which vary in amount. Under the new Reward and Recognition scheme, whilst more women receive a bonus payment than men, the data shows that men receive larger awards.

⁴ [Civil Service Statistics, UK: 2018](#)

For completeness, we have included SCS bonus pay awards. It is important to note that SCS bonus pay awards are operated under a different scheme to that of delegated grades. SCS Bonus Pay awards are in line with centrally set guidance and are linked to performance.

Pay by Quartiles

The table below shows hourly pay, by quartile for the Authority.

Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
45%	55%	38%	62%	39%	61%	49%	51%	55%	45%
All Staff (March 2018)		Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	

62% of the lower quartile of the Authority’s pay range are women and 45% of the upper quartile are women. The gender profile across grades illustrates that, whilst 55% of the Authority’s staff overall are women, the pay gap is largely because of a higher concentration of men in the more senior grades. However, the Authority’s SCS is now made up of 31% women, which is an increase from 26% in 2017 and shows that we are slowly moving towards our published target for gender diversity in the SCS.

What we are doing to close the Gender Pay Gap

The Authority’s senior leadership team are fully committed to building as diverse and inclusive a workforce as possible and to reducing our gender pay gap. Our collective aim is to play our part in making the Civil Service the UK’s most inclusive employer by 2020. This means creating opportunities for all and rewarding all Civil Servants fairly, regardless of gender, ethnicity or any other personal characteristic.

As an organisation, we published our current Diversity and Inclusion Strategy in late 2017, which is complemented by a specific Gender Action Plan. As part of this, there are a range of initiatives, schemes and processes intended to help as reduce the gender pay gap within the Authority. Some of the key actions and initiatives are set out below.

Proactively promoting learning and development opportunities to grow and support a pipeline of women talent into more senior grades.

- Women are actively encouraged to participate in various targeted learning and development schemes, such as the Civil Service Future Leaders Scheme and the Authority’s own High Potential Programme.
- However, in addition, the Authority operates specific schemes targeted at women and other minority groups. These include the Women in Leadership Programme for grades AO-SEO offering mentoring, coaching and sponsorship from Senior Civil Servants for women and the Positive Action Pathway.
- ONS has also recently launched a specific mentoring programme for women economists to encourage and support career development.

Implementing the actions from the cultural survey undertaken by Chwarae Teg (Fair Play) for the Authority. Action has taken place in the following priority areas.

- Business diversity – Providing training at induction about the Authority’s equality and diversity policy and strategy; unconscious bias and behaviour training for managers; monitoring of the diversity of applicants to the Authority; Providing training in equality, diversity and discrimination for all of the Authority’s employees.
- Recruitment & selection – Review of recruitment practices and the introduction of using a blended recruitment approach via Success Profiles; job rotation and career pathways in specific areas of the organisation, mentoring and secondment opportunities to upskill and prepare for feeder SCS grades.
- Organisational culture – A range of specific work activity focused on creating and maintaining inclusivity and a supportive working environment which values difference and diversity is already underway.

Providing support to Authority’s Women’s Network, Women’s Economists Network and the Work Life Balance Network.

- Supporting the Women’s Network and newly launched Women’s Economists Network, strengthening corporate diversity objectives, including the Authority’s strategy of increasing the number of women in senior roles.
- Using the ‘Working Families’ top employers benchmark and feedback to identify areas for action to help reduce the gender pay gap.

Working arrangements and patterns

- The Authority continues to support and encourage a greater work-life balance. It remains committed to exploring alternative patterns of working. Managers and staff are encouraged utilise a number of options such as, flexible working, homeworking, job share, reduced or compressed hours, term time working and temporary or long-term workplace adjustments. Additionally, our family friendly policies offer enhanced occupational maternity, adoption and shared parental pay, career breaks for up to 5 years, a generous annual leave allowance and paid special leave provisions including for care of dependants. Additionally the Authority provides a nursery facility at its Newport site.

National Statistician’s Diversity Initiative

- For the last three years the National Statistician/Chief Executive of the Authority has run an initiative to encourage a diversity of views and a better gender balance at meetings of the organisation’s most senior executive decision-making committee, the National Statistics Executive Group (NSEG).
- Since the launch of this initiative in 2016, 15 women, from a range of different grades, have each served as voluntary (but fully participating) members of NSEG for a period of six months.

Targets and measuring progress

- Progress against all of our diversity targets are regularly monitored both at a business level and at an organisational level by the senior leadership team. In 2018 we developed a new interactive Diversity Dashboard which better enables business areas to look specifically at localised data which relates to them.
- In addition, we have also increased our overall diversity information self-declaration rates, to help provide a more detailed and accurate picture of the characteristics of our workforce.

The Authority's Diversity and Inclusion Strategy

- A review of the current Diversity and Inclusion Strategy, which was launched in 2017, will take place in the coming year to ensure that its aims and objectives are strategic, current, fit for purpose and actively promote the kind of activity and outcomes that will help to close our gender pay gap.

The Authority's Reward & Recognition Scheme

- Since the launch of the real-time Reward & Recognition scheme in in 2017/18 we have monitored usage and the impact since moving from the previous system which focused on end year, performance related bonuses. A review will take place at the 1st year anniversary of the scheme with a view to strengthening its application and improving outcomes for diversity groups.

Our workforce demographics

Within the Authority, like in many organisations, women are over-represented in more junior grades, where pay is lower, and under-represented in more senior grades.

The following table provides more detailed information of the distribution of men and women across all grades within the Authority.

Grade (increasing seniority)	Number of men (% of men who work in this grade)	Number of women (% of women who work in this grade)	% Women at grade
AA/AO (includes survey interviewers)	721 (37%)	891 (37%)	55%
EO (includes International Passenger Survey managers)	225 (12%)	422 (18%)	65%
HEO/SEO	613 (32%)	793 (33%)	56%
Grade 6/7	322 (17%)	257 (11%)	44%

SCS	44 (2%)	20 (1%)	31%
Total	1925	2383	55%

In comparison to the Authority's 2017 Gender Pay Gap Report we can identify an increase in women at Grade 6/7 and SCS. Whilst there has been a minimal increase (1%) in Grade 6/7, there has been a significant change in women at SCS. The increase has been from 14 women at SCS in 2017, to 20 in 2018. In percentage terms this is a rise from 26% to 31%.

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 for grades AA/AO – Grade 6.

However, the Authority does have a higher proportion of HEO/SEO employees who are women than the Civil Service overall. For the SCS, the Authority does have a lower proportion of employees who are women.

The table below presents information for the Civil Service overall.

Grade (increasing seniority)	Number of men (% of all men who work in this grade)	Number of women (% of all women who work in this grade)	% Women at grade
AA/AO	63,465 (32%)	84,814 (37%)	57%
EO	47,806 (24%)	62,295 (27%)	57%
HEO/SEO	53,705 (27%)	52,442 (23%)	49%
Grade 6/7	24,500 (12%)	21,110 (9%)	46%
SCS	3,152 (2%)	2,346 (1%)	43%
Total (including those with unknown grade)	198,420	231,655	54%