



CROWN PROSECUTION SERVICE

GENDER PAY GAP REPORT

FOR YEAR ENDING MARCH 2019



Contents

	Paragraph
Introduction	1
Gender Pay Gap summary	3
Gender Pay Gap, Equal Pay, Diversity and Inclusion approach	4
Gender make-up of the CPS - Context	7
Gender Pay Gap	9
Bonus Gender Pay Gap	12
Pay Quartiles	14
Work on eradicating the gender pay gap	16
Declaration	25

Crown Prosecution Service

Gender pay gap report for year ending March 2019

Introduction

1. Gender Pay Gap (GPG) legislation introduced in 2017 requires all employers with 250 employees or more 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 hourly pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, there may be specific issues that have given rise to this and the individual calculations may help to identify where those issues are.

Gender Pay Gap summary

3. The Gender Pay Gap figures for 2019 are summarised below alongside those for 2017 and 2018 for comparison:

Gender Pay Gap metric	2019	2018	2017
Mean gender pay gap in hourly pay	9.4%	9.3%	10.6%
Median gender pay gap in hourly pay	24.2%	24.3%	25.3%
Mean bonus gender pay gap	-19%	29.0%	N/A*
Median bonus gender pay gap	0.0%	0.0%	N/A*
Proportion of males and females receiving a bonus payment	Male: 24.8% Female: 23.0%	Male: 23.3% Female: 23.0%	N/A*
Proportion of males and females in each pay quartile			
Lower quartile	Male: 29.5% Female: 70.5%	Male: 30% Female: 70%	Male: 30% Female: 70%
Lower middle quartile	Male: 30.3% Female: 69.7%	Male: 30.5% Female: 69.5%	Male: 31% Female: 69%
Upper middle quartile	Male: 38.3% Female: 61.7%	Male: 38% Female: 62%	Male: 39% Female: 61%
Upper quartile	Male: 39.9% Female: 60.1%	Male: 41.5% Female: 58.5%	Male: 41% Female: 59%

**No comparison has been made against the mean or median bonus pay gap for 2017 as they represent the outcomes from only one scheme whereas the 2018 and 2019 data combine the data from two schemes.*

There has been a significant reduction in the mean bonus gender pay gap between 2018 and 2019 and this is explained in the bonus gender pay gap section below.

Gender Pay Gap, Equal Pay, Diversity and Inclusion approach

4. 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 or similar jobs or work of equal value. It is unlawful to pay people unequally because of their gender.
5. 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.
6. The CPS is committed to being a diverse and inclusive employer, underpinned by a workforce that reflects the society we serve. Particularly we aim to promote and provide an inclusive and supportive environment in which our employees can develop and thrive.

Gender make-up of the CPS

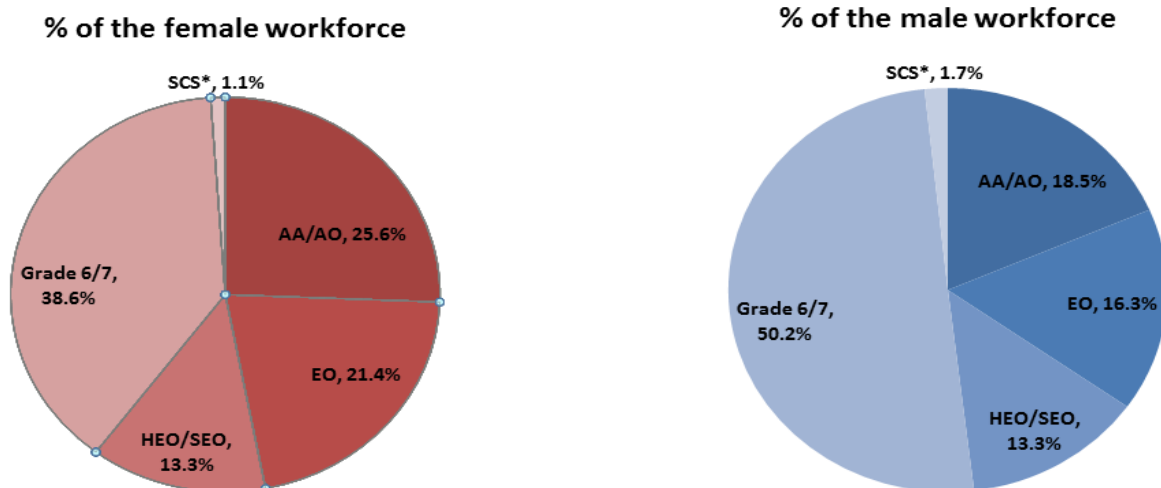
7. The composition of the CPS workforce by gender is shown in the table below which is illustrated using the standard Civil Service grade descriptions. The overall distribution remains similar to that in 2018 although there have been small increases in the proportion of women in our management / more senior grades (HEO to SCS).

