



Department
for Education

2025 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 2025. The methodology uses annual salaries in March 2025 to calculate hourly pay.
- The report compares the GPG figures over the last 3 years 2023-2025.
- The median continues to be the headline GPG figure. The department's headline GPG figure in 2025 is 6.7%, a decrease of 1.5 percentage points from 2024. As with previous years, the remaining gap is driven by an overrepresentation of female employees at more junior grades.
- The median bonus gap in 2025 is -5.6%. This means that the median women's bonus was 5.6% *higher* than men's. This is a narrowing of 0.7 percentage points from the -6.3% gender bonus gap in 2024. The mean bonus gap has widened from -0.3% in 2024 to -2.3% in 2025.
- DfE has a similar gender pay gap to other governments departments, with the overall median GPG for the Civil Service at 6.4% in 2025.
- Table 1 below shows the median and mean gender pay and bonus gaps in 2025.

Table 1: Gender Pay and Bonus Gaps in 2025

DfE	Pay gap		Bonus gap	
	Mean	Median	Mean	Median
Department for Education (incl. Executive Agencies)	4.2%	6.7%	-2.3%	-5.6%

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 2025, as well as any non-consolidated performance related awards paid between 1 April 2024 and 31 March 2025. 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 Agency¹
- Standards and Testing Agency
- Teaching Regulation Agency

The department uses Civil Service grades ranging from Executive Officer / Executive Assistant (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 40.3% male employees as at 31 March 2025.

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.

DfE is a place where we care deeply about our purpose, and about each other. We are proud of the work we do and want **everyone to have the opportunity to do their best work** here. To be our best, it is important that DfE is **a great and inclusive place to work** and has high standards to meet the needs of those we serve.

In 2022, DfE launched its 2022-26 Diversity and Inclusion Strategy setting out the work of the department to develop an inclusive workplace for everyone. In September 2024, the department

¹ The Education and Skills Funding Agency ceased to exist after 31 March 2025, but is included in this report as the snapshot date for data is 31 March 2025.

launched its People Strategic Plan which sets out the aims for our people between 2024-27, bringing together the way we work and in particular our commitments to Diversity and Inclusion. Our Diversity and Inclusion Strategy and People Strategic Plan are in line with the [Civil Service Diversity and Inclusion Strategy 2023 – 2025](#), and include actions supporting further gender pay gap improvements and the department's ambition to be a leader in Whitehall on gender pay.

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 2025 is 6.7%. The figures from previous years are listed in Table 2 below. The mean pay gap in 2025 is 4.2%.

Table 2: Gender pay gap figures from 2023-2025

	2025	2024	2023
Median	6.7%	8.2%	4.1%
Mean	4.2%	4.2%	2.1%

The overall mean and median hourly difference in pay is £1.15 and £2.88 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 2025

Grade	Total	Number of women	Number of men	% of women in the grade
EA	71	50	21	70.4%
EO	676	427	249	63.2%
HEO	1455	931	524	64.0%
SEO	2225	1362	863	61.2%
G7	2099	1213	886	57.8%
G6	900	452	448	50.2%
All SCS	253	151	102	59.7%
All	7679	4586	3093	59.7%

The department's workforce is made up of 59.7% females and 40.3% males in 2025. This is no change in female representation from 2024.

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 are then calculated. Analysis this year as shown in Figure 1 and Table 4 demonstrates an increase in the number of female employees in the upper quartile. There have been reductions in the number of female employees in the middle pay quartiles, and a modest increase in the number of female staff in the lower quartile.

