



Department for
Science, Innovation
& Technology

The Department for Science, Innovation & Technology Gender Pay Gap Report

Report for the year 2024



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1. Introduction

The Department for Science, Innovation & Technology (DSIT) 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.

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 2024.

Headline Figures

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

The Gender pay gap calculations look at the entire workforce of DSIT.

For core DSIT (excluding Executive Agencies) the headline 2024 GPG figures are

- As of March 31st, 2024, DSIT employed 2,069 staff (full-time equivalent: 2,033), with a workforce gender composition of 52.1% women.
- Mean Gender Pay Gap: 0.5%
- Median Gender Pay Gap: 0.0%
- Mean Bonus Gender Pay Gap: -8.7%
- Median Bonus Gender Pay Gap: -8.3%
- 52.7% of women received a bonus compared to 52.2% of men

Organisational context

The GPG regulations require DSIT to include its four Executive Agencies in the **published figures** as they are not separate legal entities. The data published on GOV.UK therefore includes core DSIT Building Digital UK, The Intellectual Property Office, The Met Office, and the UK Space Agency. This report is based on core DSIT.

DSIT's formation and further Machinery of Government Changes (MoG)

DSIT was formed following Machinery of Government (MoG) changes that brought together responsibilities from BEIS, DCMS, and the Cabinet Office.

Additional MoG changes were announced in July 2024 following the General Election, further expanding DSIT's remit and reinforcing its position at the forefront of the UK's innovation and digital transformation agenda. The three functions listed below are yet to join DSIT and have there have not been included in this year's GPG data or report for the department.

The 2024 MoG changes will integrate the Central Digital and Data Office (CDDO), the Government Digital Service (GDS), and the Incubator for Artificial Intelligence (i.AI) into DSIT, creating a Digital Centre for government and the public sector within the department.

This move aligns with DSIT's broader strategic objectives and supports the government's five national missions:

1. Kickstart economic growth
2. Make Britain a clean energy superpower
3. Take back our streets
4. Break down barriers to opportunity
5. Build an NHS fit for the future

"Future DSIT", the department's transformation programme, has been established to ensure the department is well-equipped to meet these objectives. This programme is focused on building the right skills, capabilities, structures, and systems to support DSIT's expanding scope, ensuring it remains a leader in science, innovation, and digital government.

Equality, Diversity, and Inclusion (EDI) Approach

DSIT is deeply committed to fostering an inclusive and supportive work environment for all staff. Over the past year, the department has made significant strides in embedding inclusion into its core operations. This has been achieved through targeted interventions focused on promoting diverse voices, creating supportive work environments, and ensuring inclusive design across all areas of the organisation.

Collaboration with staff networks and senior leadership has been central to advancing these inclusion efforts. As DSIT continues to expand, maintaining a culture of inclusion is a key priority. Ensuring that all colleagues feel supported, respected, and empowered to contribute will remain at the heart of DSIT's future vision.

Analysis of pay gap

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.

GPG data be either a positive or negative percentage.

- A positive percentage shows that women have lower pay or bonuses than men in your organisation.
- A negative percentage shows that men have lower pay or bonuses than women in your organisation.
- A zero percentage shows that there is equal pay or bonuses between men and women in your organisation.

This is the first gender pay gap report for DSIT following the 2023 Machinery of Government changes which led to the formation of the department.

Headline Figures for core DSIT

- **Mean Gender Pay Gap:** 0.5%
- **Median Gender Pay Gap:** 0.0%

Grade Distribution: An uneven distribution of men and women across grades is often a driver of pay gaps. In DSIT, the distribution as of March 2024 is as follows:

Grade	Men in grade	% Of grade that are men	Women in grade	% Of grade that are women	Total
SCS	52	40.63%	76	59.37%	128
G7/G6	485	49.24%	500	50.76%	985
HEO/SEO	418	49.23%	431	50.77%	849
AO/EO	37	34.58%	70	65.42%	107
Total	992	47.95%	1077	52.05%	2069

The **mean gender pay gap** is more sensitive to differences in pay at the higher and lower ends of the salary distribution. Although the representation of men and women is quite balanced in the mid-level grades, there are small differences in representation at the extremes, which can influence the mean.

