



Department
for Education

2024 Gender Pay Gap Report

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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 2024 to calculate hourly pay.
- The report compares the GPG figures over the last 3 years 2022-2024.
- The median continues to be the headline GPG figure. The department's headline GPG figure in 2024 is 8.2%, an increase of 4.1 percentage points from 2023. As with previous years, the remaining gap is driven by an overrepresentation of female employees at more junior grades.
- The median bonus gap in 2024 is -6.3%. This means that the median women's bonus was 6.3% *higher* than men's. This is a widening of 5.2 percentage points from the -1.1% gender bonus gap in 2023. The mean bonus gap has narrowed from -2.3% in 2023 to -0.3% in 2024.
- DfE has a similar gender pay gap to other governments departments, with the overall median GPG for the Civil Service at 8.5% in 2024.

Table 1: Gender Pay and Bonus Gaps in 2024

Reporting organisation(s)	Pay gap		Bonus gap	
	Mean	Median	Mean	Median
Department for Education (incl. Executive Agencies)	4.2%	8.2%	-0.3%	-6.3%

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 2024, as well as any non-consolidated performance related awards paid between 1 April 2023 and 31 March 2024. 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 59.7% female and 39.3% male employees as at 31 March 2024.

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](#) and incorporated into the DfE's People Strategic Plan

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. Further departmental analysis supports that the DfE does not have evidence of an issue with equal pay.

The gender pay gap is calculated using the difference between hourly pay using annual salaries as of 31 March, aligned with the Annual Civil Service Employment Survey (ACSES) approach.

3. Analysis of pay gap

Pay Gap Analysis

The department's headline pay gap figure in 2024 is 4.1%. The figures from previous years are listed in the table below. The mean pay gap in 2024 is 8.2%.

Table 2: GPG figures from 2022 – 2024

	2024	2023	2022
Median	4.2%	4.1%	4.9%
Mean	8.2%	2.1%	3.9%

The overall mean and median hourly difference in pay is £1.09 and £2.00 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 2024

Grade	Total	Number of women	Number of men	% of women in the grade
EA	85	59	26	69.4%
EO	722	463	259	64.1%
HEO	1583	1002	581	63.3%
SEO	2248	1372	876	61.0%
G7	2139	1246	893	58.3%
G6	907	449	458	49.5%
All SCS	265	154	111	58.1%
All	7949	4745	3204	59.7%

The department's workforce is made up of 59.7% females and 39.3% males in 2024. This is a slight decrease in female representation from 60.0% female employees in 2023.

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).

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 percentages of men and women in each quartile is then calculated. Analysis this year shows a large increase in the number of female employees in the upper quartile. There have been reductions in the number of female employees in each other pay quartile.

