



# UK Statistics Authority

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## Gender Pay Gap Report 2019

## 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 ONS.

### 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.



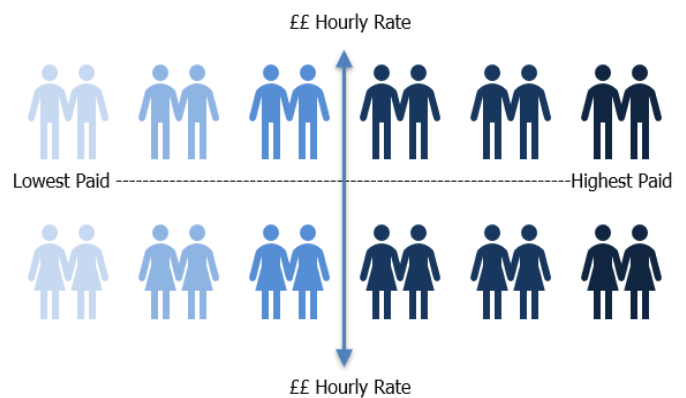
#### MEAN PAY GAP

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

#### 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. It therefore gives a better indication of typical pay than the mean.



## Gender representation within the UK Statistics Authority (March 2019)



**55.6%** ↑

of our workforce are women

An increase from 55.0% in 2018

**34.4%** ↑

of our Senior Civil Servants are women

An increase from 31.0% since 2018

## UK Statistics Authority's Gender Pay Gap 2019

Mean hourly pay for men is **9.6% higher** than that of women

The mean pay gap has **reduced** from 11.8% since 2018



Median hourly pay for men is **3.5% higher** than that of women

The median pay gap has **reduced** from 11.2% since 2018

## Bonus Pay 2019

**61.1% of women were awarded a bonus**

Mean bonus pay for men is **10.6% higher** than that of women

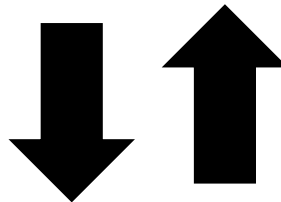
The mean bonus pay gap has **reduced** from 12.5% since 2018



**56.7% of men were awarded a bonus**

Median bonus pay for men is **16.7% higher** than that of women

The median bonus pay gap has **increased** from 2.2% since 2018



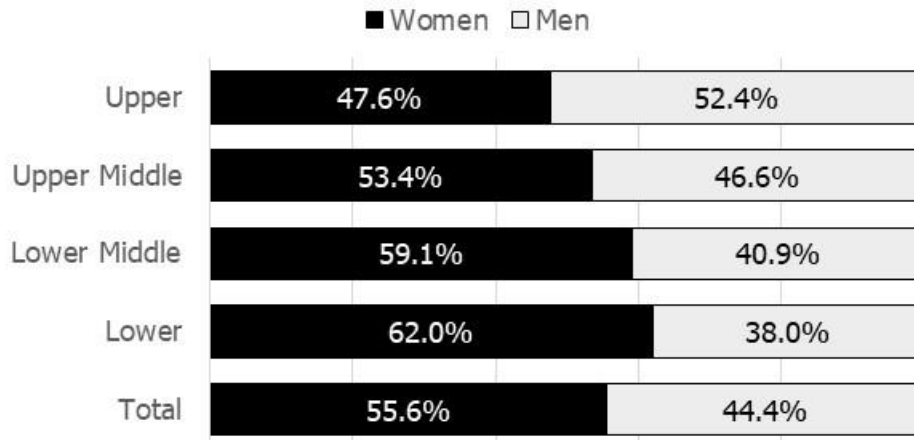
We have taken steps to reduce our median bonus gap and we have made changes to our bonus scheme to make it more inclusive.

We expect our 2020 bonus pay gaps to be significantly reduced.

## Pay by quartile

The chart below shows hourly pay, by quartile for the Authority. It shows that there is an increased proportion of women in the lower pay quartiles, compared to men.

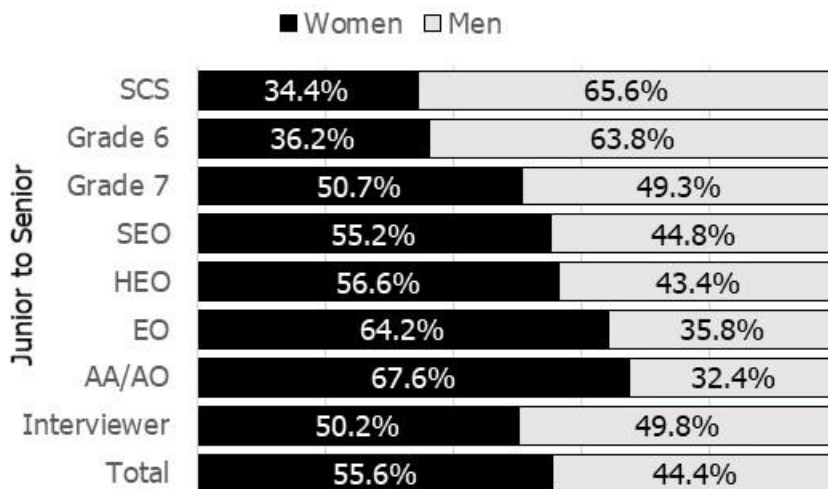
Breakdown of Quartile by Gender



## Our workforce demographics

Women are under-represented in more senior grades, though this has significantly improved in recent years, we are currently reviewing targets to achieve greater representation. The chart below shows the breakdown of women and men for March 2019.

Breakdown of Grade by Gender



## We have an action plan to reduce our gender pay gaps

Our senior leadership team are fully committed to building an inclusive and diverse workforce which will further reduce 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 an environment that provides everyone with a sense of belonging, allows everyone to be their authentic selves and ensures they have a voice in their teams and in the wider organisation.

We will continue to improve representation of women at senior grades, through:

- Support women in leadership programmes and targeted interventions for the High Potential Programme as well as the Civil Service Future Leaders Scheme and Positive Action Pathways.
- Introduction of a coaching programme for individuals in transitional roles to leadership, focused on building leadership and confidence.
- Membership of senior decision-making groups, for the last three years we have run an initiative to encourage diversity of views and a better gender balance at the National Statisticians Executive Group through inviting all colleagues, regardless of seniority or background, the opportunity to apply to be volunteer members of the group.

We will continue to ensure our recruitment processes are inclusive, through:

- Continuing to undertake name-blind sifting of job applications, this means that personal information such as name, age, address and nationality are removed to limit unconscious bias.
- All recruitment panels must be diverse and contain members of more than one gender. During 2018 we removed our exceptions process for single gendered panels.
- Use of the Civil Service Success Profiles recruitment process; a multi-faceted approach, designed to test strengths, competencies and behaviours as well as technical skills if required. This approach replaces a previous competency-only framework which could potentially disadvantage certain groups.

We will continue to ensure our policies are family friendly, through:

- Having flexible working as the standard for most of our roles.
- Improving our technology to enable more flexible or home working.
- Our generous shared parental leave policy.
- Actively promoting job sharing. We recently launched guidance for job sharers and managers to support successful partnerships.
- Continuing to support our employee diversity networks.



## **Data included in this report**

- Salary and workforce information for all staff paid via our payroll as at 31 March 2019 including bonus payments made between 1 April 2018 and 31 March 2019
- The calculations follow current legislative requirements, and we confirm the data reported is accurate.