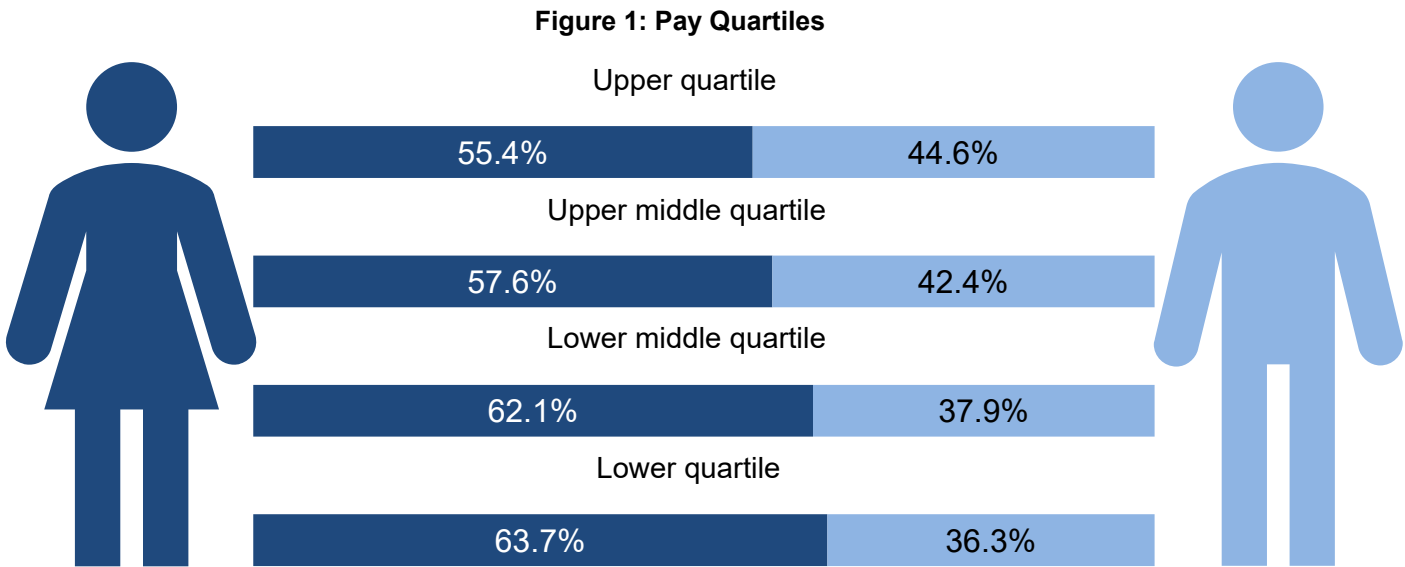


Table 4: Distribution of women in each pay quartile in 2022-2025

	Percentage of women in each pay quartile 2025	Percentage of women in each pay quartile 2024	Difference (pp)	Percentage of women in each pay quartile 2023	Percentage of women in each pay quartile 2022
Upper Quartile	55.4%	54.7%	0.7	57.1%	54.7%
Upper Middle Quartile	57.6%	58.4%	-0.8	59.3%	59.3%
Lower Middle Quartile	62.1%	62.3%	-0.2	61.6%	60.0%
Lower Quartile	63.7%	63.2%	0.5	61.9%	62.9%

This suggests that there are modest changes to the workforce ratios between male and female employees compared to 2024.