Figure 1: Pay Quartiles

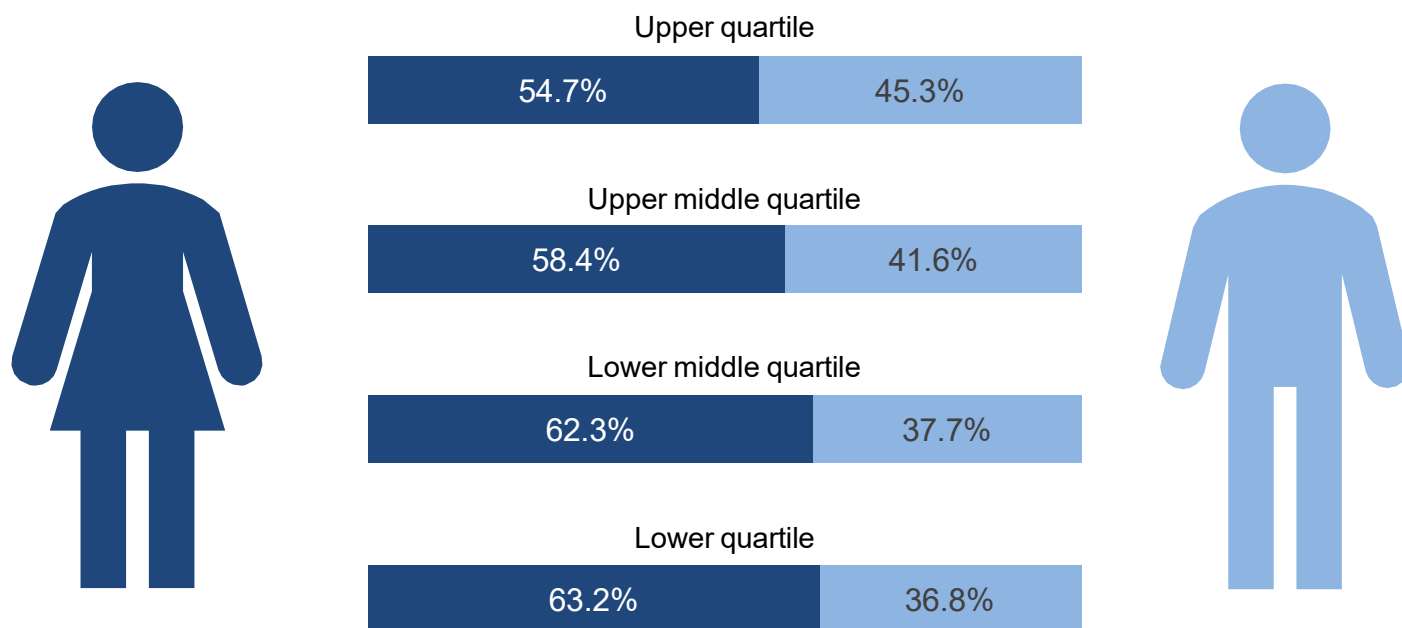


Table 4: Distribution of women in each pay quartile in 2021-2024

	Percentage of women in each pay quartile 2024	Percentage of women in each pay quartile 2023	Difference (pp)	Percentage of women in each pay quartile 2022	Percentage of women in each pay quartile 2021
Upper Quartile	54.7%	57.1%	-2.4	54.7%	54.2%
Upper Middle Quartile	58.4%	59.3%	-0.9	59.3%	59.2%
Lower Middle Quartile	62.3%	61.6%	0.7	60.0%	59.1%
Lower Quartile	63.2%	61.9%	1.3	62.9%	61.5%

This suggests that there are changes to the workforce ratios between male and female employees compared to 2023.

