



## Crown Prosecution Service

### Gender pay gap report for year ending March 2017

#### Introduction

1. Gender Pay Gap legislation (developed by the Government Equalities Office) introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap for workers in scope as of 31 March 2017.
2. This report shows the difference in average pay between men and women in the CPS for period ending March 2017. 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

3. The composition of employees by gender in the CPS is shown in the below table which is illustrated using the standard Civil Service grade descriptions. This shows that whilst there are more women than men in the illustrated groups, significantly more women than men feature in the junior administrative grades.

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	1067	<b>72%</b> (27.8%)	421	<b>28%</b> (20.3%)	1488
EO	855	<b>71%</b> (22.3%)	341	<b>29%</b> (16.5%)	1196
HEO/SEO	499	<b>65%</b> (13%)	272	<b>35%</b> (13.1%)	771
Grade 6/7	1372	<b>58%</b> (35.8%)	1002	<b>42%</b> (48.4%)	2374
SCS*	36	<b>51%</b> (0.9%)	34	<b>49%</b> (1.6%)	70
<b>Total</b>	<b>3829</b>	<b>65%</b>	<b>2070</b>	<b>35%</b>	<b>5899</b>

\*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

4. The gender pay gap for the CPS is shown below:

Calculating Average	Mean	Median
Gender pay gap	10.6%	25.3%

5. Although a ‘mean’ gender pay gap of 10.6% is reported, annual analysis of pay shows that when we compare salaries on a grade by grade basis, men and women are paid broadly the same. Where any variation exists this is due to the length of service in the grade.

### Bonus Pay Gender Gap

6. Bonus payments are made very sparingly in CPS and in this reporting year were paid to only 12 recipients and used in line with Cabinet Office guidance on Senior Pay. The bonus pay gap is shown below:

Calculating Average	Mean	Median
Bonus pay gap	16%	1.7%

Proportion of women receiving a bonus	<b>0.1%</b> (5 Recipients)
Proportion of men receiving a bonus	<b>0.3%</b> (7 Recipients)

### Pay Quartiles

7. The proportion of male and female employees in each quartile is as follows:

Lower quartile		Lower middle quartile		Upper middle quartile		Upper quartile	
Men %	Women %	Men %	Women %	Men %	Women %	Men %	Women %
30	70	31	69	39	61	41	59

8. The above shows that women are in the majority in all the above quartiles, but with a higher majority in the lower quartile.

### Work on eradicating the gender pay gap

9. Whilst the CPS workforce comprises 65% women there is variation of representation when broken down by grade. Whilst in all grades women are proportionately represented in terms of UK census data, CPS will be working with its appointed Gender Champion to establish whether there are any barriers to progression for women building their careers into senior grades and, if found, overcome them.
10. To ensure there can be no gender bias at the shortlisting process the CPS recruitment process has been anonymised. Assessment panels are compiled to ensure there is an appropriate gender representation and an analysis of appointments on promotion for the period October 2015 to October 2017 shows that both genders were successful in equal proportions at the face to face assessment stages.
11. CPS supports both smarter and flexible working across the organisation and 36% of women currently work a non-standard working pattern. In recognition of our achievements the CPS has recently secured a place in the top ten of employers for working families.
12. The Positive Action Pathways has recently been extended to women of all ethnic groups to provide further development opportunities for more women.