



Department  
for Education

# 2022 Gender Pay Gap

November 2022

## Executive Summary

The gender pay gap is a high-level snapshot of pay within an organisation and shows the difference in the average pay between all men and all women in a workforce.

Cabinet Office have calculated the department's GPG figures which were published as part of the Annual Civil Service Employment Survey (ACSES) data in July 2022. The methodology uses annual salaries in March 2022 to calculate hourly pay.

The report compares the GPG figures over the last 3 years as, prior to 2020, GPG was calculated using a different methodology which looked at the difference between female and male hourly rates of pay in March each year. It is therefore more difficult to directly compare the figures from 2020 onwards, to previous years. There has been no change to the calculation of the gender bonus gap.

The median continues to be the headline GPG figure. The department's headline GPG figure in 2022 is 4.9%, which is an increase of 0.9 percentage points compared to 2021. As with previous years, the remaining gap is still being predominantly driven by an overrepresentation of females at more junior grades.

The median bonus gap in 2022 is -1.5%, which means the median women's bonus was 1.5% higher than men's. This is a reduction of 1.5 percentage points compared to 2021. The mean bonus gap has also reduced to 1.1% in 2022, from 2.3% in 2021.

Reporting organisation(s)	Pay gap		Bonus gap	
	Mean	Median	Mean	Median
Department for Education (incl. Executive Agencies)	3.9%	4.9%	1.1%	-1.5%

**Table 1: Gender Pay and Bonus Gaps in 2022**

Unlike previous years, where median bonuses were the same, there is now a £15 gap in the bonuses in favour of women. However, the rates of men and women who receive a bonus is almost exactly the same.

The department has developed a full action plan to focus on priority areas to improve the pay gap.

# Contents

Table of figures	4
1. Introduction	5
1.1. What is the legislation?	5
1.2. What data do we need to include?	5
1.3. What is DfE's organisational structure?	5
1.4. Gender make-up of the Department	5
1.5. What is our approach to Diversity and Inclusion?	5
2. Gender Pay Gap Report	7
2.1. What does the gender pay gap mean?	7
2.2. How is the gender pay gap different to equal pay?	7
3. The pay gap	8
3.1. Pay gap figures	8
3.2. Workforce analysis	8
3.3. Pay quartiles	9
4. The bonus gap	11
4.1. Bonus gap figures	11
4.2. Percentage of men and women receiving a bonus	12
5. Targeted action to reduce the Gender Pay Gap	13
5.1. Activity over the last 12 months	13
5.2. Action plan for the coming 12 months	14
6. Declaration	15

## Table of figures

Table 1: Gender Pay and Bonus Gaps in 2022 .....	2
Table 2: Gender pay gap figures from 2020 – 2022 .....	8
Table 3: Number of men and women at each grade in 2022 .....	8
Table 4: Distribution of women in each pay quartile in 2022 and 2021 .....	9
Figure 1: Grade breakdown by gender .....	9
Figure 2: Proportion of female by grade and overall .....	10
Table 5: Gender bonus gap figures from 2020 – 2022 .....	11
Table 6: Bonus gap figures at each grades .....	12
Table 7: Percentage of men and women receiving an award in 2022 .....	12

# 1. Introduction

## 1.1. What is the legislation?

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, all organisations listed at Schedule 2 to the regulations that employ over 250 employees are required to report annually on their gender pay gap. Other organisations with 250 or more employees will need to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

## 1.2. What data do we need to include?

Included in the data, is the full time equivalent of employees' pay as of 31 March 2022, as well as any non-consolidated performance related awards paid between 1 April 2021 and 31 March 2022. It uses all basic pay including salary sacrifice, allowances, and paid leave. The data includes all departmental staff paid via the payroll, including employees who sit within the Executive Agencies. There are no contractors paid via the payroll in the department, so no contractor information has been included in the calculations.

## 1.3. What is DfE's organisational structure?

For the purposes of this report, DfE included the following Executive Agencies:

- Education and Skills Funding Agency;
- Standards and Testing Agency; and
- Teaching Regulation Agency.

The department 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. Each grade has a set pay range or spot rate, with gaps in between grades.

## 1.4. Gender make-up of the Department

The department's workforce was made up of 59.0% females and 41.0% males as at 31 March 2022.

## 1.5. What is our approach to Diversity and Inclusion?

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. 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. Our Diversity & Inclusion Strategy outlines how we plan to achieve this.