Figure 2: Grade breakdown by gender

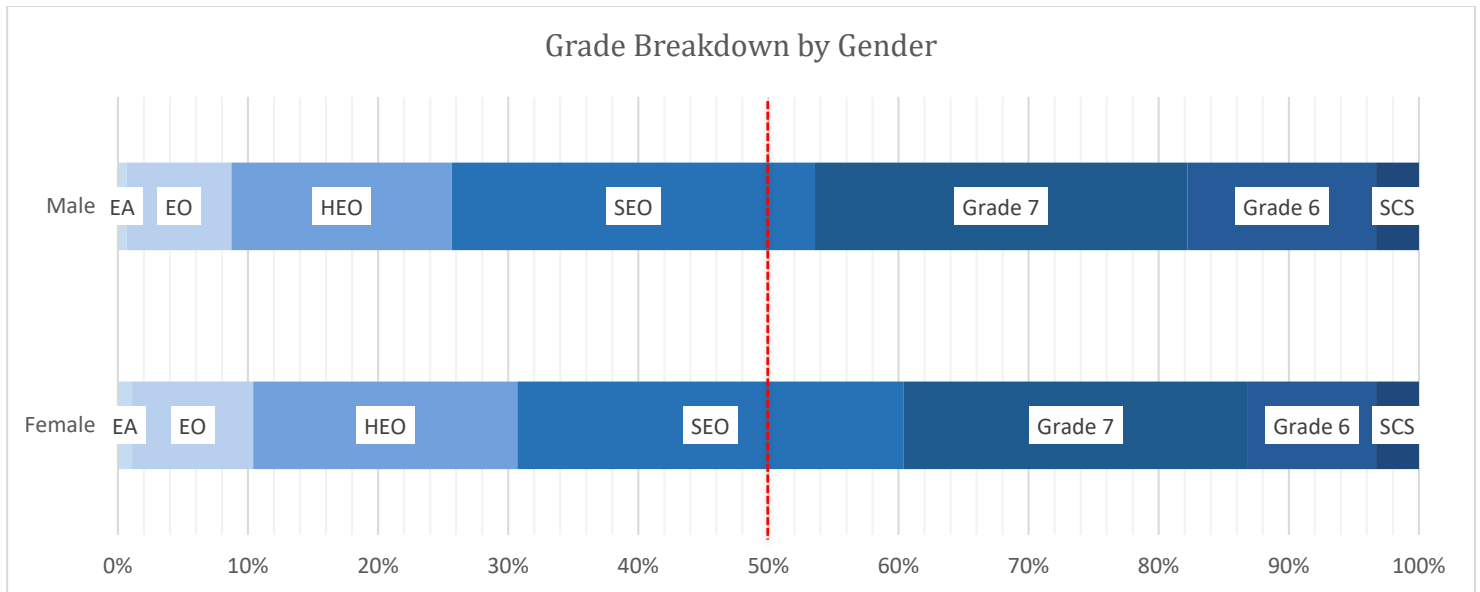
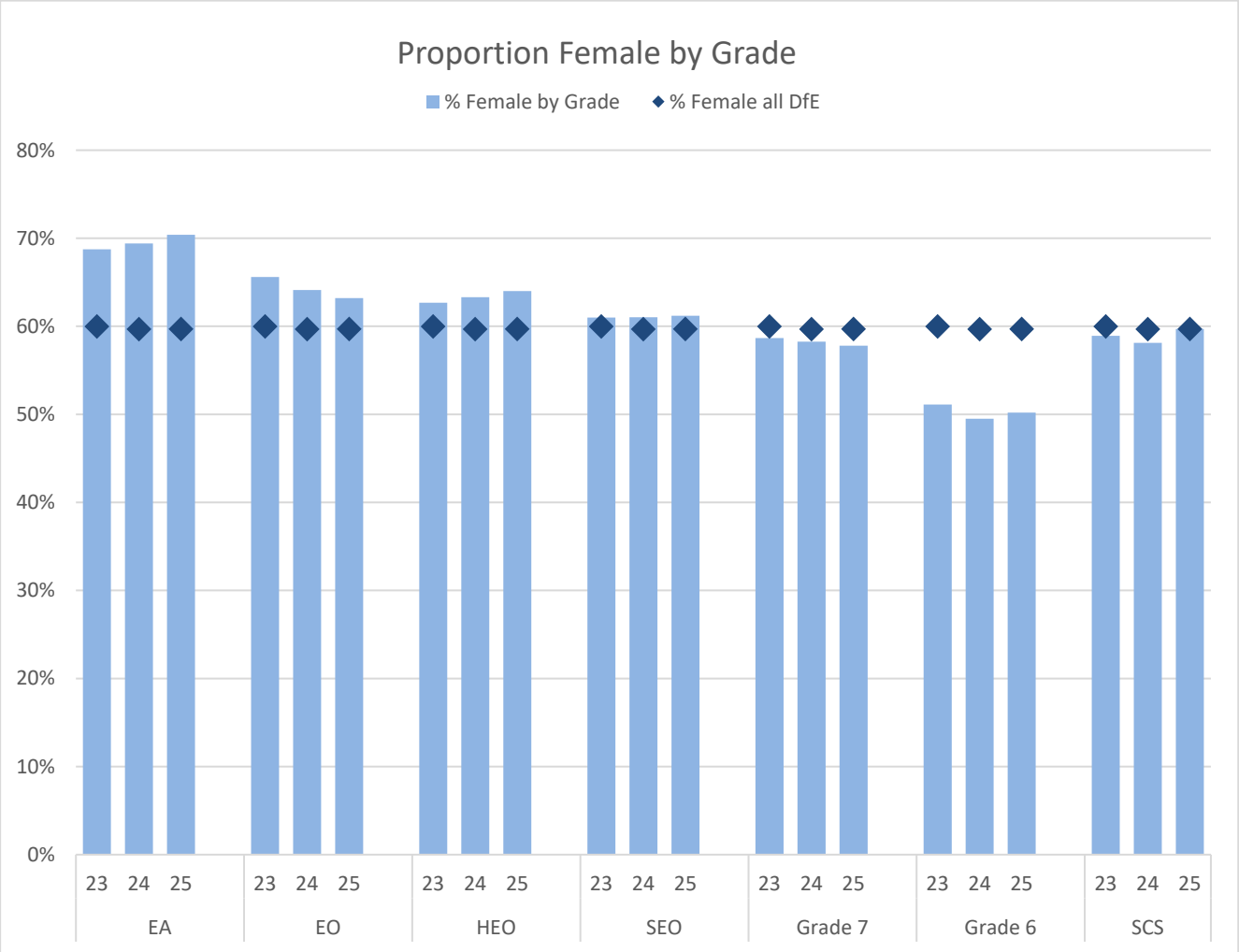


Figure 2 shows the median salary for both men and women in 2025. While both the median male and female salary continue to be within the SEO pay band, the higher proportion of women in more junior grades pushes the overall median female towards the middle of the SEO band. However, the overall median male is closer to the top end of the SEO pay band.

