

Introduction

I am pleased to publish our 2022 gender pay gap report.

This is the sixth year we have published our gender pay results. In this report, we set out the progress we are making to reduce our gender pay gap - the difference in salary between all the men and women in our workforce. Our report is also in line with the recommendations made from the Inclusive Data Taskforce report published in September 2021.

Since we first published the gender pay gap figures in 2017 we have seen a steady reduction in the overall mean gender pay gap. This year's figures show a decrease in both the mean and median gaps since last year of 1.8% and 5.6%, respectively. Since the introduction of gender pay gap reporting the current figures represent a decrease in the mean by 5.2% and the median by 6.5%.

The key mean and median gender pay gaps for 2022 are listed below:

- Mean gender pay gap is 9.6%
- Median gender pay gap is 9.8%
- Mean bonus gap is now 0.7%
- Median bonus gap is 0.0%

The underlying reason for our overall gender pay gap remains the same: we still have a greater proportion of men than women at senior levels. This year female representation at grades HEO to Grade 6 has increased, with Senior Civil Service (SCS) female representation remaining static.

Over the last 12 months, we have also launched initiatives to support females in the workplace. For example, we have:

- made significant progress in attracting more women to our surveying roles and we compare very favourably to the wider property industry in terms of representation. Women now comprise:
 - 41.5% of our Chartered Surveyors compared to 19% across the profession as a whole;
 - 14.3% of our Specialist Surveyor caseworkers; and
 - 33.6% of our Technical Leaders
- run Talent roadshows to help our leadership teams identify the right talent and greatest potential to succeed.
- launched a sponsorship programme for talented female colleagues to help them take the next steps on the career ladder.
- provided Menopause Awareness sessions for managers, updated guidance and a toolkit to support colleagues in the workplace.
- initiated a review of our Attendance Management procedure, including a focus on Women's Health.
- delivered sessions on Imposter Syndrome, featuring several female speakers specifically to support female colleagues in traditionally male dominated professions.
- worked with the Royal Institution of Chartered Surveyors (RICS) to promote the surveying profession to females.
- raised awareness around the issue of harassment and encouraged colleagues to report it if they experience it during the course of their work. This includes the launch

of an anonymised sexual harassment reporting tool, to help us understand the circumstances of the incident(s) and to signpost colleagues to further support.

We offer flexible working arrangements to support people's work life balance. This is a key part of our attraction and retention strategy. We continue to run various talent and development programmes that are open to colleagues at all grades. We proactively encourage participation in female specific development programmes, such as Crossing Thresholds, as part of our response to addressing gender pay gap differences.

We remain committed to closing the gender pay gap and continue to work in partnership with our colleagues and Trade Unions to tackle the issues arising and to make the Agency a great place to work for everyone.

Jonathan Russell CB
CEO, Valuation Office Agency

A message from Executive Committee Gender Champions

We are delighted that the VOA continues to lead the surveying profession in its female representation. This is reflected in improvements to our gender balance and a falling pay gap at all levels of the organisation. However, there is still much to do, and we look forward to the range of initiatives outlined in this report delivering further progress.

Carolyn Bartlett and Kirsty Wildgoose
Joint Strategy and Transformation Officer

Overview

In 2017, the government introduced world-leading 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 which came into force on 31 March 2017. These regulations underpin the Public Sector Equality Duty and require relevant organisations to publish their gender pay gap by 30 March annually. This includes 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 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, with lower-level calculations helping 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 differently based on their gender.

Building a diverse and inclusive workforce that reflects the people we serve is one of the Civil Service's top workforce priorities. Our collective aim is to make the Civil Service the UK's most inclusive employer. Our Diversity and Inclusion Strategy outlines how we plan to achieve this. The Civil Service should create opportunities for all in a truly meritocratic way and reward all civil servants fairly, regardless of gender, ethnicity or any other personal characteristic.

The VOA supports the fair treatment and reward of all employees irrespective of gender.

VOA Gender Pay Gap Report 2022

This report gives the gender pay gap data in the VOA as at 31 March 2022.

