



Marine Management Organisation

Gender pay gap

Gender Pay Gap legislation (developed by the Government Equalities Office) introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap for workers in scope as of 31 March 2017.

MMO's pay approach supports the fair treatment and reward of all staff irrespective of gender.

MMO's gender pay gap

MMO's pay system covers Civil Service grades ranging from administrative to managerial level. Grades vary according to the level of responsibility that staff have. Each grade has a set pay range with pay gaps in between grades.

MMO's Senior Civil Servants are covered pay arrangements which apply across the Civil Service.

Comparison of mean pay in MMO shows a gap in favour of men of 16%, against an 11% gap across the whole Civil Service*. Comparison of median pay in MMO shows a gap in favour of men of 14%, while across the whole Civil Service the gap is 12.7%*.

When pay is analysed by grade, average pay gaps are smaller or non-existent than the overall figure: in most grades there is no gap or the gap is in favour of women.

Bonus pay

MMO operates a reward and recognition scheme based on performance, irrespective of gender. There is no gap between men and women in the median bonus figure and a gap of 16% in favour of men when using the mean calculation.

Pay by Quartiles; hourly quartile

32% of people in the lower pay quartile are women, as are 33% in the upper quartile.

*As reported by the Office for National Statistics in March 2017

Work on eradicating the gender pay gap

MMO and the senior leadership team are committed to fair pay irrespective of gender.

We will continue to build on actions and initiatives including:



Support for women returning to work - through shared parental leave, jobsharing, compressed hours, part-time, and term-time only opportunities. We will enhance our communication during period of parental leave to ensure all vacancies are communicated.



Helping women progress in their careers - through development conversations with their line managers, development opportunities, and talent management schemes such as a Positive Action Pathway programme. We encourage and support attendance at the Women in Leadership Conference.



Supporting MMO's Women's network actively promote gender equality, run upskilling events, promote campaigns and hold talks to inspire and support other women in the department



Reviewing our recruitment processes, focusing on how to attract women into the Senior Civil Service, anonymising the application process to reduce unconscious bias and ensuring all interviewers have undergone unconscious bias training.



Monitoring pay - to identify pay differences and take targeted action where appropriate, within Civil Service pay controls.

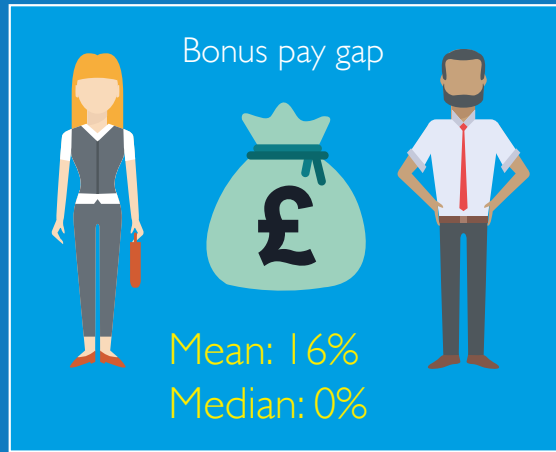
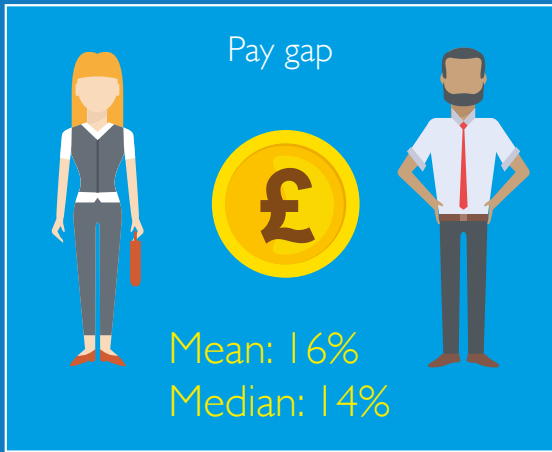


Ensuring that gender equality is a central point in the creation of our departmental Diversity and Inclusion strategy.