Figure 2: Grade breakdown by gender

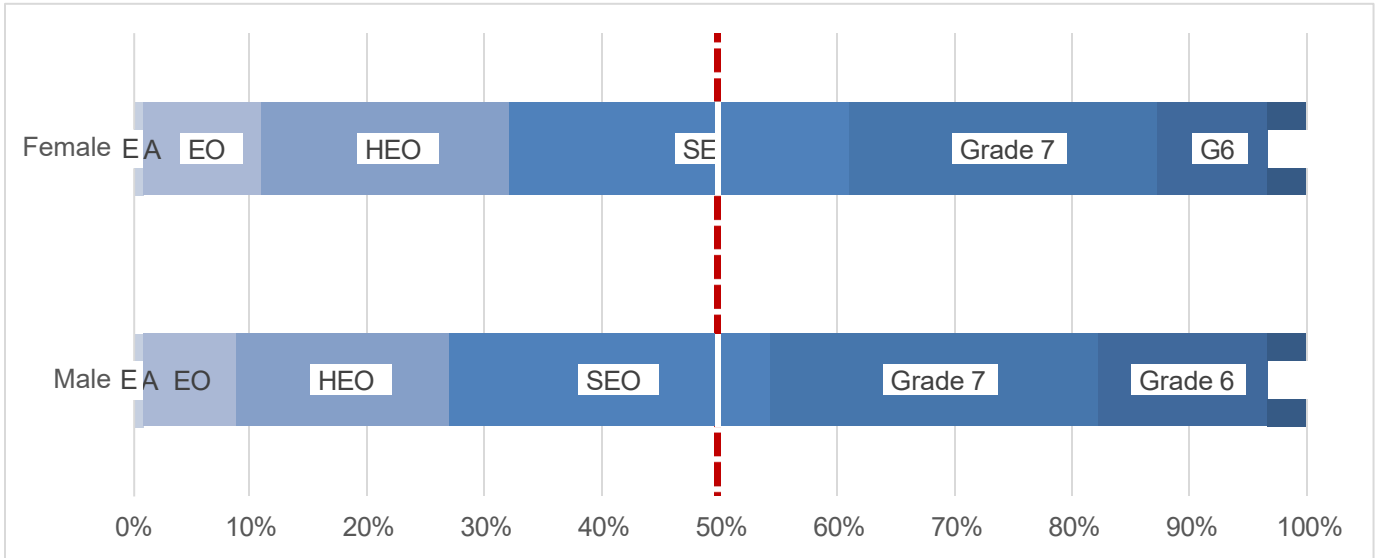
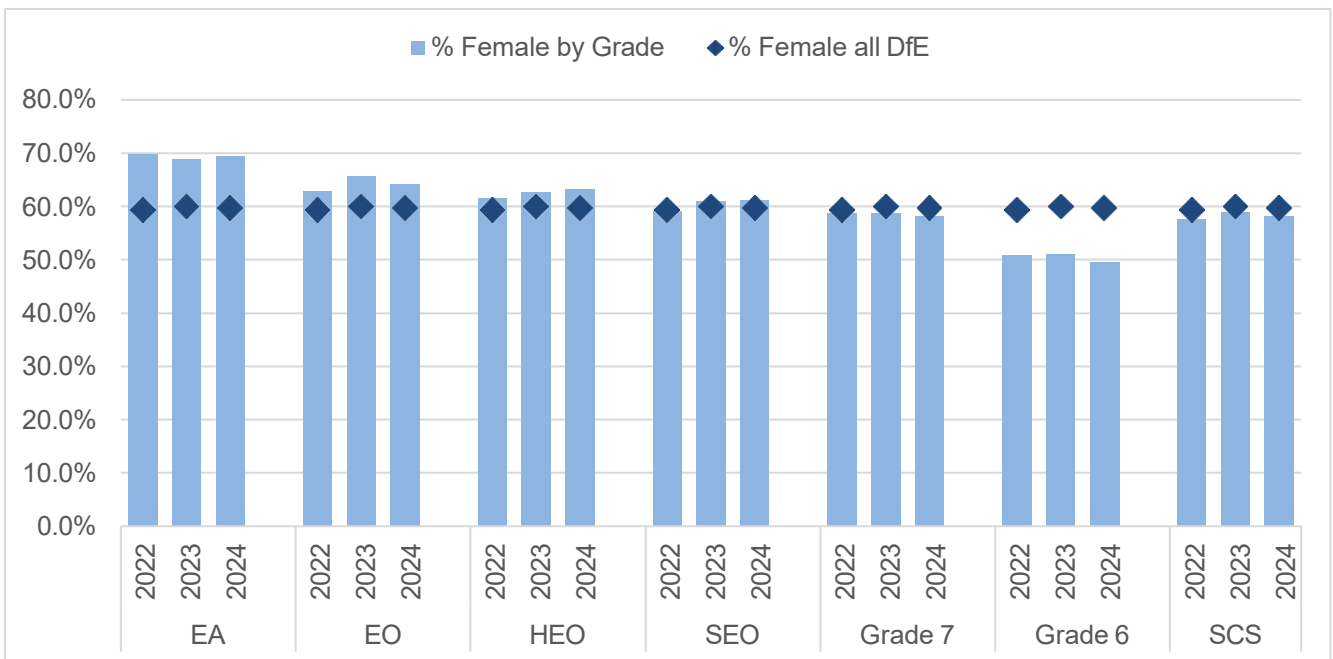


Figure 2 shows the median salary for both men and women in 2024. While both the median male and female salary continue to be within the SEO pay band, the higher proportion of women in more junior grades pushes the overall median female towards the middle of the SEO band. However, the overall median male is closer to the top end of the SEO pay band.