GRADE	NUMBER OF FEMALES IN THE GRADE	% OF FEMALES IN THE GRADE	NUMBER OF MALES IN THE GRADE	% OF MALES IN THE GRADE	TOTAL IN GRADE
AA/AO	993	72.5%	377	27.5%	1370
EO	830	71.4%	333	28.6%	1163
HEO/SEO	514	65.5%	271	34.5%	785
Grade 6/7	1496	59.3%	1027	40.7%	2523
SCS*	43	55.8%	34	44.2%	77
Total	3876	66%	2042	34%	5918

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

8. The following charts illustrate the composition of the workforce by gender for each grade. It can be seen that more women than men are employed in the lower grade/paid roles of AA/AO and EO (accounting for just over 30% of the overall workforce), and proportionally more men

than women are employed in the higher grade/paid roles. This composition impacts significantly on the gender pay gap.



Gender pay gap

9. The gender pay gap for the CPS is shown below, with the 2018 figures in brackets for comparison.

Metric	Mean	Median
Gender pay gap	9.4% (9.3%)	24.2% (24.3%)

10. Our annual analysis of employee salaries on a grade-by-grade basis has once again shown that men and women are paid broadly the same. Where variations exist these are generally explained by differences in the length of employment with the Civil Service or time spent in the grade.

11. The gender pay gap within the CPS continues to be driven not by what we pay our employees but by the composition of the workforce. Similar to last year the female population represents sixty six percent of the workforce. With a higher proportion of women in the more junior grades compared to men, this results in an overall lower hourly rate. Notwithstanding, there has been a small reduction in the proportion of the female workforce that are employed in the lower grades (47% in 2019 compared to 48.3% in 2018).

Bonus Gender Pay Gap

12. The Bonus Gender Pay Gap figures below comprise payments made to our employees in the Senior Civil Service (SCS) cadre in line with Cabinet Office guidance and payments made to employees in grades below the SCS under our corporate recognition scheme. The latter provides a flat rate £25 voucher to individuals for exceptional outcomes or for going beyond reasonable expectations. The bonus pay gap for 2018 is shown in brackets for comparison:

Calculating Average	Mean	Median
Bonus Gender pay gap	-19.0% (29.0%)	0.0% (0.0%)

Proportion of men receiving a bonus	24.8% (23.3%)	512 recipients (483)
Proportion of women receiving a bonus	23.0% (23.0%)	914 recipients (883)

13. Although a higher proportion of the male workforce received a bonus for 2019 compared to the proportion of the female workforce, the mean bonus pay gap shows that the average value of the payments made to women was almost 20% more than that made to men. This can be attributed to (i) more women than men receiving multiple payments under the corporate recognition scheme, and (ii) a larger number of women than men in the SCS cadre receiving a bonus payment where individual payments are substantially higher.

Pay Quartiles

14. The proportion of male and female employees in each quartile is as follows, with the 2018 figures in brackets for comparison.

