



Department
of Health

Gender Pay Gap Report

2016 – 2017

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Introduction

Earlier this year, 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 2018 (and then annually), including: the mean and median gender gaps in hourly pay; the mean and median gender gaps in bonus pay; 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 that there may be a number of issues to deal with and the individual calculations may help to 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 unequally because they are a man or a woman.

The Department of Health is formed of the core Department (DH) and its Executive Agencies, Public Health England (PHE), and the Medicines and Healthcare Products Regulatory Agency (MHRA).

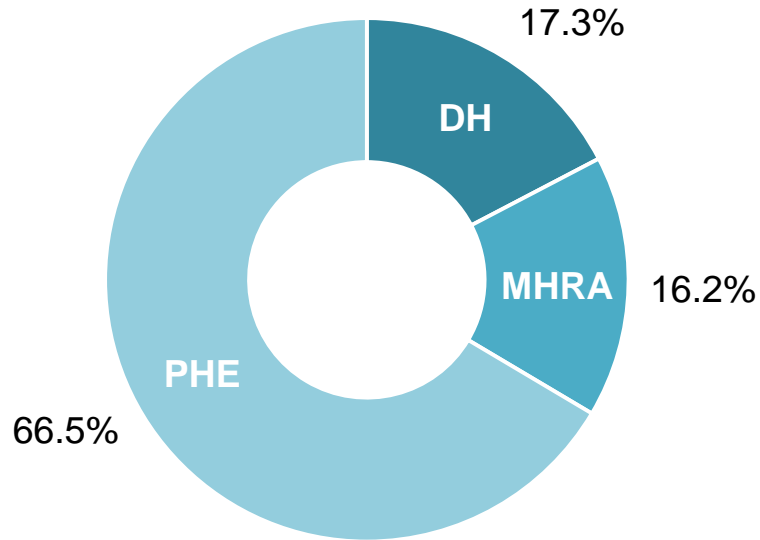
The Department and its Executive Agencies support the fair treatment and reward of all staff irrespective of gender. The Department and its Executive Agencies pay approach is based on the principles of consistency, fairness and transparency, supporting the fair treatment and reward of all staff irrespective of gender.

This report fulfils the Department and its Executive Agencies reporting requirements, analyses the figures in more detail and sets out what we are doing to close the gender pay gap in the organisation.

Report Population

Organisations

This report presents the combined data from the Department and its Executive Agencies. This combined population breaks down as follows;

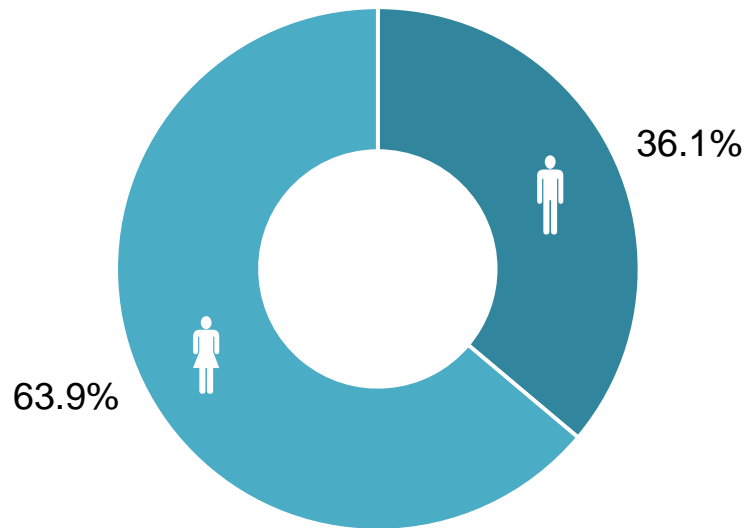


Workers in Scope

Included in the data are the Department and its Executive Agencies employed civil servants and special advisors. It has not been possible to include fees-paid staff and contractors in scope. We intend to review the way we store information for this group in the future.

Gender Profile

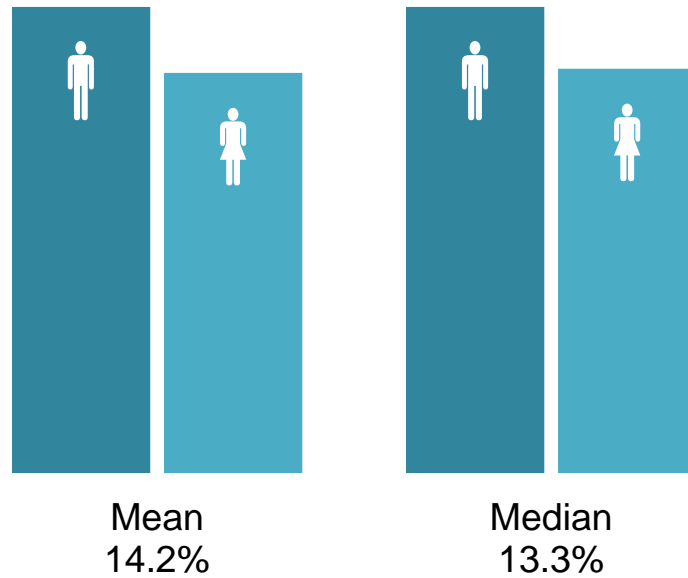
The gender profile of the Department and its Executive Agencies is as follows;