SCS (Senior Civil Service): This is the highest-paying grade.

There are more women (59.37%) than men (40.63%) in this grade, but even if the number of women is larger, if a few men are in top-level positions with significantly higher pay, this could push up the mean salary for men slightly more than for women.

AO/EO (Administrative Officer/Executive Officer): This is the lowest-paying grades.

There are more women (65.42%) than men (34.58%) in this grade, meaning a higher percentage of women are in lower-paying roles. This would bring down the average salary for women, even though the gap is minimal overall.

In total, the mean gender pay gap of 0.5% may be attributed to:

- **More women are concentrated in lower-paying grades (AO/EO)**, which slightly pulls down their overall average pay.

The **median pay gap** compares the midpoint of the salary distributions for men and women. In this department, the distribution of men and women across grades is balanced in most categories, especially in mid-level grades like **G7/G6** and **HEO/SEO**, which are the largest groups in the department.

- In **G7/G6**, which contains the largest number of employees (985 total), men make up 49.24% and women make up 50.76%, a very balanced distribution.
- Similarly, in **HEO/SEO**, men make up 49.23% and women 50.77%, another nearly even split.

Since these two grades represent the majority of employees, the median salary (the midpoint of all salaries) will likely fall within these grades. Given the balanced representation, men and women at this midpoint will earn very similar salaries, leading to a **0.0% median gender pay gap**.

In DSIT, women are well-represented across all levels, with a particular focus on closing the gap at senior levels, resulting in a more balanced pay structure and helping keep the mean and median gap minimal.

While the department's GPG figures are minimal, some key factors that contribute to the slight mean pay gap include:

- **Grade distribution:** More women than men at the lower grades AO-SEO
- **Legacy Pay Practices:** DSIT inherited staff and their salaries from several departments, which may lead to pay disparities based on prior roles and pay scales.
- **Length of Service and Position in Pay Range:** Employees with longer service or higher starting salaries can influence the average pay gap.

Comparison to Civil Service Gender Pay Gap 2024

The 2024 Civil Service Gender Pay Gap data shows the mean pay gap across the Civil Service is around 7.3%, while the median pay gap stands at 8.5%. DSIT's much lower gaps

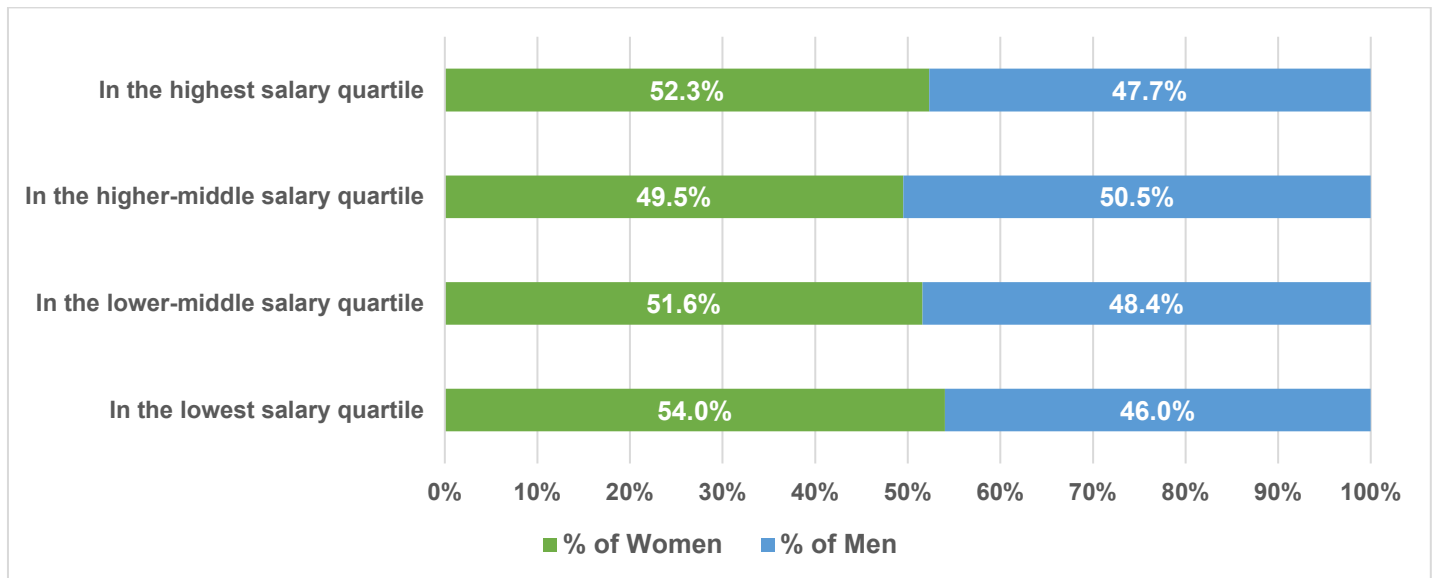
(0.5% mean and 0.0% median) reflect the department's focus on ensuring gender pay equity from its inception.

