



Department
for Education

2023 Gender Pay Gap Report

November 2023

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Executive Summary

The Department for Education (DfE) has prepared this report as part of the legal requirement for public authorities to publish their Gender Pay Gap on an annual basis.

- The DfE Gender Pay Gap (GPG) report is a high-level view and analysis of pay within the organisation and shows the difference in the average pay between all men and all women in the workforce.
- Cabinet Office have calculated the department's GPG figures which have been published as part of the Annual Civil Service Employment Survey (ACSES) data in July 2023. The methodology uses annual salaries in March 2023 to calculate hourly pay.
- The report compares the GPG figures over the last 3 years 2021-2023. Prior to 2020, the GPG was calculated using a different methodology which looked at the difference between female and male hourly rates of pay in March each year. There has been no change to the calculation of the gender bonus gap over this period.
- The median continues to be the headline GPG figure. The department's headline GPG figure in 2023 is 4.1%, which is a decrease of 0.8 percentage points from 2022. As with previous years, the remaining gap is driven by an overrepresentation of female employees at more junior grades.
- The median bonus gap in 2023 is -0.4%. This means that the median women's bonus was 0.4% *higher* than the median men's. This is a change of 1.1 percentage points from the -1.5% gender bonus gap in 2022. The mean bonus gap has improved from 1.1% in 2022 to -1.9% in 2023.
- DfE continues to compare well with other governments departments, with the overall median GPG for the Civil Service at 9.6% in 2023.

Table 1: Gender Pay and Bonus Gaps in 2023

Reporting organisation(s)	Pay gap		Bonus gap	
	Mean	Median	Mean	Median
Department for Education (incl. Executive Agencies)	2.1%	4.1%	-1.9%	-0.4%

1 Introduction

Organisational context

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 GPG. Other organisations with 250 or more employees will need to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What data do we need to include?

Included in the data is the full time equivalent of employees' pay as of 31 March 2023, as well as any non-consolidated performance related awards paid between 1 April 2022 and 31 March 2023. 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 department's Executive Agencies. No contractor information has been included in the calculations.

What is DfE's organisational structure?

For the purposes of this report, the data includes the following Executive Agencies:

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

The department uses Civil Service grades ranging from Executive Officer / Executive Administrator (admin level grades) 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.

Gender Composition

The department's workforce consisted of 60.0% female and 40.0% male employees as at 31 March 2023.

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.

In 2022 DfE launched its 2022-26 Diversity and Inclusion Strategy. This 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.

This strategy includes actions which aim to make further improvements in any GPG and to support 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 2023 – 2025](#).

2 Gender Pay Gap Report

What does the GPG mean?

The GPG 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 GPG, this can indicate there may be several issues to deal with.

How is the GPG different to equal pay?

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 unequally because they are a man or a woman.

Any GPG may not equate to the existence of an equal pay problem, but it 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 looked at the difference between hourly pay using annual salaries as of 31 March. 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 Analysis of the Pay Gap

Pay Gap Analysis

The department's headline pay gap figure in 2023 is 4.1%. The figures from previous years are listed in the table below. The mean pay gap in 2023 is 2.1%, a reduction of 1.8 percentage points from 2022.

Table 2: GPG figures from 2021 – 2023

	2023	2022	2021
Median	4.1%	4.9%	4.0%
Mean	2.1%	3.9%	3.6%

The overall mean and median hourly difference in pay is £0.61 and £1.14 respectively, in favour of male employees.

Workforce analysis

Our analysis indicates that a driver of the gap is likely to be a higher representation of female employees in junior grades.

Table 3: Number of men and women at each grade in 2023

Grade	Total	Number of women	Number of men	% of women in the grade
EA	80	55	25	68.8%
EO	756	496	260	65.6%
HEO	1570	984	586	62.7%
SEO	2248	1371	877	61.0%
G7	2139	1255	884	58.7%
G6	933	477	456	51.1%
All SCS	280	165	115	58.9%
All	8015	4805	3210	60.0%

The department's workforce is made up of 60.0% females and 40.0% males in 2023. This is an increase in female representation from 59.0% female employees in 2022.

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 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 69.2% in 2022.

Quartile pay bands refer to the proportion of men and women in our lower, lower middle, upper middle and upper pay bands, with each pay band representing a quarter of our workforce. In order to work out the quartile pay bands, we divide up our workforce into quarters according to their full-time equivalent salary. The lowest paid quarter is referred to as Quartile 1 and the highest paid quarter of the workforce is referred to as Quartile 4.

The percentages of men and women in each quartile is then calculated. Analysis this year shows an increase in the percentage of female employees in the upper quartile. There have been small changes in the percentage of female employees in each other pay quartile.