In 2022, DfE launched its new four-year Diversity and Inclusion strategy. The strategy sets out how the department will build on its existing successful work in this area, to develop an even more inclusive workplace for everyone. The three key aims of the strategy are to create **a diverse DfE** that is representative of the population we serve, **an inclusive DfE** that promotes transparent and open conversations, free of discrimination and bias, and **a DfE which realises potential in all**, creating a representative talent pipeline at all levels.

DfE have a variety of staff networks and groups for all employees to join, regardless of whether they identify as having a characteristic associated with the network; everyone is welcome to get involved. We will work with the networks to develop an action plan aimed at reducing the department's pay gap, supporting DfE's ambition to be a leader in Whitehall on gender pay.

Our Diversity and Inclusion strategy is in line with the Civil Service Diversity and Inclusion Strategy 2022 – 2025.

## **2. Gender Pay Gap Report**

### **2.1. What does the gender pay gap mean?**

The gender pay gap is a high-level snapshot of pay within an organisation and 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 several issues to deal with.

### **2.2. How is the gender pay gap different to equal pay?**

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.

A gender pay gap does not equate to the existence of an equal pay problem, albeit a gender pay gap may be a trigger for further investigation about the reasons why the gap exists.

A new approach to calculating the pay gap was introduced in 2020, which looks at the difference between hourly pay using annual salaries as of 31 March 2021. This aligns with the Annual Civil Service Employment Survey (ACSES) approach. In previous years, pay received in March has been used to calculate hourly pay. No change has been made to the gender bonus gap methodology.

## 3. The pay gap

### 3.1. Pay gap figures

The department's headline pay gap figure in 2022 is 4.9%. The figures in previous years were as listed in the table below.

The mean pay gap figure is 3.9% in 2022, from 3.6% in 2021.

	2022	2021	2020
<b>Median</b>	4.9%	4.0%	7.9%
<b>Mean</b>	3.9%	3.6%	3.9%

**Table 2: Gender pay gap figures from 2020 – 2022**

The overall mean and median hourly difference in pay is £0.94 and £1.08 respectively.

### 3.2. Workforce analysis

Our analysis indicates that a key driver of the gap is like to be the higher representation of females in junior grades.

Grade (decreasing seniority)	Number of men (% of total male workforce)	Number of women (% of total female workforce)	% of women in the grade
<b>SCS</b>	121 (3.6%)	161 (3.3%)	57.1%
<b>Grade 6</b>	456 (13.5%)	492 (10.0%)	51.9%
<b>Grade 7</b>	869 (25.7%)	1220 (24.8%)	58.4%
<b>SEO</b>	895 (26.4%)	1331 (27.0%)	59.8%
<b>HEO</b>	669 (19.8%)	1054 (21.4%)	61.2%
<b>EO</b>	340 (10.0%)	582 (11.8%)	63.1%
<b>EA</b>	36 (1.1%)	81 (1.6%)	69.2%
<b>Total</b>	3386	4921	59.0%

**Table 3: Number of men and women at each grade in 2022**

The department's workforce is made up of 59.0% females and 41.0% males in 2022. This is an increase from 58.5% females in 2021.



Table 3 shows the distribution of men and women across each grade in DfE. While there are more women than men at all grades, there is a disproportionately higher representation of women at the most junior grades (EA and EO).

Despite the percentage of females in grade still being the highest at EA level, this has decreased from 71.3% in 2021.

### 3.3. Pay quartiles

In addition to an increase of females in the department, there has been a small increase of females in each pay quartile, with the largest increases being in the lower and lower middle quartiles.

	Percentage of women in each pay quartile 2022	Percentage of women in each pay quartile 2021	Difference (pp)
<b>Lower</b>	62.9%	61.5%	+1.4
<b>Lower middle</b>	60.0%	59.1%	+0.9
<b>Upper middle</b>	59.3%	59.2%	+0.1
<b>Upper</b>	54.7%	54.2%	+0.5

Table 4: Distribution of women in each pay quartile in 2022 and 2021

For male staff members, the lowest quartile has decreased by 1.4 percentage points, with corresponding decreases of 0.9pp in the lower middle quartile and 0.5pp in the upper quartile. This suggests that there are no major differences between male and female staff members compared to last year.