Lower quartile		Lower middle quartile		Upper middle quartile		Upper quartile	
Men %	Women %	Men %	Women %	Men %	Women %	Men %	Women %
29.5 (30)	70.5 (70)	30.3 (30.5)	69.7 (69.5)	38.3 (38)	61.7 (62)	39.9 (41.5)	60.1 (58.5)

15. The quartile analysis shows that women are in the majority in each of the quartiles. However, there has been a small increase in the proportion of women in the upper quartile which represents an increase to the proportion of female employees within our most senior grades.

Work on eradicating the gender pay gap

16. The gender ratio remains at approximately 2:1 women to men, with a significantly higher proportion of women in our more junior grades. As in previous years our efforts therefore continue to focus on encouraging women into more senior / leadership roles by providing programmes and opportunities for them to develop and realise their full potential. Many of these programmes are also open to our male employees.

17. Eradicating the gender pay gap will require a significant shift in the distribution of men and women in our more junior grades.
18. The CPS compiles an Annual Equalities in Employment Report (AEER) which provides an overview of equality in employment through data provision and analysis. The AEER for 2019 does not identify any gender disproportion across CPS people practices. However, the analysis has identified, for example, that only 42% of employees in the Crown Advocate role are female. This is disproportionate to the overall representation so further investigations were undertaken and as a result a number of recommendations will be implemented to seek to redress the balance. ¹ These include developing best practice for part-time/ flexible working for Crown Advocates (given that more women than men traditionally work part-time) helping to demonstrate and embed the principle that smarter working can be successfully combined with the demands of the role.

Recruitment, retaining and developing a diverse workforce

19. Recruitment campaigns run throughout the year and are either 'internal' exercises (ring-fenced to existing employees) or 'external' (open to existing employees, the wider civil service and the general public). In both categories, women accounted for just over 50% of those who were subsequently appointed. Additionally, where the appointments resulted in a promotion over 65% of those promoted were women. ²
20. Name-anonymised recruitment is our standard approach and female representation on interview and selection panels is mandatory. We use gender-neutral language in our job adverts to gain the attention and interest of diverse applicants and all our vacancies are offered on the basis of accommodating a wide range of working patterns.

Family friendly

21. For a second consecutive year CPS has been recognised as a Top 10 employer for working families (<https://www.workingfamilies.org.uk/employers/benchmark/the-top-30-employers-in-2018>). Whilst we aspire to employ more women in senior grades we also aim to recruit more men in the lower grades. One of the ways in which we aim to do this is through a more male-oriented visual approach in our recruitment campaigns and career fairs. These will include an increase in the use of men in our digital recruitment material such as videos featuring some of our organisation's male role models. Our aim is to advertise the variety of opportunities available to men across a range of professional groups. Alongside our commitment to provide a range of learning and development opportunities as well as our support of flexible working arrangements, we intend to continue to promote the CPS as a

¹ CPS AEER 2019

² CPS AEER 2019



modern employer and one that will prove attractive to fathers and those with caring responsibilities.

22. Maintaining its focus on men in non-traditional roles such as male carers, the CPS has signed up to the Carers Charter (see <https://civilservice.blog.gov.uk/2018/06/13/new-carers-charter-and-carers-passport-for-civil-servants>) to demonstrate our commitment to supporting and helping carers meet their commitments at home and at work. The charter includes the Carer's passport which encourages flexibility and continuity of adjustments that might be in place when employees move employers.

Career paths

23. Other initiatives include a 'Gateway to Management' talent scheme which was launched as a 12-month pilot earlier this year. Although open to both men and women it is aimed specifically at employees in our most junior grades (AA/AO) who have been identified as demonstrating the potential and aspiration to progress into a management role. It is intended to equip them with the knowledge, skills and behaviours necessary to achieve that progression and, given the density of population of women in these junior roles, will likely attract a high level of female participants.

Pay systems

24. As part of a two-year pay settlement, we have implemented a range of structural reforms within our pay system that will shorten our pay ranges. Lengthy ranges can adversely impact both the mean and median pay gap. Shortening the ranges can help to lessen the variance between individual employees' positioning so that the pay rates are closer together.

Declaration

25. 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, October 2019