



CROWN PROSECUTION SERVICE

GENDER PAY GAP REPORT FOR YEAR ENDING MARCH 2018

Contents

	Paragraph
Introduction	1
Gender make-up of the CPS	5
Gender pay gap	6
Bonus pay gender gap	9
Pay quartiles	11
Work on eradicating the gender pay gap	13

Introduction

1. In 2017, the Government introduced world-leading legislation that made it statutory for organisations with 250 or more employees to report annually on their gender pay gap. Government departments are covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which came into force on 31 March 2017. These regulations underpin the Public Sector Equality Duty and require the relevant organisations to publish their gender pay gap data by 30 March annually.
2. The gender pay gap 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 a number of issues to deal with, and the individual calculations may help to identify what those issues are.
3. The gender pay gap 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.
4. 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 by 2020. Our Diversity & Inclusion Strategy outlines how we plan to achieve this. 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. The CPS has committed to developing a diverse workforce that reflects the society we serve with a wider aspiration to be one of the UK's most inclusive employers.

Gender make-up of the CPS

5. The composition of all employees by gender in the CPS is shown in the table below which is illustrated using the standard Civil Service grade descriptions. Ostensibly, the distribution appears similar to the previous year although some improvements are identified further on in our report.

Grade	Number of females in the grade	% of females in the grade (% of female workforce)	Number of males in the grade	% of males in the grade (% of male workforce)	Total in grade
AA/AO	1006	71% (26.2%)	412	29% (19.9%)	1418
EO	850	72% (22.1%)	333	28% (16.1%)	1183
HEO/SEO	521	65% (13.5%)	285	35% (13.7%)	806
Grade 6/7	1428	59% (37.1%)	1009	41% (48.7%)	2437
SCS*	42	55% (1.1%)	34	45% (1.6%)	76
Total	3847	65%	2073	35%	5920

**The CPS has a number of senior grades which are equivalent to the SCS banding. These have been included in this group*

Gender pay gap

6. The gender pay gap for the CPS is shown below, with the 2017 figures in brackets for comparison.

<i>Calculating Average</i>	<i>Mean</i>	<i>Median</i>
<i>Gender pay gap</i>	9.3% (10.6%)	24.3% (25.3%)

7. Our annual analysis of employee salaries on a grade-by-grade basis continues to show that men and women are paid broadly the same with variations generally explained by differences in the length of service or time spent in the grade. The gender pay gap is not a pay issue but is driven by the composition of the workforce. Sixty five percent of the workforce are women, but as there is a higher proportion of female employees in the lower grades compared to men, this results in an overall lower salary for women.
8. As part of the Annual Survey of Hours and Earnings (ASHE), the Office for National Statistics publishes the national average gender pay gap and the Civil Service gender pay gap figures which showed the following.

<i>ONS Gender pay gap</i>	<i>Mean</i>	<i>Median</i>
<i>*National average</i>	17.1%	17.9%
<i>*Annual Civil Service Employment Survey</i>	9.2%	12.2%

**NB these figures are calculated using slightly different methodologies to the GPG.*

Bonus Pay Gender Gap

9. The Bonus Pay Gap reported in 2017 represented payments made only to our senior managers in line with Cabinet Office guidance on senior pay. This year, in addition to the aforementioned group, we have included bonus payments made to employees under our recognition scheme that provides a flat rate £25 voucher to individuals for excellent outcomes or going beyond reasonable expectations. The resulting bonus pay gap is shown below:

Calculating Average	Mean	Median
Bonus pay gap	29.0%	0.0%

Proportion of men receiving a bonus	23.3%	483 recipients
Proportion of women receiving a bonus	23.0%	883 recipients

10. No comparison has been made against the bonus pay gap for 2017 as it represents the outcomes from only one scheme whereas the 2018 data combines the data from two.

Pay Quartiles

11. The proportion of male and female employees in each quartile is as follows, with the 2017 figures in brackets for comparison.

Lower quartile		Lower middle quartile		Upper middle quartile		Upper quartile	
Men %	Women %	Men %	Women %	Men %	Women %	Men %	Women %
30.0 (30)	70.0 (70)	30.5 (31)	69.5 (69)	38.0 (39)	62.0(61)	41.5 (41)	58.5 (59)

12. The above shows that whilst women are still in the majority in each of the quartiles, there has been a small increase in the proportion of women in both the lower middle and upper middle quartiles when compared to the previous year.

Work on eradicating the gender pay gap

13. The 2017 report highlighted an almost 2:1 ratio of women to men in the CPS workforce, with a significantly higher proportion of women in our more junior grades. Our efforts in the past year have therefore mainly focused on redressing the balance in the lower grades. Some of the activities we have undertaken to help us achieve this are as follows.
14. To encourage more men to enter the workplace, we have targeted campaigns towards those in roles not traditionally undertaken by men such as male carers. In addition, the organisation has participated in a 'Business in the Community' research project linked to male carers and overcoming related stigma so as to better support gender equality.
15. The CPS Gender Champion has appointed one of our most senior managers to chair our new "men in the workplace" group to sit alongside the already established women's group. The discussions will cover a range of important issues including supporting male carers and how to encourage men to talk about relevant issues as we know from statistics that men are much less likely to seek help.
16. The CPS continues to support name blind recruitment to eradicate unconscious bias at the early stage of the recruitment process, uses skills based assessment tasks and structured interviews as part of the recruitment process which is well publicised for applicants. Recruitment panels are mixed gender with development activity and wider targeted strategies in place to correct imbalanced gender profiles within different grades/roles. Salary ranges on offer are communicated in advertisements so that women are aware of the salary on offer and as a result encouraged to negotiate their salary.
17. An analysis by gender of the annual Civil Service People Survey outcomes has been conducted to determine if there are any specific issues impacting engagement levels. This has shown that employee experience and engagement levels are similar for men, women or those who identify in another way.

18. These activities will continue alongside proactive development schemes that will support junior women employees to develop their careers and compete for promotion opportunities. Furthermore, a proposal to reform our pay arrangements that will, in part, address the structural factors impacting upon the median gender pay gap, is under consideration with Civil Service stakeholders.
19. The CPS confirms that the reported data 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.

Mark Summerfield
Human Resources Director

Crown Prosecution Service December 2018