



HM Treasury

2024 Gender Pay Gap Report

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Executive Summary

Organisations with 250 or more employees are required to report annually on their gender pay gap. Government departments are covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. These regulations underpin the Public-Sector Equality Duty and require relevant organisations to publish their gender pay gap annually.

As a department, we have published our Gender Pay Gap Report annually since the introduction of the legislation in 2017. These reports are an important tool to demonstrate our commitment to become a fully inclusive and diverse workforce. We recognise that greater transparency and accountability is key to enable us to demonstrate our commitment to equality, attracting talent and boosting staff engagement. We regularly publish information on the diversity of our workforce, including in HM Treasury's Annual Report and Accounts which can be found [here](#).

The gender pay gap measures the difference in pay between men and women. This report explains that our overall gender pay gap has fallen by 1 percentage point from last year but within HM Treasury alone, the median pay gap has widened by 2.6 percentage points. We are conducting analysis to understand the reasons for this increase. The report does, however, highlight that there is greater than 50% representation of women across the department, including the Senior Civil Service (SCS). In addition, the bonus gaps remain in favour of women.

We remain committed in our ambition to reduce the gender pay gaps and following further analysis, we will refine our approach and act on the main contributors of the gap.

1. Introduction

HM Treasury is committed to building a department that embraces an inclusive culture that values diverse backgrounds, perspectives and experiences. We remain focussed on embedding inclusion across all areas and ensuring staff feel empowered to perform in their jobs to the best of their ability and in different ways. We promote diversity of thought by striving to have fair representation of staff at all grades, recognising the value this adds to decision making.

In previous years, we have reported the main contributors to our gender pay gap as being an over-representation of women at lower grades and a slight under-representation of women at higher paying grades. We found that the gender representation corresponded to our recruitment trends. We further highlighted that slightly more men received allowances and started work in the organisation above the grade-minimum salary, compared to women.

We therefore set out a long-term action plan and have been taking targeted action on the following key pillars:

1. taking actions to redress imbalances in gender representation at junior grades, whilst continuing to improve the gender balance at higher grades;
2. reviewing the use of allowances within the department;
3. improving pathways to promotion for those in lower grades;
4. ensuring part-time employees, those on a career break or parental/maternity leave; have equal opportunity to pursue career progression; and
5. increasing the monitoring and transparency of pay negotiations and supporting hiring managers to avoid gender bias.

We have seen a slight widening of our core gap in the last year, but the progress made across the group with regards to the bonus gap is encouraging. Furthermore, whilst the gap has widened marginally, our overall trajectory since 2021 suggests our actions to close the gap are largely having a positive impact.

Subsequently, we believe long term-sustained actions and continuous monitoring and refinement of these will help us to close our gender pay gap further over time. We have commissioned further analysis to understand the widening and will develop our action plan.

HM Treasury Group

The following table shows the proportion of men and women in each of the organisations that make up the HM Treasury Group. The analysis of the HM Treasury Group includes the core department and four executive agencies: Government Internal Audit Agency (GIAA); Debt Management Office (DMO); the National Infrastructure Commission (NIC); and the Office for Budget Responsibility (OBR). In this report we detail figures for the whole group, in line with the legislation, but we also detail the figures for the core department and the executive agencies separately.

Table 1
% of Male and Women in the Treasury Group

Organisation	% Men	% Women
HMT (excl. agencies)	49.7%	50.3%
GIAA	46.6%	53.3%
DMO	73.9%	26.1%
NIC	66.6%	33.3%
OBR	54.5%	36.3%

Table 1 shows that the organisations that contribute to the HM Treasury Group have differing gender balances.

HM Treasury Core

The HM Treasury core is made up of 50.3% women and 49.7% men and the 50.3% equates to 997 employees.

Most of the employees are below SCS level. We previously reported an increase in the representation of women at SCS level where we have achieved at least 50% representation. Furthermore, our executive management board has a 58% representation of women. Whilst there is broadly equal gender representation across the department overall, there continues to be a higher proportion of women in junior grades but slightly more parity with representation at middle management levels. The table below shows the distribution of men and women across the grades as of March 2024.