Figure 1: Pay Quartiles

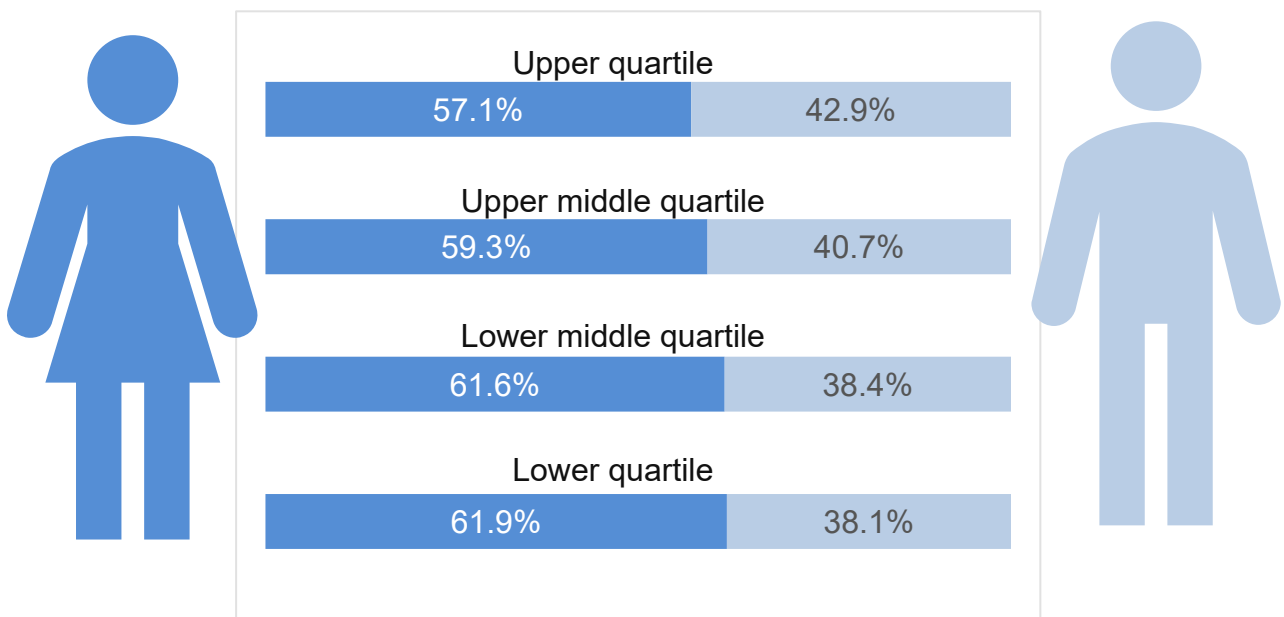


Table 4: Distribution of women in each pay quartile in 2020-2023

	Percentage of women in each pay quartile 2023	Percentage of women in each pay quartile 2022	Difference (pp)	Percentage of women in each pay quartile 2021	Percentage of women in each pay quartile 2020
Upper Quartile	57.1%	54.7%	+2.4	54.2%	54.6%
Upper Middle Quartile	59.3%	59.3%	0	59.2%	67.4%
Lower Middle Quartile	61.6%	60.0%	+1.6	59.1%	59.0%
Lower Quartile	61.9%	62.9%	-1.0	61.5%	60.2%

This suggests that there are changes to the workforce ratios between male and female employees compared to 2022 where the data suggested an increase in female employees, particularly at lower grades.