Our gender pay gap for 2022 is:

- Mean gender pay gap is 9.6% - a decrease from 11.4% in 2021
- Median gender pay gap is 9.8% - a decrease from 15.4% in 2021
- Mean bonus gap is now 0.7% - having previously been -9.0% in 2021
- Median bonus gap is 0.0% - unchanged since 2021

For salaries, we used a snapshot date of 31 March 2022. The relevant pay period was our March payroll.

For bonuses, we used the period 1 April 2021 to 31 March 2022: the 12 months before the snapshot date.

The gender pay gap data supplied is correct for all staff in post and on the VOA payroll on 31 March 2022. The results are below at Annex A.

In the VOA, on 31 March 2022 there were 3,861 staff in post, an increase of 324 from last year.

Our gender balance has continued to increase slightly in favour of women as follows:

- Women: 1,992 (comprising 51.59% of the Agency, having previously been 51.54%), an increase of 169 women from last year
- Men: 1,869 (comprising 48.41%, having previously been 48.46%), an increase of 155 men from last year

The VOA follows the standard public sector approach to pay and grading. All posts sit within one of nine levels (grades) (VOA no longer has any roles graded at AA), and each level has an associated pay range consisting of a minimum and maximum rate. Salaries are paid according to grade and annual pay awards within the grade are paid irrespective of gender. At the date of this report there remain 59 employees who opted to remain on legacy pay bands from previous grading arrangements that applied until July 2013.

Our headquarters are in East London, and we have offices right across the UK. All grades, with the exception of those at SCS2 and SCS3 level within the Senior Civil Service (SCS), have both a London and National pay range.

For pay purposes we are governed by public sector pay policy, for which HM Treasury has overall responsibility. This defines the overall parameters for Civil Service pay uplifts each year in the pay guidance, to ensure that Civil Service pay awards are consistent with the government's overall objectives.

Our 2021 pay award comprised a consolidated award paid to all staff, subject to performance, together with a non-consolidated underpin payment.

- For staff in grades AO to Grade 6, bonus payments are made in the form of in-year cash bonuses to recognise commendable performance
- For members of the SCS there is also a non-consolidated award linked to exceptional performance against objectives

The value of both consolidated and non-consolidated pay awards are negotiated with our recognised trade unions, and is subject to HM Treasury and Ministerial business case approval. We do not negotiate individual awards, and our pay system takes no account of gender or any other protected characteristic.

Gender Pay Gap Data - Base Pay

Our gender pay gap data for 2022 is:

- The mean hourly rate for women is £17.42 (previously £16.55)
- The mean hourly rate for men is £19.26 (previously £18.68)
- The overall mean hourly rate is £18.31 (previously £17.59)
- The mean gender pay gap is 9.6% - a decrease from 11.4% in 2021

- The median hourly rate for women is £15.60 (previously £14.07)
- The median hourly rate for men is £17.28 (previously £16.63)
- The overall median hourly rate is £16.52 (previously £15.77)
- The median gender pay gap is 9.8% - a decrease from 15.4% in 2021

The distribution of our workforce drives our mean and median figures: whilst we have a very diverse workforce, we do still have a higher proportion of our female workforce in the lower pay grades. The gender mix of our Executive Committee on 31 March 2022 was five men and four women (including two women job-sharing one Executive Committee post).

As can be seen at Annex A, female representation has increased in our delegated grades at HEO and above, while both EO and AO have shown a decrease in female representation. This is reflected in the shifts in the lower and top quartiles shown at Annex B, where the proportion of women in quartile 1 has decreased by 1.4% since last year and in quartile 4, the proportion of women has increased by 1.9%.

We also analysed our gender pay gap results in more depth and these are set by geographical area (National and London pay areas - Annex C) and by each individual grade (Annex D).

Our recruitment and promotion policies are based on fair and open competition.

We are committed to offering roles on flexible working patterns, including a range of options such as part-time working, alternative working hours, and enhanced shared parental leave. This includes job-share up to and including posts at Senior Civil Service level. Pay elements used in the calculation include allowances. Voluntary salary sacrifice for childcare vouchers and cycle to work schemes are excluded.