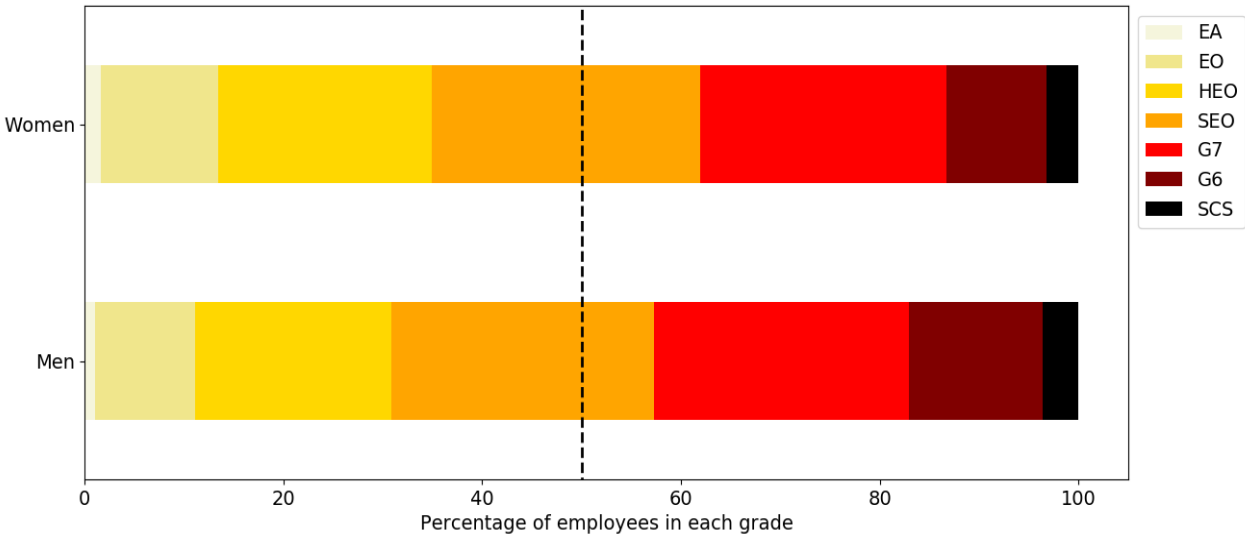


Figure 1: Grade breakdown by gender

Figure 1 shows where the median salary sat for both men and women in 2022.

While both the median male and female salary continue to be within the SEO pay band, the higher proportion of women in more junior grades pushes the overall median female towards the middle of the distribution of female SEOs. However, the overall median male is closer to the top end of the distribution of males within the SEO pay band.

The chart below shows the proportion of women in each pay band from 2020 to 2022. The black diamonds show the proportion of women in DfE overall in each year, so where the blue bar is above this level, such as at EA grade, women are over-represented in that grade relative to the department as a whole (conversely, where the blue bar is below the black diamond, such as Grade 6, women are under-represented).