Figure 2: Grade breakdown by gender

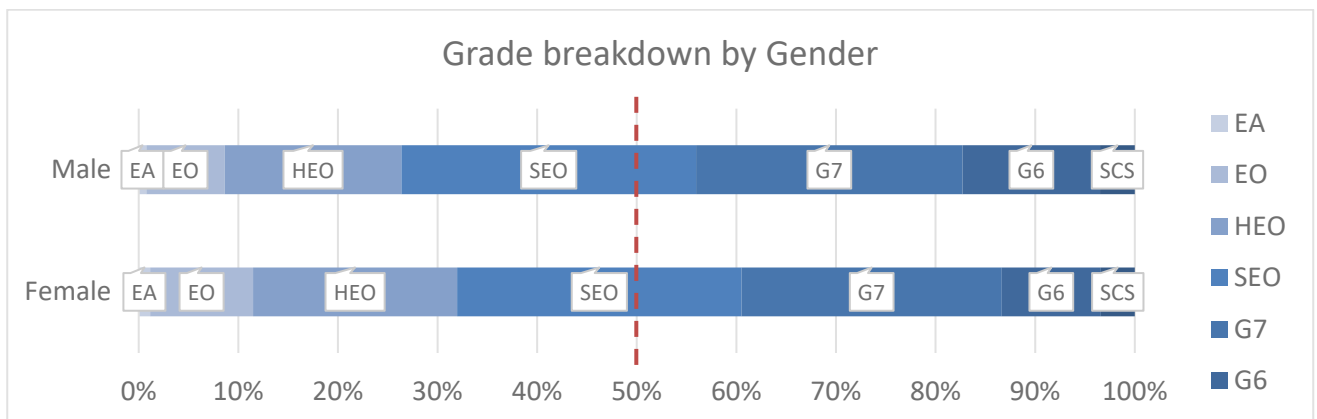
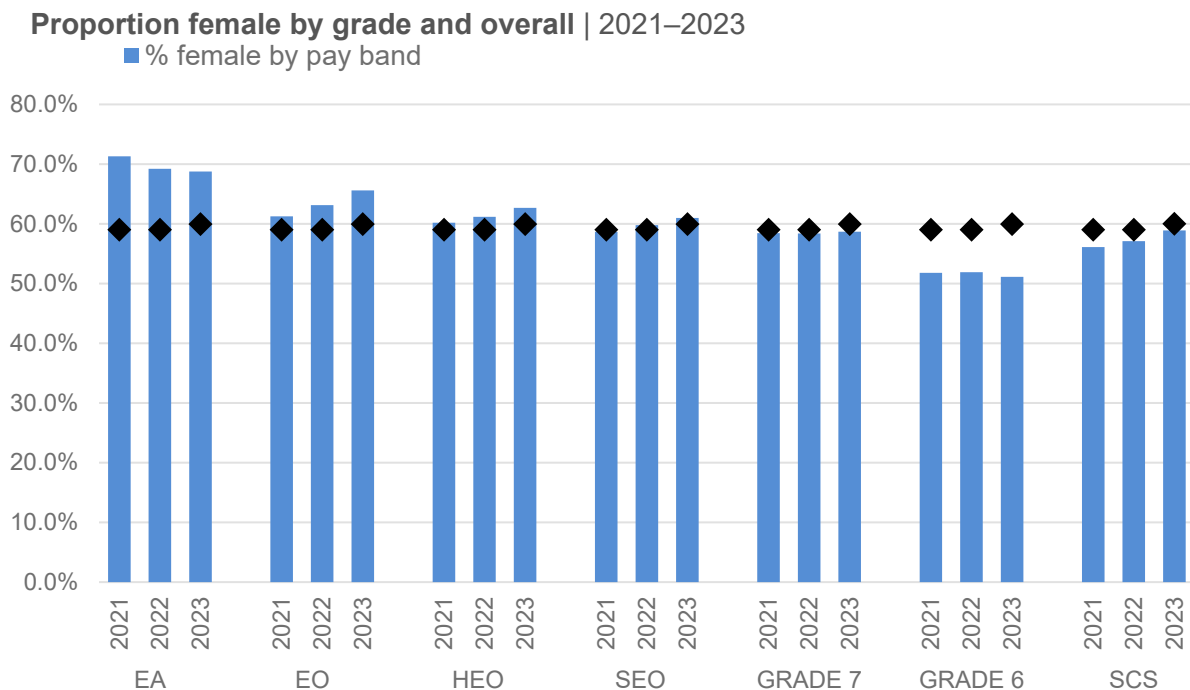


Figure 2 shows the median salary for both men and women in 2023. While both the median male and female salary continue to be within the SEO pay band, the higher proportion of women in more junior grades pushes the overall median female towards the middle of the SEO band. However, the overall median male is closer to the top end of the SEO pay band.

Figure 3 below shows the proportion of women in each pay band from 2021 to 2023. The black diamonds show the proportion of women employed by DfE within each year. Where the blue bar is above this level, such as at EA grade, women are proportionately over-represented in that grade. Where the blue bar is below the diamond, such as at Grade 6, women are under-represented at that grade.

Figure 3: Proportion of female employees by grade and overall



4 Analysis of the Bonus Gap

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, which are typically a non-consolidated flat rate award paid as part of the annual pay award in recognition of DfE performance. All staff in the delegated grades who meet the eligibility criteria are entitled to the End of Year Award, regardless of hours. Senior Civil Servants are only eligible for individually-based performance awards.

The department's headline median bonus gap figure in 2023 is -0.4%, therefore 0.4% in favour of women. This has reduced from -1.5% in 2022.

Table 5: Gender bonus gap figures from 2021 – 2023

	2023	2022	2021
Median	-0.4%	-1.5%	0.0%
Mean	-1.9%	1.1%	2.3%

There are some expected small changes from the previous years into 2023, which we anticipate will continue to fluctuate slightly in the coming years. This is to be anticipated as reflective of the proportionate representation of male to female employees changes within the department.