Bonus (Non-consolidated) payments

Our mean bonus gap is now 0.7% (previously -9.0%). This means that, having previously been a gap in favour of women last year, the gap has shifted and is now less than 1% in favour of men.

The 2021/22 performance year represents the sixth year of our fully in-year cash bonus scheme. As part of a multi-year, flexible case pay deal commencing in August 2019, we converted a proportion of the bonus pay pot into consolidated pay. This allowed us to maximise progression and address recruitment and retention issues. In September 2020 we replaced the previous bonus award scheme with a scheme based on smaller value awards using vouchers and this is the first gender pay gap report that is fully under the new scheme. We continue to monitor the gender impact of the scheme.

Actions

VOA supports the fair treatment and reward of all staff irrespective of gender. We have pay and conditions of employment that do not discriminate unlawfully and are free from bias by ensuring that equal pay is in place for like-for-like work, work rated as equivalent and work of equal value. We use a job evaluation system to assess the relative value of jobs across the organisation, and this provides evidence in support of the allocation of jobs within our grading structure.

ACTIONS

- **Recruitment**

Civil Service Resourcing have direct responsibility for recruiting all VOA employees. The aim of the vacancy filling is to find the best available people for our jobs, applying the fundamental principle of selection for appointment on merit, through fair and open competition.

- **Talent and development**

We recognise our people don't all want the same things from their careers. We aim to provide everyone with opportunities to be the best they can be and to progress, whether to more senior roles, or other roles in the Agency or the Civil Service.

During 2022, we ran Talent Roadshows for senior colleagues to help them to identify the right talent and with the greatest potential to succeed.

We continue to encourage colleagues to benefit from the variety of programmes we have across the Agency, such as Future Leaders Scheme, Leap, Embrace, Ascend and Fast Stream.

We have also promoted surveying as a career for women, working with the Royal Institution of Chartered Surveyors (RICS) and the VOA's Deputy Head of Surveying Profession to increase the percentage of women in surveying roles. While there is still more work to do, particularly in technical leadership roles, we compare very favourably to the wider property industry in terms of representation where RICS' latest data shows that just 19% of RICS members are female. Our data for October 2022 showed that women now comprise:

- 41.5% of our Chartered Surveyors;
- 14.3% of our Specialist Surveyor caseworkers; and
- 33.6% of our Technical Leaders.

- **Mentoring Schemes**

During the reporting period, we continued to provide mentoring opportunities to all colleagues. This includes a VOA wide mentoring scheme (first launched in September 2020) which offers both traditional and reverse mentoring, with the ability to ask for a mentor from a different profession. The VOA Mentoring Scheme has allowed colleagues to discuss many different aspects of their work life, including helping them to think about their career and personal development.

The VOA/HMRC Stride Mentoring Scheme (supporting social mobility) and the Civil Service Disability Mentoring Programme (supporting disabled colleagues) have also been promoted along with other Civil Service mentoring schemes.

- **Flexible working**

As part of our Transformation programme, we will continue to support people who wish to work more flexibly, across all grades. Most roles are available as job-share, reduced hours, or flexible working patterns.

Hybrid working has also been introduced and embedded into the Agency.

- **Leave**

In 2021 the VOA's Paternity Leave offer was increased from two weeks to four weeks, enabling colleagues to increase their time at home with their children.

- **Diversity Group**

The VOA's Gender Group supports colleagues and drives action across the Agency. The group provides a space where members can reflect, raise any issues and discuss concerns. These invaluable insights directly inform the work of the volunteers, including improving support for all people.

The Gender Group also works with the VOA's People Group and with other Diversity and Inclusion Groups and networks across the Civil Service to link into wider Civil Service initiatives. This is with the aim of understanding the challenges colleagues may face in relation to gender and intersectional issues, to share learning and provide or signpost the appropriate support.

This includes raising awareness with managers and colleagues about the impact that the menopause can have through menopause support guidance and workshops.