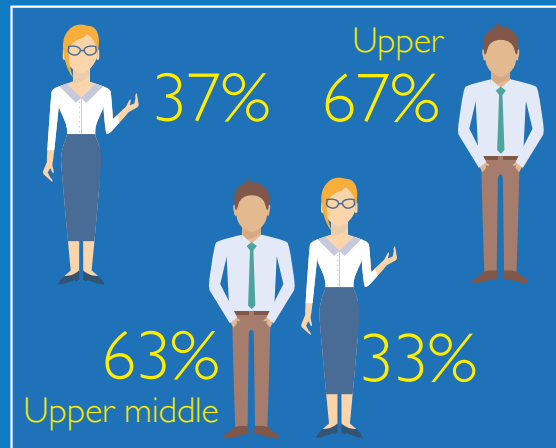
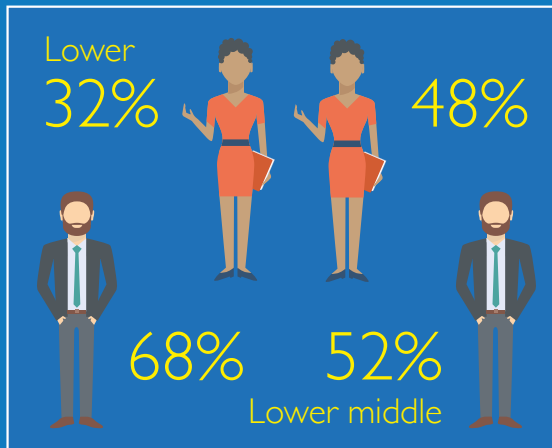
Breakdown by grade

	Female	Male	Total
MMO admin officer (N)	21	6	27
EO (N) Executive officer	62	53	115
MMO HEO (L)	21	41	62
MMO SEO (L)	19	27	46
MMO Grade 7 (L)	8	18	26
MMO Grade 6 (L)	1	7	8
SCS	0	1	1
SCS PB 1	2	4	6
SCS PB 2	0	1	1

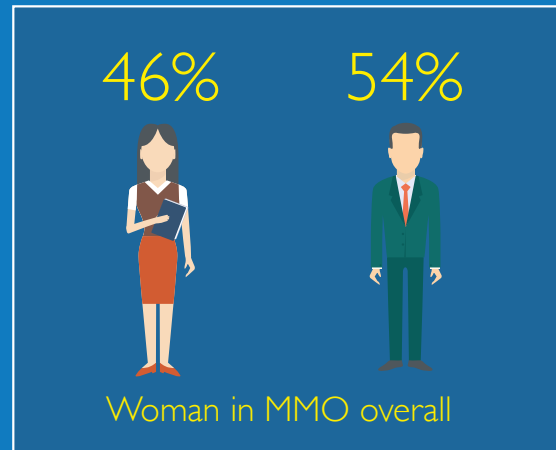
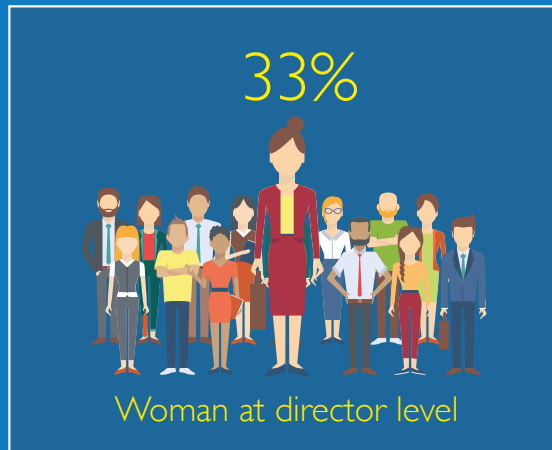
Gender pay gap



Hourly pay quartiles



Workforce profile



Bonus proportions on gender basis