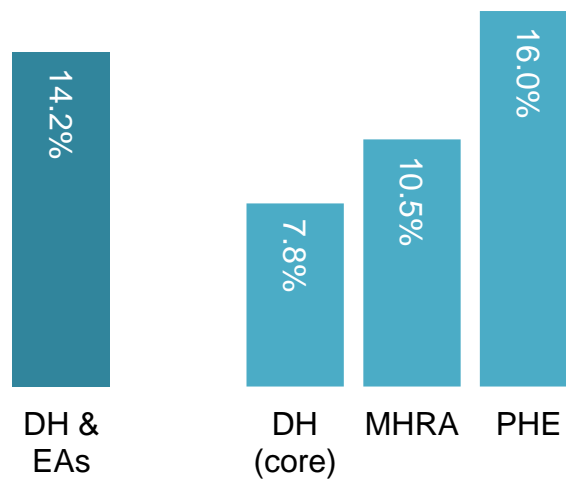
Gender Pay Gap Report

Gender Pay Gap in Hourly Pay

Mean & Median



Mean – Split by Organisation



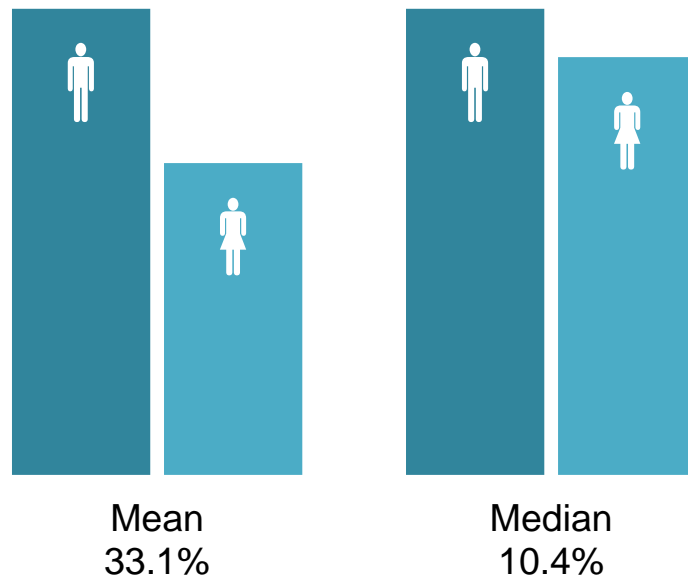
The Department and its Executive Agencies uses Civil Service grades ranging from Administrative Assistant to the Senior Civil Service. Each grade has a specific pay range. Grades vary by levels of responsibility and each grade has a set pay range. Colleagues move through the pay range as they develop their careers in the Department and its Executive Agencies; generally those who have spent longer in the same grade would be expected to earn more, regardless of

gender. For this report, hourly pay is calculated from base pay, allowances, and bonuses.

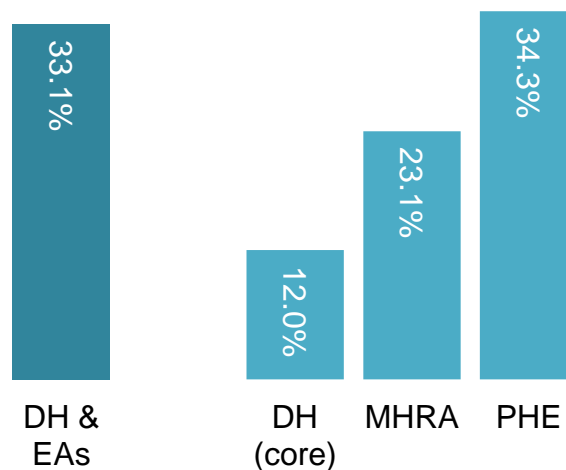
79.1% of colleagues in the lower quartile of pay are women. The difference in hourly pay is driven by a number of factors, including the greater proportion of men in the Senior Civil Service (SCS) (49.2%) compared to the overall population (36.1%) and higher pay and higher bonus opportunity in the SCS. We will continue to do further work to understand this data.