- **Bonus (Non-consolidated) payments**

Until September 2020 we ran a bonus award scheme based on two levels of awards. This scheme was monitored including by an assurance panel that analysed the distribution of non-consolidated payments in-year to address issues identified.

From November 2020 we introduced a new voucher-based system with awards at £20. In exceptional cases, awards of £100 may be made but these require sign off at Director level. We regularly monitor distribution of the awards to address any issues identified. The first full year under the new scheme is reflected in this gender pay gap report.

- **Equal Pay Audit**

We published our most recent equal pay audit in 2020. The audit compared pay across multiple protected characteristics, within roles of the same grade and found no significant pay differences. We are currently working on the next Equal Pay Audit which looks at data following the 2021 Pay Award.

- **Wellbeing**

We are working to raise awareness of work-life balance and caring responsibilities, regardless of gender identity. We want to foster an environment where we can talk openly about health concerns, providing support to our colleagues and managers.

Calculations

Our calculations followed the legislative requirements, and we confirm the data reported is accurate. All staff who were deemed to be full paid relevant employees (as defined by the gender pay gap reporting provisions) were included.

Annex A - Workforce demographics 2022

Women still have a disproportionately higher representation in more junior grades AO and EO, where 58.62% are women. This is a decrease of 1.28% from last year.

In more senior grades men have a disproportionately higher representation, but this year has seen the proportion of women at HEO and above increase by 2.2% as more women succeed in gaining positions in senior grades. This year has seen increases in female representation in all grades from HEO to Grade 6, with SCS remaining static.

Grades	Males	Females	Total	% Female within Grades			Total M&F as % of Agency
				2020/21	2021/22	Difference	
AA & AO & EO	770	1091	1861	59.90%	58.62%	-1.28%	48.20%
HEO and above	1099	901	2000	42.85%	45.05%	2.20%	51.80%

Grades	Males	Females	Total	% Female within Grade		
				2020/21	2021/22	Difference
AA	0	0	0	63.01%	N/A	N/A
AO	321	526	847	64.95%	62.10%	-2.85%
EO	449	565	1014	55.74%	55.72%	-0.02%
HEO	418	369	787	44.51%	46.89%	2.38%
SEO	394	328	722	44.55%	45.43%	0.88%
Grade 7	224	165	389	38.30%	42.42%	4.12%
Grade 6	51	30	81	32.35%	37.04%	4.68%
SCS	12	9	21	42.86%	42.86%	0.00%
Total	1869	1992	3861	51.54%	51.59%	0.05%

Note: Female representation has increased at HEO to G6 and decreased at both AO and EO.

Positive figures shown in the difference column indicate increased representation of women within that grade/overall.

Annex B - 2022 VOA overall gender pay gap results

		2020/2021	2021/22	Difference
1. Mean gender pay gap		11.4%	9.6%	-1.8%
2. Median gender pay gap		15.4%	9.8%	-5.6%
3. Mean Bonus pay		-9.0%	0.7%	9.7%
4. Median Bonus pay		0.0%	0.0%	0.0%
5. Bonus Proportions	Male	61.1%	68.0%	6.9%
	Female	63.5%	66.8%	3.3%

6. Proportion of male and female employees in each quartile.

Quartile	2020/2021		2021/2022		Difference	
	Female %	Male %	Female %	Male %	Female %	Male %
1	60.8%	39.2%	59.4%	40.6%	-1.4%	1.4%
2	54.6%	45.4%	56.0%	44.0%	1.4%	-1.4%
3	49.9%	50.1%	49.7%	50.3%	-0.2%	0.2%
4	39.1%	60.9%	41.0%	59.0%	1.9%	-1.9%

Total Staff	2020/2021	2021/2022	Difference
Female	1823	1992	169
Male	1714	1869	155
Total	3537	3861	324

