



Department for
Business, Energy
& Industrial Strategy

BEIS Gender Pay Gap Report

Report for the year 2023

November 2023



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Overview

In April 2023 a Machinery of Government (MOG) change meant the Department for Business, Energy and Industrial Strategy (BEIS) was dissolved. Its functions were split between three new departments: the Department for Energy Security and Net Zero (DESNZ), the Department for Science, Innovation and Technology (DSIT), and the Department for Business and Trade (DBT).

The legislation sets out that the data for the Gender Pay Gap (GPG) is taken at 31st March 2023. At this point, staff had not transferred to the new departments. Therefore, the following report is based on BEIS' data, although the Department is no longer in operation.

Background

From 2017, employers with a headcount of 250 or more must comply with regulations on gender pay gap reporting. Gender pay gap calculations are based on employer payroll data drawn from a specific date each year, this being 31st March.

The gender pay gap is the difference between the mean or median earnings of men and women across a workforce.

The Department for Business, Energy, and Industrial Strategy (BEIS) has prepared this report as part of the legal requirement for public authorities to publish their Gender Pay Gap (GPG) on an annual basis.

This report fulfils the department's reporting requirements, analyses the figures in more detail and sets out what we are doing to close the gender pay gap in the organisation.

The reporting period is 1st April 2022 to 31st March 2023.

The Gender pay gap calculations look at the entire workforce of BEIS and has highlighted that the main factor driving the pay gap in the department has been an uneven split of men and women by grade. This has been a constant trend for the last few years and remains the case in 2023. More women in the lower grades means lower average pay.

Headline Figures

For core BEIS (excluding Executive Agencies) the headline 2023 GPG figures show a mean gap of 3.9% and a median gender gap of 8.1%. For BEIS (including executive agencies) the headline 2023 GPG figures show a mean gap of 7.8% and a median gender gap of 6.7%

Organisational context

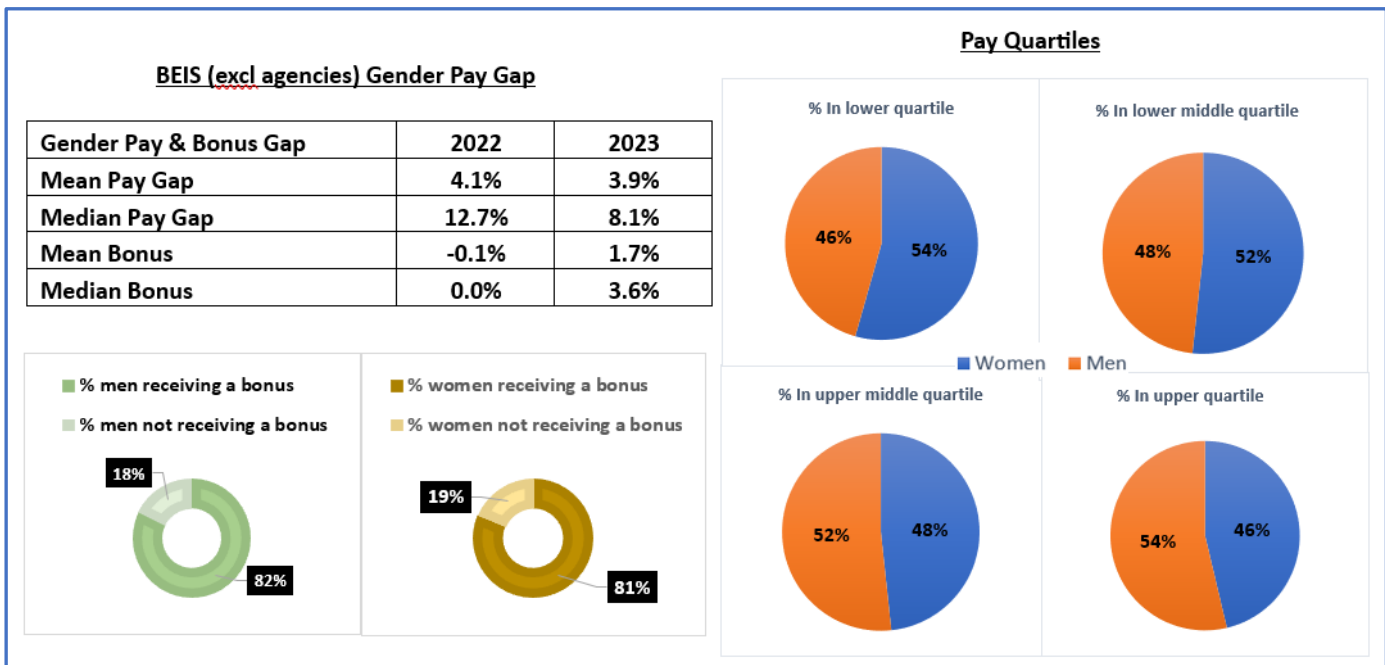
The GPG regulations require BEIS to include its five Executive Agencies in the published figures as they are not separate legal entities. The data published on GOV.UK therefore includes core BEIS, Companies House, the Insolvency Service, the Intellectual Property Office, the Met Office, and the UK Space Agency.