Table 2
Headcount % of Men and Women by Grade in Core Treasury

Grade (increasing seniority)	Men	Women	% of grade who are female
AA/AO (Range B)	13	26	66.7%
EO (Range C)	74	148	66.7%
HEO / SEO (Range D)	364	324	47.1%
Grade 7 (Range E)	327	290	47.0%
Grade 6 (Range E2)	139	138	49.8%
SCS	69	71	50.7%
Total (including those with unknown grades)	986	997	50.3%

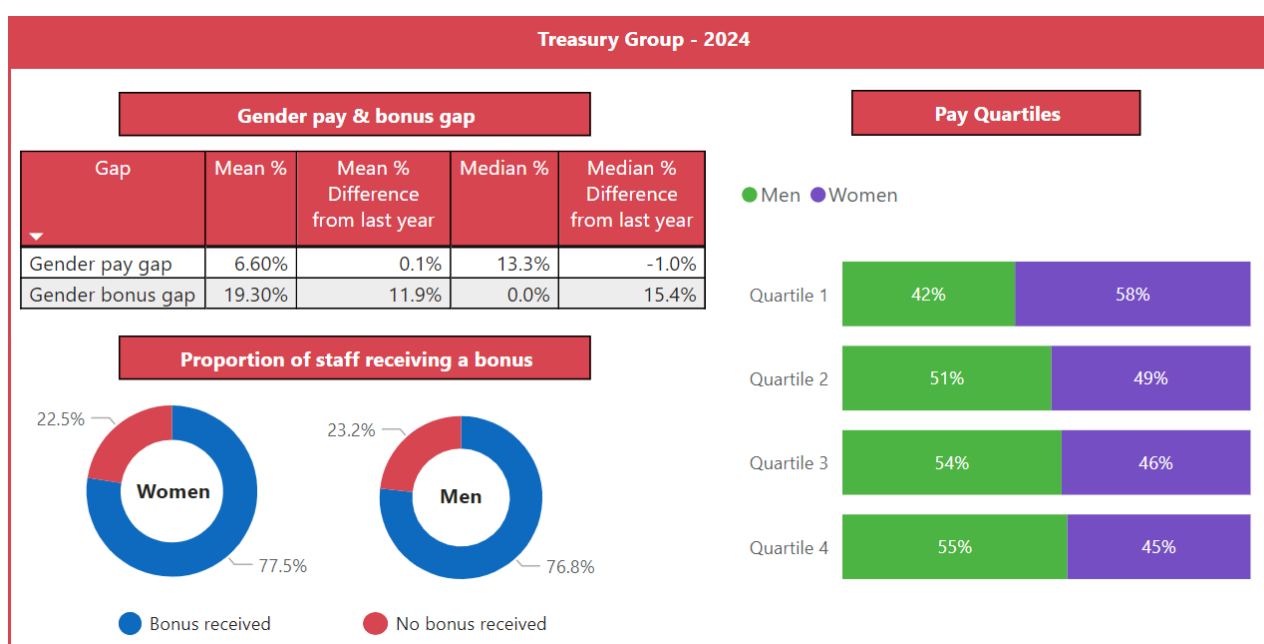
At the time of the data exercise above, HM Treasury was de-merging its previously merged HEO/SEO grade, Range D, which had created a large pay range. We have now successfully de-merged Range D into Civil Service HEO and SEO. There is no significant difference between representation at HEO and SEO grades, however we are above the target of 50% representation of women at SEO. Now that the SEO grade has been introduced, we believe this will lead to positive outcomes in relation to pay parity and career progression opportunities moving forwards.

2. Gender Pay Gap – Findings

The gender pay gap shows the difference in the average pay between all men and women in a workforce and 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 but may be the trigger for investigating why the gap exists.

To note - Figures detailed within the report are shown as positives and negatives. Negative figures illustrate that the gender pay gap is in favour of women, while positive figures highlight that a gap exists. Figures are presented as percentages, with the variance on the previous year's figures shown in the adjacent column.