There is now a £25 gap in the median bonus in favour of women. The amount of men and women who receive a bonus, however, is almost the same. The department has developed a full action plan to focus on priority areas to improve the pay gap.

Table 6: Bonus gap figures at each grade

Grade	Median bonus gap 2023	Median Bonus gap 2022	Mean bonus gap 2023	Mean Bonus gap 2022
EA	0.00%	4.9%	-5.45%	10.5%
EO	7.66%	0.0%	1.21%	4.4%
HEO	-1.66%	-1.5%	-2.68%	1.6%
SEO	-1.15%	0.0%	-0.36%	1.9%
GRADE 7	-5.67%	-7.8%	-2.67%	-3.8%
GRADE 6	-4.34%	-2.6%	-3.33%	-2.1%
All SCS	-21.74%	-14.3%	-17.04%	-4.1%

Percentage of men and women receiving a bonus

The number of men and women who received an award in 2023 remain similar with men being 96.87% and women 96.31%.

5 Targeted action to reduce and close the Gender Pay Gap

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. Our interventions are evidence-based, data-driven and delivery-focused.

Key activity over the last 12 months has included:

Inclusive Recruitment

Continued commitment to being an inclusive employer by ensuring our recruitment processes are attracting a diverse range of applicants. This is reinforced by the robust Diversity and Inclusion strategy. This has included outreach toolkits and 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, as well as reviewing SCS candidate packs to promote diversity.

Apprenticeships

The department has continued to champion and promote apprenticeships, with an increased percentage 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. The department continues to increase the proportion of apprentices that are female, as shown below. This has increased from 53.1% in Q2 2021.

Percentage of DfE apprentices that are female:

- Q4 22/23 64.3%
- Q1 23/24 66.1%
- Q2 23/24 62.2%

To note this in context of the total number of DfE employees who are undertaking an apprenticeship:

- Q4 22/23 560 apprentices, 6.4% of the workforce
- Q1 23/24 540 apprentices, also 6.4% of the total workforce

Hiring managers continue to consider recruiting staff at HEO and SEO level into apprenticeships where appropriate. Encouraging apprenticeships will enable existing employees at EO-HEO grades (with a higher proportion of female employees) to develop their skills and promote opportunity for progression within the department.

Networks and policies

DfE have active networks and policies which support flexible working including job shares, including signposting to Civil Service advice and guidance products. This supports all colleagues who have different working patterns and predominantly those with caring responsibilities outside of work. This again promotes a diverse workforce and fosters an inclusive culture within DfE.

DfE continues to develop the Network Strategy focusing on how the Department works with Networks, Sponsors and SCS Network Champions. This increases engagement and supports any partaking employee who either does or does not identify with any characteristics of any of the networks. An example of this is the upcoming Women's Network mentoring scheme.

Development Programmes

DfE continues to be committed to enabling the existing workforce to develop, particularly supporting those in underrepresented groups. Some examples of this are:

- Beyond Boundaries is a 12-month development programme designed to prepare women, and other under-represented groups, to move to the next grade or to more stretching roles within the department. The pilot cohort took place in 2021 and the department has launched a further cohort in 2023.
- The Women's Network created the Building Confidence Toolkit which is a live interactive tool which provides colleagues with a range of tools, tips and resources to support colleagues to develop and overcome barriers to confidence. The DfE aim is to encourage underrepresented groups, as well as female employees, in grade progression, sponsorship and development to minimise a lack of confidence being a barrier to achieving their potential.

Action planning for the coming 12 months

As part of our commitment to continue to develop and progress actions to improve the gender pay gap, the department has incorporated actions which will support further improvement in the GPG into the detailed Diversity and Inclusion action plan.

The priority areas of focus include:

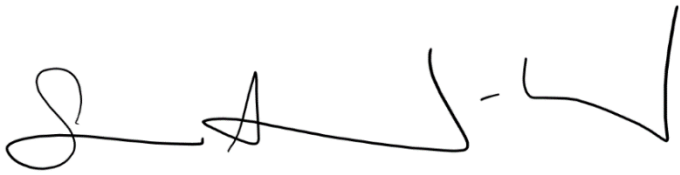
- Continuing the Department's commitment to being an inclusive employer by ensuring our recruitment processes are attracting a diverse range of applicants.
- Continuing to monitor the impact of growth outside of London and to grow talent in our regional workforce across all characteristics, including women. The department's forthcoming Locations Strategy and People Strategy will inform this and consider the impact of regional growth on diversity and career opportunities.

- Continue to develop the Staff Network Strategy on how the department works with staff networks, including the Women's Network. This will involve promoting information and supporting the engagement in these networks.
- Continue to 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

I confirm that data reported 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

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