Bonus Pay Data

Regarding bonuses, 52.7% of women received a bonus compared to 52.2% of men. This near-equal distribution indicates no significant gender disparity in bonus allocation, further emphasising the department's fair practices.

Pay Quartiles

Pay quartiles are calculated by listing the department's hourly wages in ascending order and then splitting this list into four equal parts, showing the gender balance at each quartile. Those with the lowest hourly wages make up pay quartile 1 and those with the highest hourly wages quartile 4.



Analysis of the bonus gap

The bonus gap data is based on both cash payments and vouchers paid to DSIT staff.

- **Mean Bonus Gender Pay Gap for core DSIT: -8.7%**
 - This means that, the mean (average) bonus paid to women is 8.7% more than the mean (average) bonus paid to men.
- **Median Bonus Gender Pay Gap for core DSIT: -8.3%**
 - This means that the median bonus paid to women in DSIT is 8.3% more than the median bonus paid to men.

The mean and median bonus gap data can be attributed to more women receiving bonuses than men in the department.

DSIT In-Year Awards (IYA) scheme

The DSIT IYAs recognise and celebrate individuals or teams for high-calibre work performance, meeting operational challenges, corporate contributions or outstanding behaviours that support our DSIT priorities and values.

IYAs are open throughout the year to nominate colleagues (at Grade 6 and below) in any directorate. Nominations can be agreed at any time, and payments made flexibly and quickly, to recognise as many colleagues as possible, as quickly as possible.

We have an IYA digital platform for reward nomination, and payments are made through Finance, easing the burden for line managers and directorates and providing fast, transparent Management Information data on spend.

While bonus nominations are voluntary and as such might be subject to variation, as set out above the distribution indicates no significant gender disparity in DSIT's bonus allocation. We will work with Digital colleagues in 2025 to enable collation of more refined data that may provide more granular insight into any drivers contributing to gender gaps in bonus pay, and what if anything needs to be done next year. However, high-level current headline data demonstrates that the department's bonus pay practices are fair, showing little disparity between men and women.

Targeted action to reduce and close the Gender Pay Gap

What we have done in the last year

DSIT has inherited a strong foundation of gender diversity and inclusion from BEIS and DCMS and, over the past year, has focused on consolidating and building upon these efforts. Below are the key initiatives and actions taken to support gender balance within DSIT:

Diversity Dashboard Publication: DSIT launched its Diversity Dashboard, providing detailed data on workforce demographics, including gender representation. This tool is essential for tracking gender trends, identifying areas for improvement, and ensuring transparency in our gender diversity efforts.

Staff Networks: DSIT actively supports 21 colleague-run networks and groups, 14 of which are diversity-related. These networks provide vital peer support, raise awareness, and advocate for inclusion, helping to address barriers faced by women and other underrepresented groups in the workplace.