Proportion female by grade and overall | 2020–2022

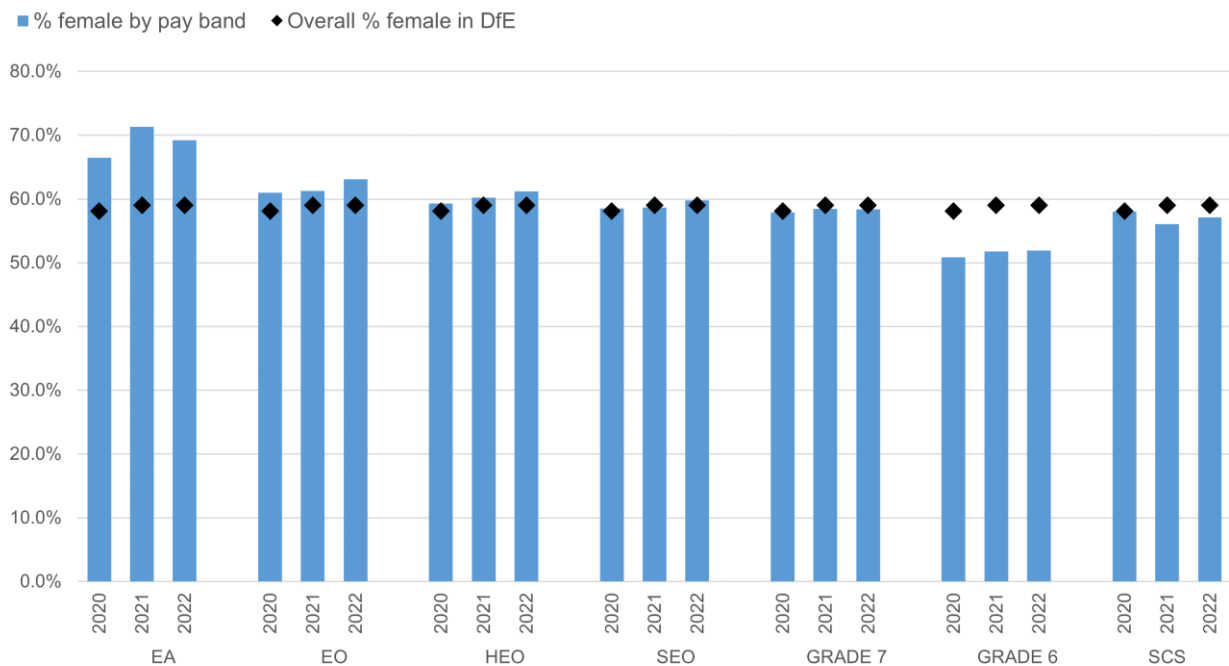


Figure 2: Proportion of female by grade and overall

## 4. The bonus gap

### 4.1. Bonus gap figures

The calculation for the bonus gap figures includes In Year Awards, which are non-consolidated cash awards focusing on individual performance and end of year awards typically a small non-consolidated flat rate award paid as part of the annual pay award in recognition of DfE performance. All staff who meet the eligibility criteria are entitled to the end of year award, regardless of grade or hours. Senior Civil Servants are only eligible for individually based performance awards.

It is worth noting that the department has more control over the bonus pay gap than the overall pay gap, which is more subject to external factors, e.g., higher numbers of female applicants for more junior roles.

The department's headline bonus gap figure in 2022 is -1.5% in favour of women. This median figure has decreased from 0.0% in 2021, meaning there is now a small £15 gap in the awards in favour of women.

The mean bonus gap figure has also decreased to 1.1% in 2022, from 2.3% in 2021.

	2022	2021	2020
<b>Median</b>	-1.5%	0.0%	0.0%
<b>Mean</b>	1.1%	2.3%	1.6%

**Table 5: Gender bonus gap figures from 2020 – 2022**

Despite the overall lower mean bonus gap this year, the mean gap at EO, HEO and SEO levels has increased in favour of men, whereas for medians, the bonus gap is either zero or in favour of women at nearly all grades, which may have helped to drive down the bonus gap overall.

Grade (decreasing seniority)	Median bonus gap (2022)	Difference from 2021 (pp)	Mean bonus gap (2022)	Difference from 2021 (pp)
<b>SCS</b>	-14.3%	-14.3	-4.1%	-11.6
<b>Grade 6</b>	-2.6%	-0.6	-2.1%	-0.8
<b>Grade 7</b>	-7.8%	-5.6	-3.8%	-2.8
<b>SEO</b>	0.0%	+4.5	1.9%	+3.4
<b>HEO</b>	-1.5%	+1.2	1.6%	+4.3

Grade (decreasing seniority)	Median bonus gap (2022)	Difference from 2021 (pp)	Mean bonus gap (2022)	Difference from 2021 (pp)
EO	0.0%	0	4.4%	+1.2
EA	4.9%	-4.2	10.5%	-3.9

**Table 6: Bonus gap figures at each grades**

## 4.2. Percentage of men and women receiving a bonus

The rates of men and women who received an award from any of the categories above are almost exactly the same.

Table 7 shows the percentage of men and women receiving an award this year.

Percentage of individuals receiving an award	
Men	Women
89.5%	89.6%

**Table 7: Percentage of men and women receiving an award in 2022**

These figures have altered from 2021, when 89.7% of men received an award and 89.2% of women received an award, contributing to the drop in the median bonus gap this year.

## 5. Targeted action to reduce the Gender Pay Gap

### 5.1. Activity over the last 12 months

The department has undertaken several activities to focus on reducing the GPG since first reporting in 2017 and continues to review and refresh all activities on an annual basis. Key activity over the last 12 months have included:

- **Regional growth:**

Regional growth can provide career opportunities for many diverse characteristics and backgrounds. Our data shows that growing our staff outside of London has already facilitated an increase in our workforce diversity.