Gender Pay Gap Report

The GPG 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. The individual calculations may help to identify what those issues are.

The GPG 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 differently because they are a man or a woman.

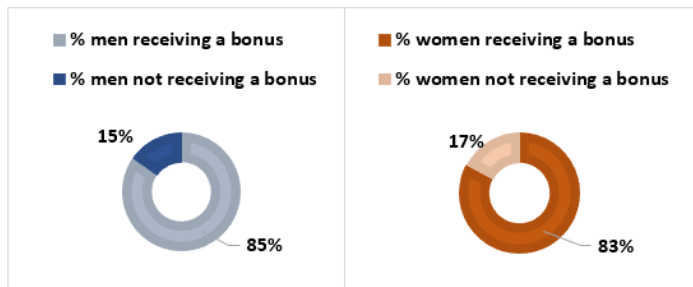
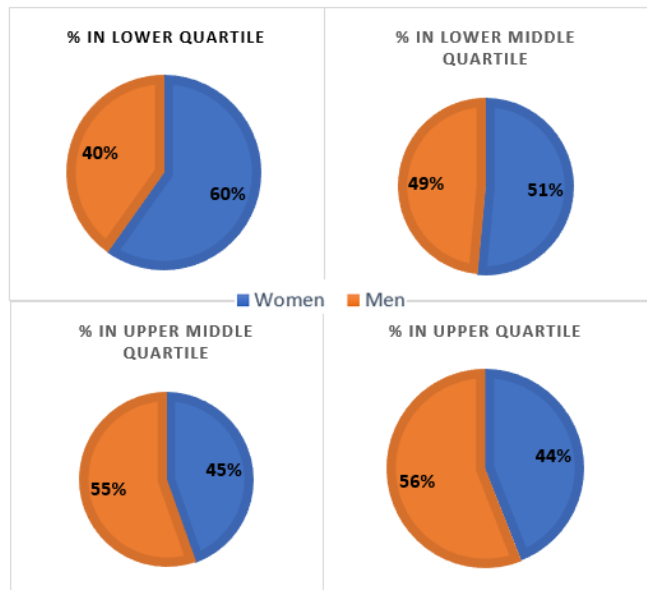
Headline data for BEIS



BEIS (incl agencies) Gender Pay Gap

| Gender Pay & Bonus Gap | 2022 | 2023 |
|------------------------|-------|-------|
| Mean Pay Gap | 8.1% | 7.8% |
| Median Pay Gap | 5.7% | 6.7% |
| Mean Bonus | 16.5% | 16.8% |
| Median Bonus | 17% | 11.8% |

Pay Quartiles



Analysis of pay gap

For core BEIS (excluding Executive Agencies) the headline 2023 GPG figures show a mean gap of 3.9%, and a median gender gap of 8.1%.

| Measure for BEIS (excl Agencies) | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
|----------------------------------|------|------|-------|-------|------|-------|------|
| Mean gender pay gap | 9% | 5% | 5.5% | 5.9% | 4.5% | 4.1% | 3.9% |
| Median gender pay gap | 15% | 13% | 12.7% | 13.5% | 11% | 12.7% | 8.1% |

For BEIS (including executive agencies) the headline 2023 GPG figures show a mean gap of 7.8%, and a median gender gap of 6.7%.

| Measure for BEIS (incl agencies) | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
|----------------------------------|------|------|-------|-------|------|------|------|
| Mean gender pay gap | 12% | 11% | 10.1% | 10.2% | 8.8% | 8.1% | 7.8% |
| Median gender pay gap | 15% | 14% | 10.2% | 10.7% | 7.1% | 5.7% | 6.7% |