Treasury Group Gender Pay Gap 2024



The 2024 HM Treasury Group figures include the core department and 4 of its executive agencies: Government Internal Audit Agency; Debt Management Office; the National Infrastructure Commission; and the Office for Budget Responsibility.

Analysis of the HM Treasury Group Pay Gap

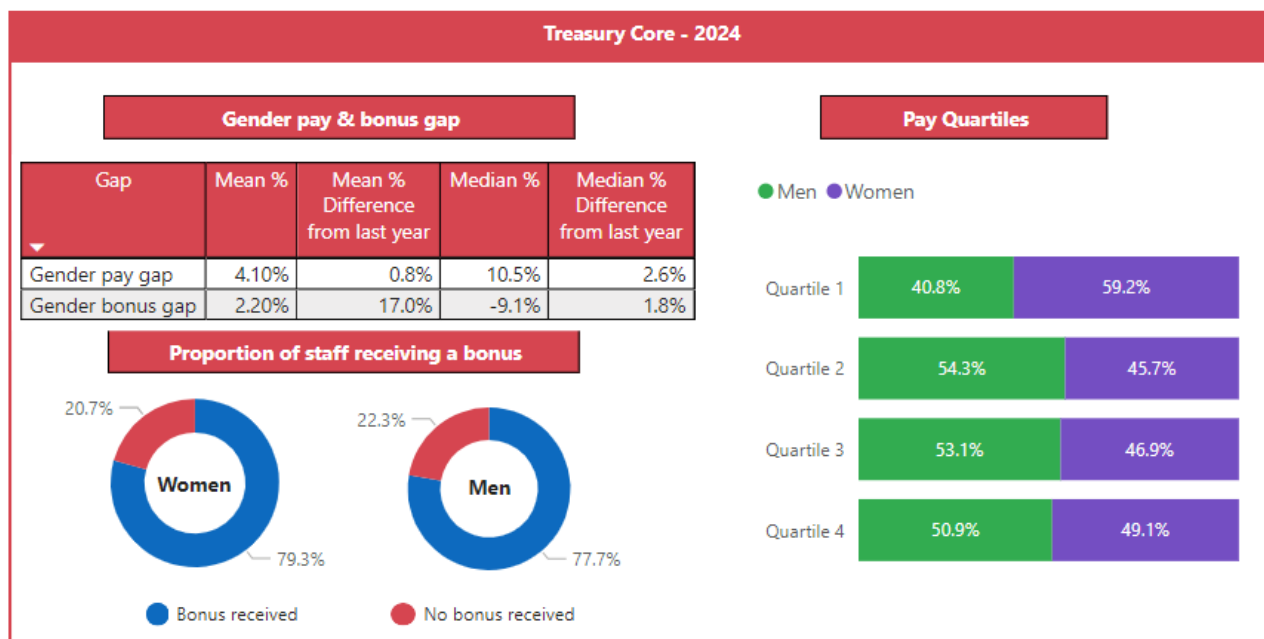
The HM Treasury Group mean gender pay gap is 6.6% and the median gender pay gap is 13.3%. This means that since 2023, there is an increase in the mean of 0.1% (previously 6.5%) and a decrease in the median by 1% (previously 14.3%) since 2023. There has been an increase in the number of women in the lowest paid quartile, 58% in quartile 1, but the representation of women continues to increase in the highest paid quartiles. Women now make up 46% of quartile 3 and 45% of quartile 4.

Analysis of the HM Treasury Group Bonus Gap

The HM Treasury Group mean gender bonus gap is 19.3% and the median gender bonus gap is 0%. Since 2023, the mean has increased by 11.9% percentage points (previously 7.4%), however the mean is susceptible to outliers. The 0% median demonstrates that there

is no longer a bonus gap within the Group, which means there is no disparity between women and men receiving bonuses.