Figure 3 below shows the proportion of women in each pay band from 2022 to 2024. The dark 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 2022-2024



In addition to differences in pay linked to representation, DfE had a change to the payment date for some of its non-consolidated payments which contributed to the increase in the gender pay gap between 2023 and 2024.

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 2024 is -6.3%, therefore 6.3% in favour of women. This has increased from -0.4% in 2023.

Table 5: Gender bonus gap figures from 2022 – 2024

	2024	2023	2022
Median	-6.3%	-0.4%	-2.0
Mean	-0.3%	-1.9%	1.1%

Despite the overall higher median bonus gap this year there are some expected small changes from the previous years into 2024, 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.

Table 6: Bonus gap figures at each grade

Grade	Median bonus gap 2024	Median Bonus gap 2023	Mean bonus gap 2024	Mean Bonus gap 2023
EA	20.0%	0.00%	11.4%	-5.5%
EO	-10.0%	7.7%	-19.2%	1.2%
HEO	0.0%	-1.7%	-2.2%	-2.7%
SEO	0.0%	-1.2%	-1.6%	-0.4%
GRADE 7	0.0%	-5.7%	-2.1%	-2.7%
GRADE 6	-10.0%	-4.3%	-7.2%	-3.3%
All SCS	15.8%	-21.7%	-0.8%	-17.0%

Percentage of men and women receiving a bonus

The number of men and women who received an award in 2024 remain similar with men being 78.35% and women 78.59%.

There is now a £25 gap in the median bonus in favour of women. The number of men and women who receive a bonus, however, is almost the same.

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 have 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 actions within the Department's People Strategic Plan. As a part of this the DfE continues to develop regional growth, providing career opportunities for many diverse characteristics and backgrounds.

This is a continuation of the Department's commitment to being an inclusive employer by ensuring our recruitment processes are attracting a diverse range of applicants. This has included improving visibility of roles on offer by increasing the department's presence on social media sites such as LinkedIn and greater promotion of the Care Leavers Internship programme which is a cross-Civil Service campaign which the Department runs.

- **Apprenticeships:**

The department has continued to champion and promote apprenticeships, with 6.3% 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%
- Q4 23/24 65.5%

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
- Q4 23/24 502 apprentices, 6.3% of the total workforce

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

- **Jobshare Matching:**

DfE supports applications from jobshares to its vacancies in order to support all colleagues who have different working patterns, and predominantly those with caring responsibilities

outside of work. This promotes a diverse workforce and fosters an inclusive culture within DfE.

- **Networks:**

DfE continues to develop its employee network framework agreement to strengthen how the Department works with Networks, DG Champions and SCS Sponsors and will increase engagement and support of all employees whether identifying or not with the characteristics of any of the networks. An example of this is the Women's Network mentoring scheme and the Women in Digital, Data, Technology Network.

- **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. DfE are supporting 30 colleagues to participate in the 24/25 cohort.
- The Building Confidence Toolkit 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 and development to minimise a lack of confidence being a barrier to achieving their potential. Embedding this tool helps ensure that everyone feels confident bringing their whole selves to work.

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 its People Strategic Plan to ensure that inclusivity is a core expectation in all that we do.


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 rebalancing our workforce across the country and to grow talent across all characteristics, including women.
- Continue to develop a clear structure for how the department works with employee networks including the Women's Network and Women of Colour network. This will involve promoting information and supporting engagement in employee networks.
- Embed the cross-government Line Manager Standards, its associated assessment tool and programmes of Line Manager development activities to ensure all Line Managers manage with confidence and empathy so everyone feels respected, valued, included and motivated at work to deliver high quality services, outcomes and build an effective and inclusive team culture.

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

A rectangular box containing a handwritten signature in black ink. The signature is stylized and appears to read 'S Acland-Hood'.