Figure 3 below shows the proportion of women in each pay band from 2023 to 2025. 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, most notably at Grade 6, women are under-represented at that grade.

Figure 3: Proportion of female employees by grade and overall 2023-2025



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.

As shown in Table 5 the department's headline median bonus gap figure in 2025 is -5.6%, therefore 5.6% in favour of women. This has decreased from -6.3% in 2024.

Table 5: Gender bonus gap figures from 2023 – 2024

	2025	2024	2023
Median	-5.6%	-6.3%	-0.4%
Mean	-2.3%	-0.3%	-1.9%

Despite the overall higher median bonus gap this year there are some expected small changes from the previous years into 2025, which we anticipate will continue to fluctuate slightly in the coming years. This is to be anticipated as reflective of the relative representation of male to female employees changes within the department.

Furthermore, as shown in Table 6 below overall bonus spend across the department was significantly lower in 2024-25, which has resulted in a decrease in the median bonus gap between male and females.

Table 6: Bonus gap figures at each grade

Grade	Median bonus gap 2025	Median Bonus gap 2024	Mean bonus gap 2025	Mean Bonus gap 2024
EA	2.9%	20.0%	-7.2%	11.4%
EO	0.0%	-10.0%	-6.1%	-19.2%
HEO	0.0%	0.0%	-2.4%	-2.2%
SEO	-5.6%	0.0%	0.2%	-1.6%
GRADE 7	-5.3%	0.0%	-2.2%	-2.1%
GRADE 6	0.0%	-10.0%	0.6%	-7.2%
All SCS	0.0%	15.8%	2.8%	-0.8%

Percentage of men and women receiving a bonus

The percentage of men and women who received an award in 2025 remain similar, with the figure for men being 97.1% and women 96.9%. There is now a £25 gap in the median bonus in favour of women.

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 that the Department runs.

- **Apprenticeships:**

The department has continued to champion and promote apprenticeships, with over 5% 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 see a higher proportion of apprentices that are female, as shown below. However, this has slightly decreased on the previous year but remains a significant increase from 53.1% in Q2 2021.

Percentage of DfE apprentices that are female:

- Q4 22/23 64.3%
- Q4 23/24 65.5%
- Q4 24/25 64.0%

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
- Q4 24/25 465 apprentices, 5.6% 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.

- **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 or not they identify with the characteristics of any of the networks. An example of this is the Women's Network mentoring scheme 'PeerConnect' 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 is supporting 30 colleagues to participate in the 25/26 cohort.
- Crossing Thresholds is a 12-month career mentoring programme that allows women to develop their career in a structured and supportive environment. Aimed at women who want the time, space and support to explore the next steps in their career, they will leave the programme clearer about their career goals and how to achieve them. DfE is running 2 cohorts aimed at grades HEO/SEO and 1 cohort aimed at grades G7/G6 in the 25/26 financial year.
- 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:

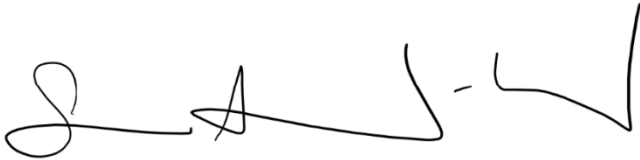
- Continuing the Department's commitment to being an inclusive employer, ensuring it nurtures talent and reflects the diversity of the country we serve. Carry out focused work to gain insight into how the recruitment process is working for diverse groups and pilot a new approach to improve accessibility to make interviews fairer for all.
- As part of our Locations Strategy, 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, Women of Colour Network and Menopause Network. This will involve promoting information and supporting engagement in employee networks.
- Leverage feedback from our new digital employee engagement platform - a fresh, dynamic approach to how we listen, respond and act on key issues for staff.
- Delivering increased D&I data deep dives with a focus on improving understanding and insight on intersectionality and embedding fair treatment into Organisational Design & Development plans to shape inclusive workplace intentions.

- Continue our embedding of the cross-government Line Manager Standards and develop line management capability to build effective and inclusive team cultures. Roll out mandatory training to all managers linked to the line management standards.

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 handwritten signature in black ink, appearing to read 'SAH', enclosed within a rectangular box.