The re-launch of the Women's Network has been central to these efforts. Previously known as the Women in Science, Innovation and Technology Network, it was re-launched with the support of two SCS champions to raise its visibility and impact. This revitalized network provides a vital platform for women to connect, share experiences, and advocate for gender equality. The SCS champions collaborate with the network to align its activities with DSIT's gender equality priorities, including career progression initiatives for women and addressing gender disparities in pay.

DSIT has also supported other networks that address challenges disproportionately affecting women, further contributing to gender equality. The Parenting Network, inclusive of all staff, focuses on challenges such as balancing work and caregiving responsibilities, which often impact women more significantly. Similarly, the Menopause Network, originally established within Building Digital UK (BDUK), has been expanded to support employees across DSIT, raising awareness of menopause-related issues and providing resources to those affected.

The department has also established a Carer's Network to offer targeted support for employees with caregiving responsibilities, many of whom are women. DSIT is committed to achieving Carers Confident Level 2 accreditation by mid-2025, with plans to explore Level 3 accreditation in the future. These efforts help ensure that caregiving staff are supported in balancing their professional and personal responsibilities.

To further enhance the impact of these networks, the EDI team provides ongoing support and works collaboratively with network leads to address barriers and align network activities with DSIT's broader inclusion priorities. By empowering networks and addressing systemic challenges, DSIT continues to improve gender representation, support women's career progression, and take tangible steps toward reducing the gender pay gap.

Recruitment: DSIT integrates diversity and inclusion principles into its recruitment strategy to improve gender representation and address the gender pay gap. To support this, the department reports quarterly on recruitment data, as part of a Civil Service-wide initiative, tracking gender representation at each stage of the hiring process. This helps identify and address imbalances, ensuring a fair and inclusive process for all candidates. Using this data, DSIT targets underrepresented groups by showcasing employee experiences on LinkedIn and its Careers site and promoting flexible working options and diverse career paths, encouraging applications from a wider range of candidates.

To enhance accessibility, DSIT has implemented a quality assurance step in the recruitment advertising process, simplifying language and removing jargon to attract a broader pool of candidates. Piloting initiatives such as providing interview questions in advance has created a

more supportive environment, particularly for women returning to work after caregiving or maternity leave, helping them feel confident and prepared.

To ensure fairness and reduce unconscious bias, DSIT mandates mixed-gender panels at both the sift and interview stages. Additionally, the relaunch of the Independent Panel Membership (IPM) initiative, with support from staff networks, has introduced diverse perspectives to recruitment panels, further promoting equitable and inclusive decision-making.

All roles at DSIT are advertised as open to flexible working arrangements, including part-time, job sharing, and remote options, unless a strong business case requires otherwise. This approach supports women and employees with caregiving responsibilities, helping them balance their professional and personal commitments effectively.

DSIT also gathers candidate feedback to continually refine its recruitment practices, ensuring they are transparent, supportive, and aligned with the department's diversity and inclusion objectives. These combined efforts enhance gender representation, support women's career progression, and further contribute to reducing the gender pay gap.

Talent: The Department's focus on gender equality is supported by several initiatives aimed at promoting career progression. Programmes include:

- Future Leaders Scheme (FLS) and Senior Leaders Scheme (SLS): provide women with pathways to senior roles, helping to address gender imbalances in leadership. The success rate of female applications securing a place on these programmes has been positive with 54% for FLS and 100% for SLS.
- Beyond Boundaries (BB) programme: further supports women by developing critical leadership skills needed for advancement with 57% of BB participants being women
- Crossing Thresholds (CT) programme: is a career mentoring programme for women, HEO – Grade 6 who want to define and develop their career in a structured and supportive environment. 27 women completed CT in 2024.

In addition, training and development opportunities, like our new DSIT Innovation Academy and our DSIT AI Learning Gateway (both launching Jan 2025), equip women with the skills required to excel in areas where they are often underrepresented. The Department has recently launched our DSIT Coaching Academy, offering Executive 121 and Group Coaching for G6/7 staff, to support career development across all levels and diversity groups.