Bonus Gender Pay Gap

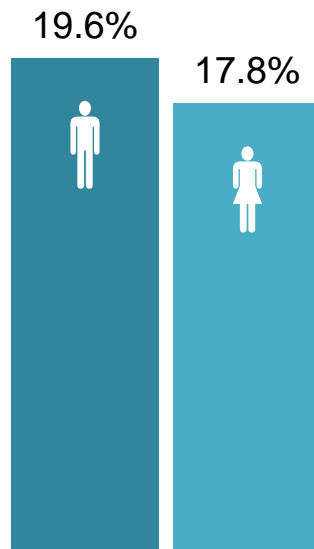
Mean & Median



Mean - Split by Organisation



Proportion of Males and Females Receiving a Bonus Payment

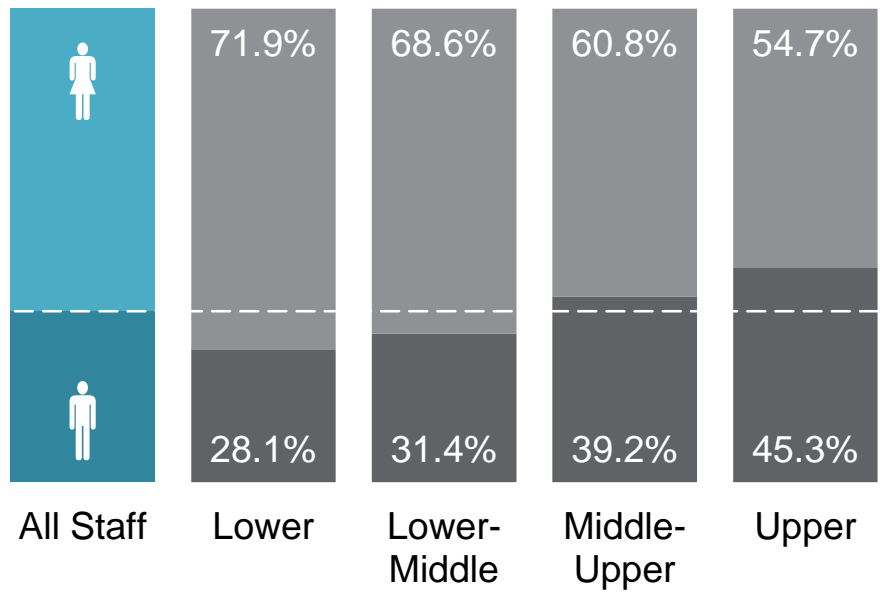


The Department and its Executive Agencies performance awards were paid as a set value depending on grade and performance, regardless of gender.

Men form 49.2 % of the Senior Civil Service, compared with 36.1% across the Department and its Executive Agencies. The performance awards are higher for SCS than at other grades, and this has therefore resulted in an increased bonus pay gap for the Department and its Executive Agencies.

The difference in bonus pay is driven by the availability of higher bonuses in the SCS where there is a greater proportion of men (49.2%) compared to the overall population (36.1%), compounded by the fact that 79.1% of colleagues in the lower quartile of pay are women where the levels of bonus are smaller.

Proportion of Males and Females in each Pay Quartile



71.9% of colleagues in the lower quartile are female, compared with 54.7% in the upper quartile. As 63.9% of the Department and its Executive Agencies workforce is female, this demonstrates that the pay gap is partly as a consequence of a higher proportion of females occupying more junior roles.

Actions to Remove the Gender Pay Gap

The Department and its Executive Agencies are committed to addressing the gender pay gap and is undertaking a range of actions to reduce this including:

- ⦿ Continuing to review our recruitment policies and processes, focusing on attracting women into the Senior Civil Service (SCS) – including identifying and removing barriers for entry, anonymising the application process to reduce unconscious bias and ensuring interviewers have undergone unconscious bias training. We already operate a no single gender recruitment panel policy. In the core Department of Health women are 45% of SCS, MHRA 47% and PHE 54%.
- ⦿ Actively supporting women returning to work following maternity or adoption leave. We offer shared parental leave and flexible working opportunities, for example, job share or part time working patterns, and are committed to ensuring those returning from maternity/adoption leave feel supported and welcomed.
- ⦿ Ensuring that women have the opportunity and support to develop their careers in the department. We support development for those from all protected characteristic groups through talent management schemes such as Positive Action Pathways and promote interventions aimed specifically at women including ‘Leadership Summit’, ‘Crossing Thresholds’ and ‘Top Flight’ which help women with potential develop their skills and confidence to progress to executive roles.
- ⦿ Through our pay strategies, taking targeted action in the annual pay review to ensure gender pay differences are addressed, where possible.
- ⦿ Ensuring that gender equality is an integral element of our Diversity and Inclusion Strategy.
- ⦿ Continued support for women’s network groups to provide a safe and positive environment for women to work in. Networks help to hold leadership teams to account on gender equality issues and run networking sessions, career development events and guest talks about issues relating to women in the workplace.