We are growing our workforce outside London which enables us to tap into new opportunities. 71.54% of the workforce in 2022 is made up of employees working outside of London, compared to 66.91% in 2021.

- **Apprenticeships:**

The department has continued to champion and promote apprenticeships with 5% of the workforce now being apprentices. In 2020, the department mandated that any externally and cross-Government recruited staff at EA and EO grades must be apprentices, in order to provide a springboard to profession-based careers. This has continued over the past 12 months and in Q2 2022, 62.2% of the department's apprentices are female. This is an increase from 53.1% in Q2 2021.

Hiring managers are also now being encouraged to consider recruiting staff at HEO and SEO level as apprenticeships where possible, in order to enable existing female staff at these grades to develop their skills and promote opportunity for progression within the department.

- **Beyond Boundaries:**

Beyond Boundaries is a 12-month development programme designed to prepare women, and other under-represented groups, to move to the next grade or more stretching roles within the department. The pilot cohort took place in 2021 and the department has launched a second cohort in 2022.

## 5.2. Action plan for the coming 12 months

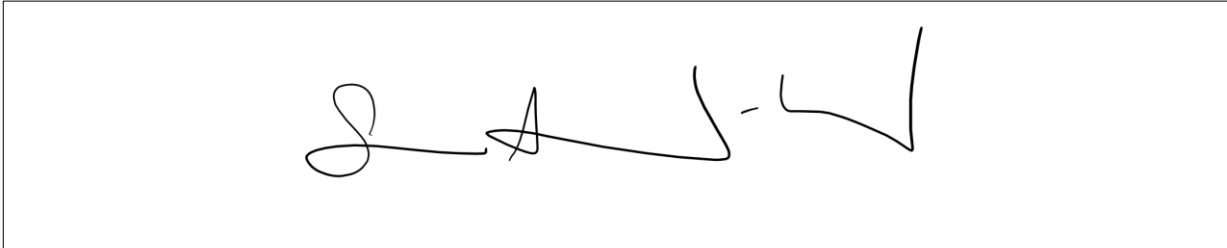
As part of our commitment to continue to develop and progress actions to improve the pay gap, the department has implemented a detailed action plan for the next 12 months, with priority areas of focus including:

- Continuing the department's commitment to being an inclusive employer by ensuring our recruitment processes are attracting a diverse range of applicants. Plans to achieve this include developing an outreach toolkit and creating materials to promote DfE at outreach events, improving visibility of roles on offer by increasing the department's presence on social media sites such as LinkedIn, publicising the cross-Civil Service job share matching service and reviewing SCS candidate packs to promote diversity.
- Continue to monitor the impact of growth outside of London and encourage Senior Leaders to engage their teams on the DfE location strategy and the opportunity to grow talent in our regional workforce across all characteristics, including women.
- Develop a Staff Network Strategy on how the department works with staff networks, including the Women's Network. This will involve promoting information about staff networks to teams and supporting network activity to enable networks to better support DfE staff in return.
- Develop an in-house Inclusive Leadership training pilot for Grades 6, 7 and below to ensure women, and staff from other protected characteristics, are being effectively supported in their careers.

# 6. Declaration

We confirm that the data reporting by the Department for Education is accurate and has been calculated according to the requirements and methodology set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

**DfE Permanent Secretary: Susan Acland Hood**





Department  
for Education

© Crown copyright 2022

This publication (not including logos) is licensed under the terms of the Open Government Licence v3.0 except where otherwise stated. Where we have identified any third party copyright information you will need to obtain permission from the copyright holders concerned.

To view this licence:

visit [www.nationalarchives.gov.uk/doc/open-government-licence/version/3](http://www.nationalarchives.gov.uk/doc/open-government-licence/version/3)

email [psi@nationalarchives.gsi.gov.uk](mailto:psi@nationalarchives.gsi.gov.uk)

write to Information Policy Team, The National Archives, Kew, London, TW9 4DU

About this publication:

enquiries [www.education.gov.uk/contactus](http://www.education.gov.uk/contactus)

download [www.gov.uk/government/publications](http://www.gov.uk/government/publications)



Follow us on Twitter:  
[@educationgovuk](https://twitter.com/educationgovuk)



Like us on Facebook:  
[facebook.com/educationgovuk](https://facebook.com/educationgovuk)