An exciting new opportunity TechTrack, due to trial shortly, is aligned to Mission 5 Digital Skills at scale and the Government's vision for transforming public services and fuelling economic growth. It is an 18 month to two-year digital upskilling programme delivered via an apprenticeship aiming to:

- Diversify the Digital & Data Profession.
- Target the hardest to fill technical vacancies
- Accelerate expertise, AI and leadership skills

GDS recently hosted three students from Next Tech Girls (NTG) and will look to rerun again. It is a social enterprise set up in 2016 that works with girls currently in education looking to work in STEM (Science, Technology, Engineering, Maths) careers. They especially focus on working with girls from lower income and minority backgrounds.

Inclusive policies and practices:

The Department monitors pay, recruitment, and progression data, including the gender split of Recruitment and Retention Allowances (RRAs), to identify and address any gender disparities. This data-driven approach ensures that actions to reduce the gender pay gap are based on evidence and aligned with broader diversity and inclusion goals.

DSIT has implemented flexible working policies, including hybrid working, which allows staff to split their time between home and office. These policies also provide flexible hours, location flexibility, and, in specific cases, options for working from abroad, ensuring support for a variety of working arrangements.

These policies are complemented by generous parental leave provisions, including nine months of maternity leave and three weeks of paternity leave. These attractive policies ensure that women and caregivers can balance career advancement with personal commitments. By addressing key barriers such as the impact of caregiving on career progression, these initiatives help reduce gender pay gaps and support women in advancing within the organisation.

DSIT is in the process of aligning its policies and processes following the department's creation in February 2023, with inclusivity at the core of this work. A key example of Department's commitment to fostering a safe and supportive workplace is the introduction of the Domestic Abuse Policy, which ensures that staff experiencing domestic abuse have access to the necessary support and flexibility to manage both their personal and professional lives.

What we will be doing going forward

We remain focused on embedding gender considerations into all aspects of our work.

Policies: Since its creation in February 2023, DSIT has been working to harmonise policies inherited from legacy departments to provide a consistent experience for all staff. Over the coming year, DSIT will review its Discipline, Issue Resolution, Bullying, Harassment and Discrimination (BHD), and Sexual Harassment policies to ensure they are aligned and responsive to the department's evolving needs. This effort is part of DSIT's commitment to maintaining a safe and supportive environment across the organisation as it continues to develop a cohesive culture and shared values.

MoG and EDI Strategy: As DSIT moves through the MoG changes, the department is prioritizing efforts to strengthen its organisational culture and values as part of its broader transformation programme. In parallel, DSIT will continue to build on its existing EDI

foundations to shape a strategy that supports Future DSIT. With new colleagues from the Cabinet Office expected to join in Q1 2025/26, DSIT will be well-positioned to leverage enhanced data and insights to create a comprehensive, data-driven EDI approach that aligns with the department's evolving structure and the needs of its workforce.

Recruitment: As DSIT refines its recruitment practices, the focus remains on ensuring inclusivity and accessibility for all candidates by improving job advertisement language and application processes. Internally, DSIT is working to improve the quality of diversity data, with an emphasis on raising declaration rates across all protected characteristics. This improved data will provide insights to better inform workforce development efforts, supporting underrepresented groups, including women, in their career progression and helping build a more representative department.

Networks: DSIT is dedicated to empowering its staff networks, ensuring they have the resources and governance frameworks necessary thrive. Working closely with SCS champions, these networks play a vital role in promoting diversity, supporting staff development, and fostering an inclusive workplace. Among these networks, the recently established Carers Network exemplifies DSIT's commitment to supporting employees with specific needs. Since its launch in summer 2024, the Carers Network has focused on assisting staff with caring responsibilities, and DSIT aims to achieve Carers Confident Level 2 accreditation by mid-2025, with aspirations to progress to Level 3, further strengthening the department's inclusive culture.

6. Declaration

We confirm that data reported by The Department for Science, Innovation & Technology 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

Name/job title of Signature: Sarah Munby DSIT Permanent Secretary

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