Figures since the introduction of gender pay gap reporting

							Difference Since		
	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2020/21	2016/17	
1. Mean gender pay gap	14.8%	13.7%	12.6%	10.0%	11.4%	9.6%	-1.8%	-5.2%	
2. Median gender pay gap	16.3%	15.1%	14.0%	6.6%	15.4%	9.8%	-5.6%	-6.5%	
3. Mean Bonus pay	-2.9%	4.8%	-0.9%	6.1%	-9.0%	0.7%	9.7%	3.6%	
4. Median Bonus pay	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
5. Bonus Proportions	Male	87.9%	88.8%	76.7%	56.5%	61.1%	68.0%	6.9%	-19.9%
	Female	87.5%	88.6%	76.3%	53.3%	63.5%	66.8%	3.3%	-20.7%

Note:

- Bonus proportions are expressed as the % of total men/women receiving a bonus that year
- Where pay gap figures are shown, a positive figure denotes the % amount that women's mean or median hourly salary is lower than men.
- A negative figure denotes instances where the mean or median hourly salary for women is higher than for men.
- The ideal position is therefore 0.00%.

Annex C - 2022 gender pay gap results by location

	2019/2020		2020/2021		Difference		
	London	National	London	National	London	National	
1. Mean gender pay gap	8.9%	9.6%	9.8%	10.9%	0.9%	1.3%	
2. Median gender pay gap	10.6%	9.9%	9.7%	16.4%	-0.9%	6.5%	
3. Mean Bonus pay	12.6%	4.6%	8.4%	-14.1%	-4.2%	-18.7%	
4. Median Bonus pay	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	
5. Bonus Proportions	Male	51.0%	57.8%	56.9%	62.1%	6.0%	4.3%
	Female	52.4%	53.5%	64.0%	63.4%	11.6%	9.9%

Note:

- Bonus proportions are expressed as the % of total men/women receiving a bonus that year.
- Where pay gap figures are shown, a positive figure denotes the % amount that women's mean or median hourly salary is lower than men.
- A negative figure denotes instances where the mean or median hourly salary for women is higher than for men.
- The ideal position is therefore 0.00%.

Annex D - 2022 VOA gender pay gap results by grade

	% - AA	% - AO	% - O	% - HO	% - SO	% - G7	% - G6	% - SCS								
1. Mean gender pay gap - Ordinary pay	na	-0.8%	-1.0%	0.9%	2.2%	2.2%	1.6%	0.1%								
2. Median gender pay gap - Ordinary pay	na	0.0%	0.0%	0.0%	0.9%	0.4%	1.6%	4.9%								
3. Mean gender pay gap - Bonus pay in the 12 months ending 31 March	na	5.6%	10.7%	-6.3%	-9.9%	-14.2%	-10.1%	10.8%								
4. Median gender pay gap - Bonus pay in the 12 months ending 31 March	na	0.0%	0.0%	0.0%	-100.0%	-100.0%	0.0%	0.0%								
5. Proportion of male and female employees paid a bonus in the 12 months ending 31 March	Male	na	56.1%	72.2%	67.0%	73.4%	73.2%	51.0%	58.3%							
	Female	na	48.9%	72.6%	71.5%	76.5%	75.2%	56.7%	88.9%							
6. Proportion of male and female employees in each quartile																
Quartile	Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %
First (lower) quartile	na	na	59.8%	40.2%	52.6%	47.4%	49.5%	50.5%	57.2%	42.8%	53.1%	46.9%	40.0%	60.0%	80.0%	20.0%
Second quartile	na	na	61.2%	38.8%	58.1%	41.9%	49.0%	51.0%	47.2%	52.8%	44.3%	55.7%	55.0%	45.0%	16.7%	83.3%
Third quartile	na	na	65.1%	34.9%	53.4%	46.6%	46.4%	53.6%	34.4%	65.6%	35.4%	64.6%	20.0%	80.0%	40.0%	60.0%
Fourth (upper) quartile	na	na	62.7%	37.3%	58.5%	41.5%	42.3%	57.7%	43.0%	57.0%	35.4%	64.6%	35.0%	65.0%	40.0%	60.0%

Total Staff	AA	AO	O	HO	SO	G7	G6	SCS
Female	0	526	565	369	328	165	30	9
Male	0	321	449	418	394	224	51	12
Total	0	847	1,014	787	722	389	81	21