Treasury Core Gender Pay Gap 2024



2024 HM Treasury Core refers only to the department, excluding its 4 executive agencies.

Analysis of the HM Treasury Core Pay Gap

The HM Treasury Core has a mean gender pay gap of 4.1% and a median of 10.5%. Since last year, this is a 0.8% increase in the mean (previously 3.3%) and a 2.6% increase in the median pay gap (previously 7.9%). The HM Treasury core gap has slightly widened this year and detailed analysis is underway to identify the reasons for this.

The percentage of women in the lowest paid quartiles has increased this year, with 59% of women in quartile 1. Quartile 2 has seen a reduction of women down to 46%. Conversely, the percentage of women have increased in both quartile 3 and 4, with women making up 47% and 49% respectively.

Analysis of the HM Treasury Core Bonus Gap

The HM Treasury Core has a mean gender bonus gap of 2.2% and a median of -9.1%. Since 2023, this is a 17% increase in the mean (previously -14.8%) and a 1.8% increase in the median (previously -10.9%). The bonus gap remains in favour of women.

Over the last three years, HM Treasury has provided end-year performance bonuses for both 'Top' and 'Middle' box performers across delegated grades. This was initially to extend financial support more widely across staff, while recognising our top performers. At SCS, we continue to see a broadly positive split of awards across all grades.

3. Closing the Gender Pay Gap

In the HM Treasury Core, we have implemented a long-term Gender Pay Gap action plan to target areas that previous analysis determined were the main contributors to our gender pay gap. We regularly report progress against the action plan to HM Treasury's People Committee.

Last year, the long-term actions we committed to, positively contributed to the reduction of our Gender Pay Gaps. The widening of this year's core median gender pay gap has led us to commission further analysis which will support refining our actions further.

Over the last 12 months, we have made the following progress against the HMT core position:

Recruitment and Progression:

- We continue to monitor and improve representation of women at all grades, having met our 50% representation target at SCS.
- We run drop-in sessions for all external recruitment campaigns to support improving gender split at grades where there is unequal representation of men and women.
- Our most recent graduate development programme cohort (September 2024) consists of 64% women. This will support gender parity at our HEO grade, which was 46% female last year.
- We have further updated recruitment training, to make it accessible at any time. It now includes scoring exercises to improve the consistency and fairness of how managers evaluate candidates.
- We track outcomes and ensure inclusivity for women at different stages of the recruitment process to help ensure we meet our diversity ambitions across all grades.
- We promote the Crossing Thresholds programme across HM Treasury. Crossing Thresholds is a 12-month career mentoring programme that allows women to develop their career in a structured and supportive environment.
- We have launched two new apprenticeships to support existing staff's professional development in Leadership and Management, of which over 50% of participants have been female.

Pay and Retention:

- We continue to review diversity and equality outcomes throughout the pay award process.
- During end of year moderation, diversity panel discussions take place to ensure a fair and consistent approach is followed for awarding performance bonuses. Our 2023/24 performance management outcomes for gender showed that 33% of women received a top box rating compared to 28% of men.
- We de-merged our Range D grade where turnover peaked at 42%, into Civil Service HEO and SEO, introducing the higher SEO pay range.
- 228 staff were assigned as SEO as a result of the de-merge exercise.
- We were the first department to implement the £1500 non-consolidated cost of living payment in 2023, ensuring prompt payment to our staff.
- Following the de-merge, we have been undertaking a widespread review of allowances to ensure fair and equitable take up and improve our allowance policy.

- We recently secured a new employee benefits provider, Reward Gateway, to provide greater benefits to our staff including dental insurance, discounted technology, and improved retailer discounts, amongst others.

