



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.

The Department for Education's (DfE) pay approach supports the fair treatment and reward of all staff irrespective of gender.

Gender Make-up of the Department



59%

of the Department's
workforce are women



55%

of the Department's
Senior Civil Servants
are women

DfE's Gender Pay Gap

Mean Pay Gap



5.3%

Median Pay Gap



5.9%

DfE uses Civil Service grades ranging from Executive Assistant (admin level grade) to Senior Civil Servant (executive level grade). Grades vary according to the level of responsibility that staff have. Each grade has a set pay range with pay gaps in between grades. Staff are expected to move through the pay range for their grade, therefore the longer period of time that someone has been in a grade the more we would expect them to earn irrespective of their gender.

The department's pay gap compares favourably when compared with the Civil Service pay gap of 11.9% (mean), 13.6% (median) as published by the Office for National Statistics (ONS) in March 2016. The March 2016 published ONS data for DfE has a mean pay gap of 5.9% and a median pay gap of 4%, however the ONS data uses a different methodology for calculating these figures and does not include DfE staff in Executive Agencies or European School Teachers.

Bonus Pay

Mean Pay Gap



0.8%

Median Pay Gap



0%

The department's performance awards were paid as a set value depending on grade and performance level and irrespective of gender. The bonus gaps show that there is no pay gap between men and women using the median average and a small gap in favour of men when using the mean calculation (0.8%).

Pay by Quartiles

Hourly Pay Quartiles



All Staff
(March 17)



Lower Quartile



Lower Middle
Quartile



Upper Middle
Quartile



Upper Quartile

61% of women are in the lower quartile of DfE pay and 53% are in the upper quartile. As 59% of the department's staff are women this illustrates that the pay gap is largely as a result of a higher concentration of women in more junior grades. The department's Senior Civil Servants are made up of 55% women, however men have a longer period of time spent in Senior Civil Service grade when compared with women leading to higher levels of pay as men have had more time to progress through the pay grade in a SCS grade.

¹ This figure differs from the percentage of women in DfE quoted above as it includes European School Teachers and only encompasses staff who have received full pay in March 2017.

Work on eradicating the Gender Pay Gap

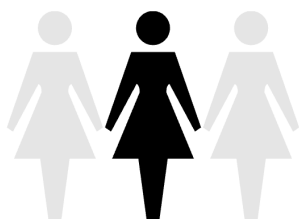
The department and the senior leadership team are committed to improving our gender pay gap and are looking at a number of initiatives to reduce the gender pay gap, these include:



Active support for women returning to work following maternity or adoption leave. We offer shared parental leave, job share or part time opportunities, and have refreshed our guidance to help line managers ensure those returning from maternity/adoption leave feel supported and welcomed.



Ensuring women have the opportunity and ability to progress their careers within the department through talent management schemes, such as the Positive Action Pathway that is open to all from protected characteristic groups.



Supporting Network 58, our departmental Women's equality Network. Network 58 actively promote gender equality, run upskilling events, promote campaigns and hold talks to inspire and support other women in the department.



Taking targeted action as part of the annual pay increase to ensure pay differences in grades are reduced where possible.



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.



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

Staff included in the Gender Pay Gap data

Included in the data are the department's employed staff and European School teachers (who are paid via the DfE payroll). There are no contractors paid via the payroll and therefore no contractor information has been included in the calculations.

It has not been possible to include fees paid staff (who are executive level staff who are paid a set rate to deliver a particular role or project) in the calculations due to the limited data we have available. We intend to review the way we store information for this group of individuals to enable their data to be included in future publications.

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