



Marine Management Organisation

Gender Pay Gap report 2018

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 2018.

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

The gender pay gap differs from equal pay

Equal pay deals with the pay difference 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 women. This equation relates to men and women doing the same job.

The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings. Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace, female and male participation and how talent is being maximised. This equation relates to men and women working in the same place and can vary by occupation and working patterns. For example: occupations where women are under represented typically produced higher pay gaps

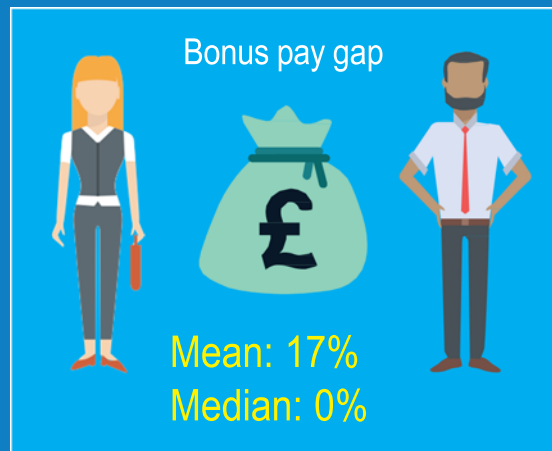
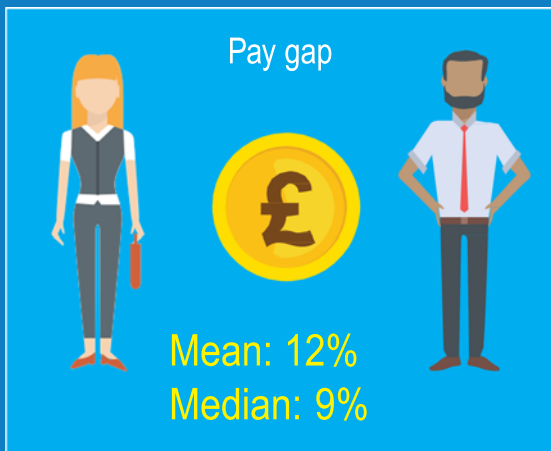
Under Gender pay gap legislation, relevant employers (over 250 employees at the snap shot date of 31st March) are required to calculate;

- Mean gender pay gap
- Median gender pay gap
- Proportion of males/females in pay quartiles
- Mean bonus gap
- Median bonus gap
- Bonus proportions on a gender basis

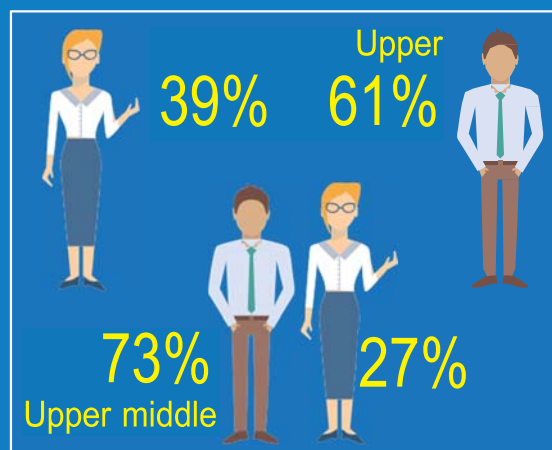
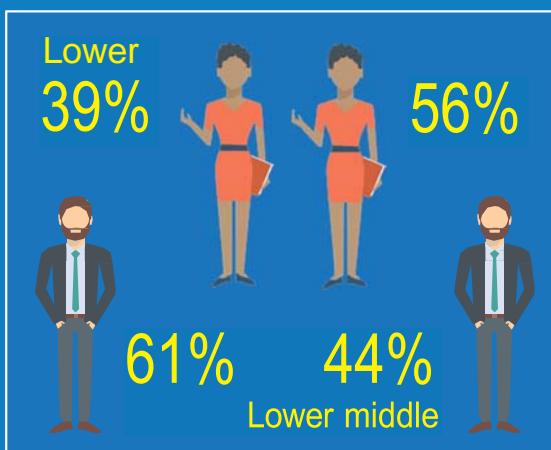
The organisation is split equally into 4 quartiles based on the actual headcount at the 31st March. This year the snapshot is taken on a headcount of 308 will be split into equal quartiles of 77, there will be a varying number of grades within each quartile.

MMO Data

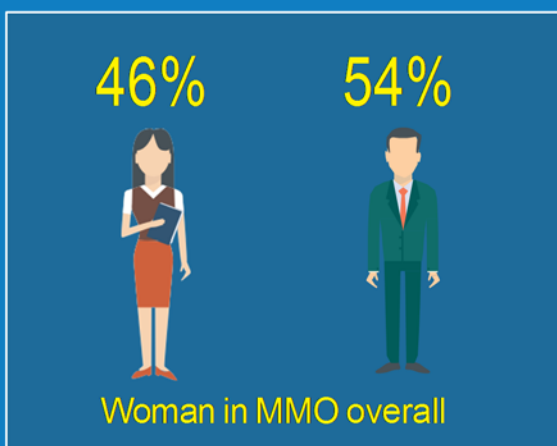
MMO Gender pay gap



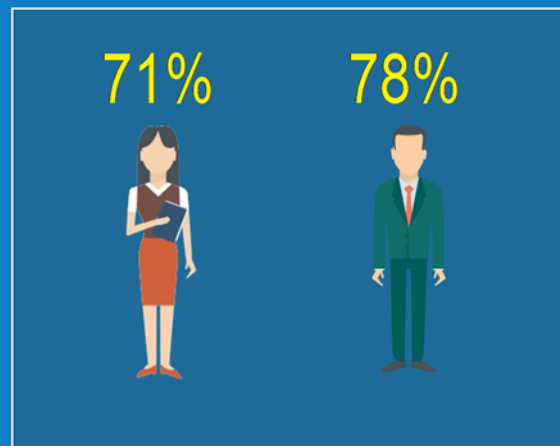
Hourly pay quartiles



Workforce profile



Bonus proportion (gender basis)



Work on eradicating the gender pay gap - 2018

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

We will continue to build on actions and initiatives including:



MMO have published guidance to support employees returning from long term leave (such as maternity, shared parental and adoption, which of course applies to both genders) on how to integrate back into the workplace and return to their choice of career pathway. This has included signposting to external guidance of how to balance work life, with the pressures of family life.



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. We are also designing a behavioural development scheme to help managers become leaders and achieve the more senior positions, this will be open to both genders.



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. MMO have been actively involved in supporting the 100 year centenary suffragette movement organised by the women's network



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. MMO participate in the Defra wide Equality, Diversity and Inclusion forum and work collaboratively to address equality.