Culture:

- We have launched our wellbeing policy as a single document, bringing together a range of tools and resources which support staff with their wellbeing.
- We regularly engage with staff networks to hear from their members, using their insights on staff experiences alongside our data.
- We are members of the “Employer’s Initiative of Domestic Abuse” (EIDA) which offer resources for those who have experienced Domestic abuse.
- We are a signatory of the Women in Finance Charter where we publish our progress every year, holding publicly accountable targets to have our Seniors in 50% parity roles.
- The Women in the Treasury staff network has developed a range of resources including career sessions and networking opportunities to support the professional development of HMT women. The network published a list of priorities for 2024/25 including three workstreams: (1) culture and contribution, (2) work-life boundaries and (3) bullying, harassment and discrimination and are working with our central HR function to deliver against these priorities.
- We have introduced several new HR policies that will play a role in supporting women in the workplace, such as policies for IVF/fertility and miscarriage, as well as guidance and toolkit for supporting staff with menopause. HM Treasury has also updated policies on maternity/parental leave, flexible working/job sharing, and carers leave to ensure they are fit for purpose.

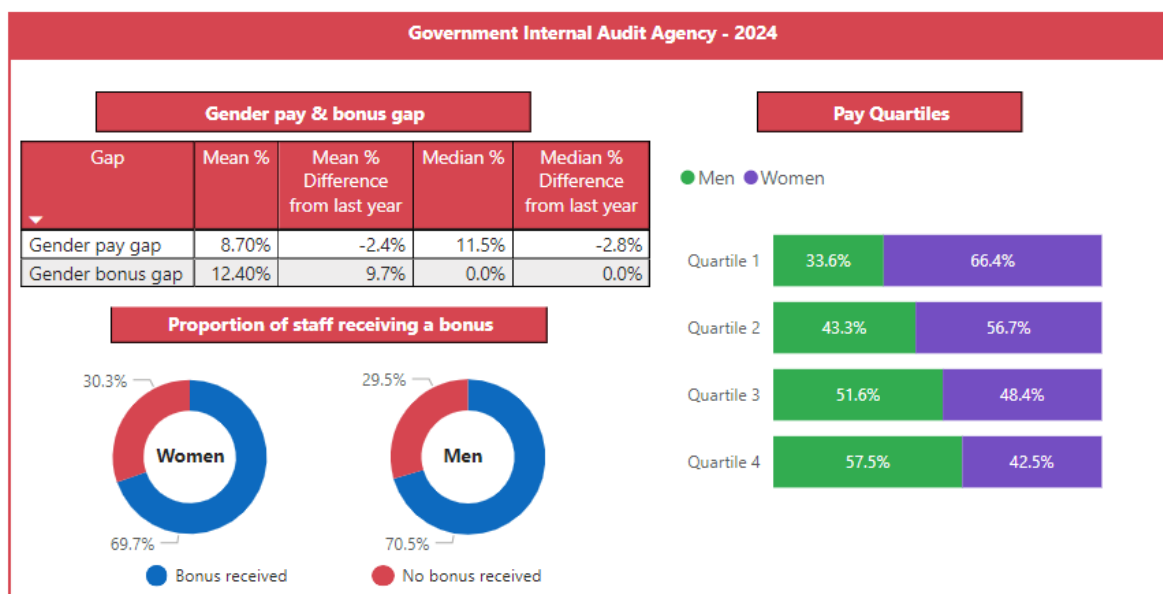
We are committing to further analysis into our Gender Pay Gaps, which will be used to refine the 2024/25 gender pay gap action plan further. Over the next 12 months we will continue to monitor and track the impact of our continuing, long-standing actions on representation, progression and gender pay parity and introduce new actions based on the findings of more recent analysis.

The executive agencies that form part of the Treasury Group results have their own separate action plans to help them address their own gender pay gaps.

4. Statutory disclosures

On 31st March 2024, HM Treasury had 5 employee entities which formed this report: the core department and four executive agencies: Government Internal Audit Agency, Debt Management Office, National Infrastructure Commission (NIC), and the Office for Budget Responsibility (OBR).

Only the central Department and the Government Internal Audit Agency (GIAA) employ 250 or more employees.



The above data is taken from Civil Service Statistics 2024. The NIC, DMO and OBR have an employee headcount below 250. As such these figures have been suppressed due to small numbers in the calculations.

5. Declaration

HM Treasury confirms that our data has been calculated by the Cabinet Office, according to the requirements of The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Signed – Rebecca Coady, Director of Operations, Corporate Centre Group