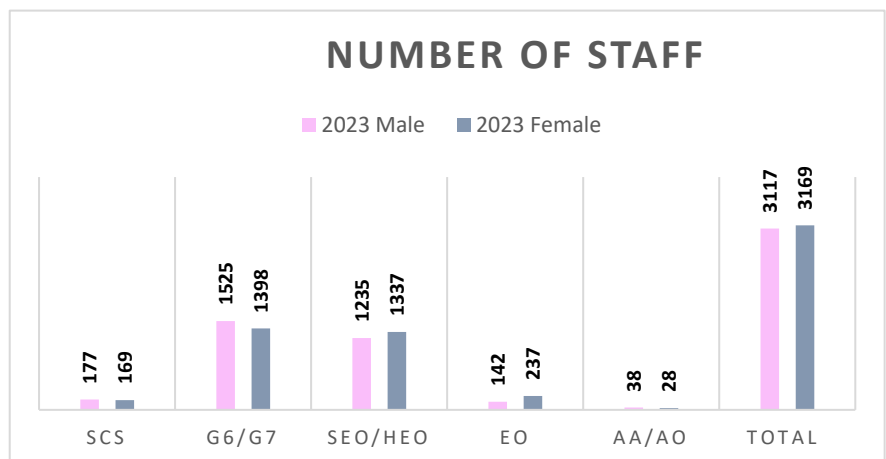
BEIS Gender Pay Gap Report 2023

The main factor driving the pay gap in BEIS was an uneven split of men and women by grade. This has been a consistent trend since the introduction of GPG reporting, although the gaps have narrowed. It remains the case in 2023, with men more likely to be G6/7 and above than women.

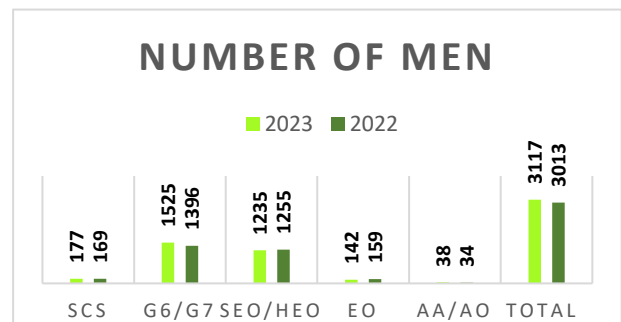
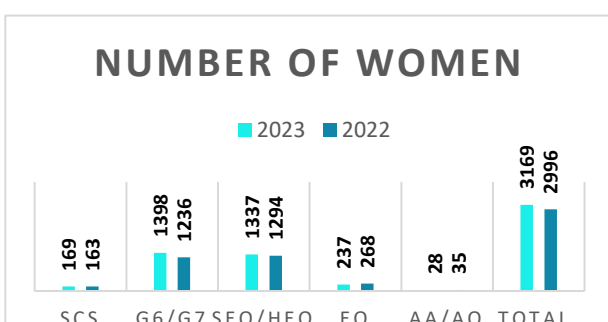
| 2023 Gender make-up of the department (core BEIS) | Number of men (% of men who work in this grade) | % Of grade that are men | Number of women (% of women who work in this grade) | % Of grade that are women |
|---|---|-------------------------|---|---------------------------|
| AO | 38 (1.2%) | 57.58% | 28 (0.88%) | 42.42% |
| EO | 142 (4.47%) | 37.47% | 237 (7.48%) | 62.53% |
| HEO/SEO | 1235(38.87%) | 48.02% | 1337 (42.19%) | 51.98% |
| G7/G6 | 1525(48%) | 52.17% | 1398 (44.11%) | 47.83% |
| SCS | 177 (5.57%) | 51.16% | 169 (5.33%) | 48.84% |
| Total | 3117 | 49.59% | 3169 | 50.41% |

We have continued to see a steady and consistent reduction in our mean pay gap and this year we have seen a reduction in our median gap as well.

The proportion of women at G6/7 has increased to 47.83% whereas the proportion of men at G6/7 has reduced from 53.04% in 2022 to 52.17% in 2023.



The increased proportion of women to the department and at higher grades is reflected in the reduction of the mean pay gap. Although there was an almost equal split of men and women in the department, we continued to have more men in the top two pay quartiles, and a higher proportion of women in the bottom pay quartile.



What has BEIS done in the last few years to help reduce the gender pay gap?

- Talent Conversations - BEIS actively invested in talent and is committed to enabling all our people to fulfil their potential.
- D&I Curriculum with four key priority areas of training published as learning journeys for our four critical roles.
- The BEIS Academy: learning under a single brand, working with Organisational Development Team, BEIS's professions, Civil Service Learning.
- Worked with our network of local representatives to bring together and identify the right learning for our BEIS colleagues.
- Upskilling and training line managers
- Virtual recruitment processes, useful in recruiting to various locations.
- Recruitment practice reaching out to a wide and diverse field.
- Use of the Success Profiles framework as our selection process methodology.
- Helping managers improve the inclusiveness of job adverts and increase the benefits from using Textio.
- Continued blind sifting process, where names and identifying information is removed from applications.
- BEIS offered family friendly policies including flexible working, maternity, paternity, and parental leave. We also offer job share, term-time and part time working, reduced hours and compressed hours opportunities.
- Offered a diversity and inclusion curriculum that set out a learning offer for all grades, as well as specific training for new line managers.

Declaration

We confirm that data reported by the Department for Business, Energy and Industrial Strategy 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.

BEIS Permanent Secretary: Sarah Munby

This publication is available from: www.gov.uk/government/publications/beis-gender-pay-gap-report-and-data-2023

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