

Gender pay gap report

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Creating a fairer Britain



The Great
Place Plan

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Introduction

We have published our gender pay gap figures revealing that women at the Equality and Human Rights Commission, on average, earn more than men and outnumber men at senior levels.



As we have less than 250 employees, we are not required under the gender pay gap reporting regulations to publish this data. However, we believe that transparency, reporting and monitoring is an important step to tackle the inequalities that are revealed through examining pay gaps, which is why we have published our data.

We hope more employers follow suit and publish their pay gaps, using it as an opportunity to look at what is driving them, to showcase the positive work they are doing to tackle inequalities that lead to pay gaps, and to use this as a benchmark to improve the situation over the coming year.

Our figures buck the national trend where the gender pay gap is 18.1%. But headline figures tell only a small part of the story. We are aware that our figures are sensitive to any small changes in staffing at senior levels due to our relatively low number of employees.

We know businesses who are taking positive steps to improve workplace equality for women may have, on the face of it, larger pay gaps than some of their peers. In some instances, this might be because they have taken steps to develop female talent and promote them to more senior roles, but the figures will show this as a larger pay gap compared with men who have held those positions for longer.

Similarly, those organisations who invest in their lower-paid staff, pay the Living Wage and provide favourable terms and conditions rather than outsourcing, might also have a gender pay gap figure bigger than others.

Publishing pay gap data should be about looking at ways to improve opportunities and pay and to guide action in organisations. It should also be seen as a way to talk about what your commitments are to diversity and inclusion and to taking action.

All organisations with more than 250 employees are [required to publish their gender pay gap data](#). We hope employers will use the opportunity to tell the story behind the numbers. This in turn will grow understanding across business and wider society about how to improve pay and development for women and to really drive gender equality.

Rebecca Hilsenrath

Chief Executive, Equality and Human Rights Commission

Overview

Organisations with 250 or more staff are required to publish their gender pay gap data. Although the Commission employs fewer staff than this, we have decided to publish our data in the interests of transparency.

This analysis is based on the Commission's 164 employees in post at 31 March 2017. Our gender balance at this date was:

- Women: 93
- Men: 71

The Commission follows a standard public sector approach to pay and grading. All posts sit within one of nine levels (grades), and each level has an associated pay range.

The Commission's headquarters are in Manchester and we also have offices in Glasgow, Cardiff and London. We also have a number of people who are home based. Posts based in London attract an additional allowance of £3,200 per annum.

While the Commission is an independent Non Departmental Public Body and acts autonomously in the discharge of its statutory functions, for pay purposes we are governed by HM Treasury's pay remit. As such, we are subject to current public sector pay rules and pay restraint.

Our annual pay award currently comprises two elements:

- A consolidated award paid to all (subject to satisfactory performance).
- A non-consolidated award linked to performance against objectives.

For 2015-16, our priority for consolidated pay was to address differentials and shorten ranges. The value of the consolidated award varied depending on each individual's place in the pay range. Subject to satisfactory performance we made larger pay awards to those at or near the bottom of each pay range, and smaller pay awards to those at or near the top.

Under HM Treasury guidelines, non-consolidated pay must be linked to performance. So the amounts awarded are directly related to the outcomes of our performance management process.

The value of both consolidated and non-consolidated pay awards is negotiated with recognised trade unions, and is subject to Ministerial agreement. We do not negotiate individual awards, and our pay system takes no account of gender or any other protected characteristic.

Gender pay gap data

Average pay gap

Mean gender pay gap in hourly pay	-7.5%
Median gender pay gap in hourly pay	-8.2%

The mean hourly rate for women is £23.14.
The mean hourly rate for men is £21.53.

We have a negative mean gender pay gap of 7.5%. This means that on average women working for the Commission are paid 7.5% more than men. The key reasons for this are:

- 71% of our senior staff (Deputy Director and above) are women
- 56% of staff with over 10 years' service are women, who have benefitted from the automatic annual pay progression that was a historical feature of public sector pay.

N.B. Due to the relatively low number of employees, the ratios are sensitive to any changes in (for example) our senior management structure.

Non-consolidated (bonus) payments

Mean gender pay gap in bonus pay	8.6%
Median gender pay gap in bonus pay	0%
Proportion of women who received a bonus	94%
Proportion of men who received a bonus	90.3%

Non-consolidated bonuses for the performance year 2015-16 were set at a 'flat rate' depending on the end of year performance mark awarded to each member of staff.

The table above demonstrates that a higher proportion of women were awarded a bonus than men in 2015-16.

Following standard practice, the bonus payment is then pro-rated according to the number of hours worked. As a result, part time workers received a lower bonus than full-time workers. A higher proportion of women than men work part time in the Commission.

- 29% of women work less than a standard week
- 8% of men work less than a standard week

As a result of this pro-rating for part-time employees, the average bonus paid to women was 8.6% lower than that paid to men.

If all bonuses were grossed up to the full-time equivalent (disregarding part time hours), women would have been paid, on average, 0.2% bonuses more than men.

Pay quartiles

	Women	Men	Total
Lower quartile	53.7%	46.3%	100%
Lower middle quartile	48.8%	51.2%	100%
Upper middle quartile	61.0%	39.0%	100%
Upper quartile	63.4%	36.6%	100%

Staff within the upper middle and upper quartile tend to be professionally qualified.

Seventy-five per cent of our senior management team in March 2017 were women.

The Commission employs and promotes staff based on competency in open and fair competition.

We are committed to offering roles on flexible working patterns, including a range of options such as part-time working, alternative working hours, home working and enhanced shared parental leave.