

Gender pay gap report 2020

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Introduction

This report was prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

The terms used in this report and the way the pay gaps were calculated are explained in the Appendix 1: Glossary and explanation of calculations.

Snapshot date: 31 March 2020 (public sector).

The IOPC had a total of 1,023 employees. Of these, 981 were classified as 'full-pay relevant employees'¹ and were used in the reporting of hourly pay gap statistics.

¹ [Government Equalities Office guidance](#) on pay gap reporting includes full definition of **full-pay relevant employees**.

Mandatory metrics

The figures set out below were calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

1. The **mean gender pay gap** is 8.7%.
2. The **median gender pay gap** is 2.0%.
3. The IOPC does not pay bonuses and therefore there is **no mean gender bonus gap**.
4. The IOPC does not pay bonuses and therefore there is **no median gender bonus gap**.
5. The IOPC does not pay bonuses therefore the percentage of:
 - **male employees** receiving a bonus is 0.0%.
 - **female employees** receiving a bonus is 0.0%.
6. The percentage of males and females in each pay quartile band is:

Quartile	Description	Males	Females
A	Includes all employees whose standard hourly rate places them at or below the lower quartile	30.3%	69.7%
B	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median	43.3%	56.7%
C	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile	37.3%	62.7%
D	Includes all employees whose standard hourly rate places them above the upper quartile	46.6%	53.4%

Benchmarks

The IOPC's mean and median gender pay gap results for 2020 were benchmarked against data from the Office for National Statistics Annual Survey of Hours and Earnings 2019, as well as the IOPC in previous years.

The table below highlights that the IOPC mean and median gender pay gaps were considerably smaller than that of the UK and closest comparable sector benchmarks for 2019.

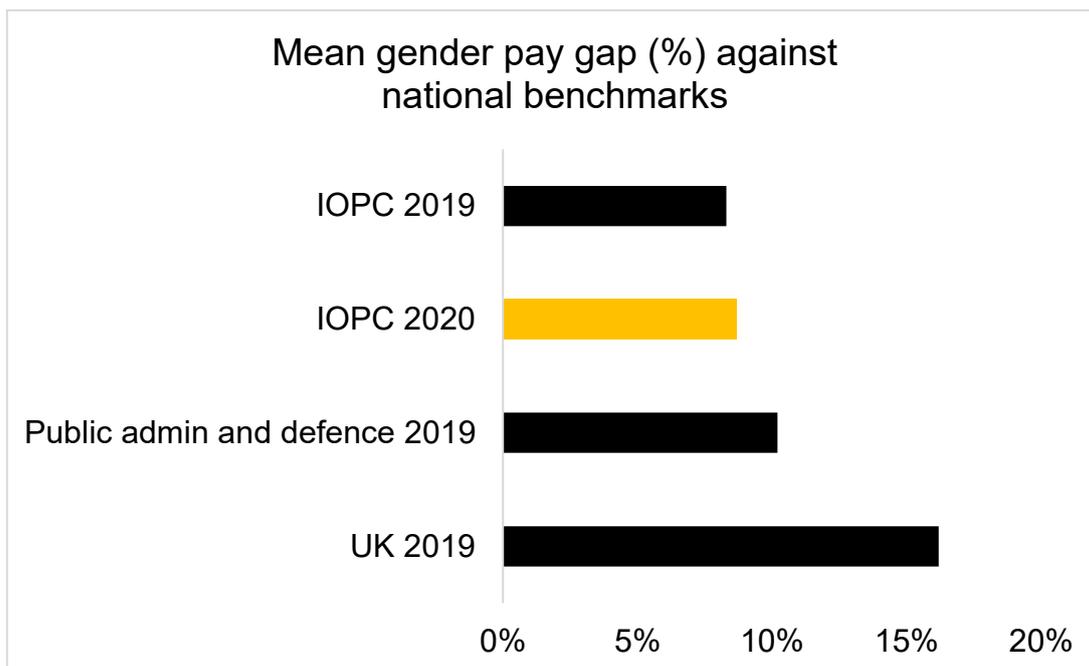
Source	Group	Mean gender pay gap (%)	Median gender pay gap (%)
Office for National Statistics	UK 2019	16.2%	17.3%
Office for National Statistics	Public administration and defence 2019	10.2%	14.8%
IOPC	IOPC 2020	8.7%	2.0%
IOPC	IOPC 2019	8.3%	1.9%

Mean gender pay gap

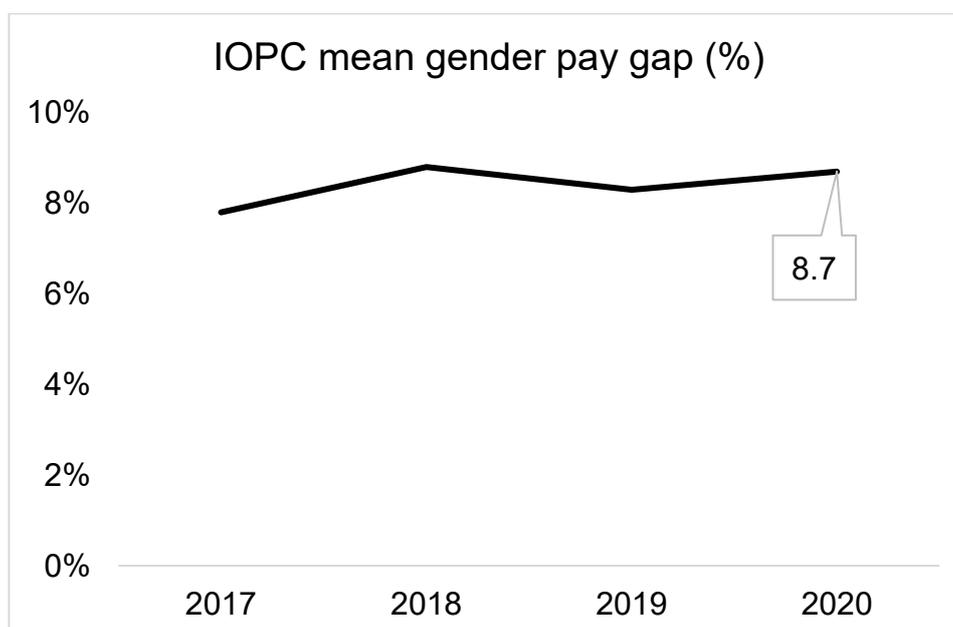
Women at the IOPC earn 8.7% less than men. This has increased slightly from 8.3% last year.

- Women earn £18.36 per hour (£33,782.29 year).
- Men earn £20.11 per hour (£37,845.71 year).
- There is a difference of £1.75 per hour (£4,063.42 year).

How do we compare?



Trend

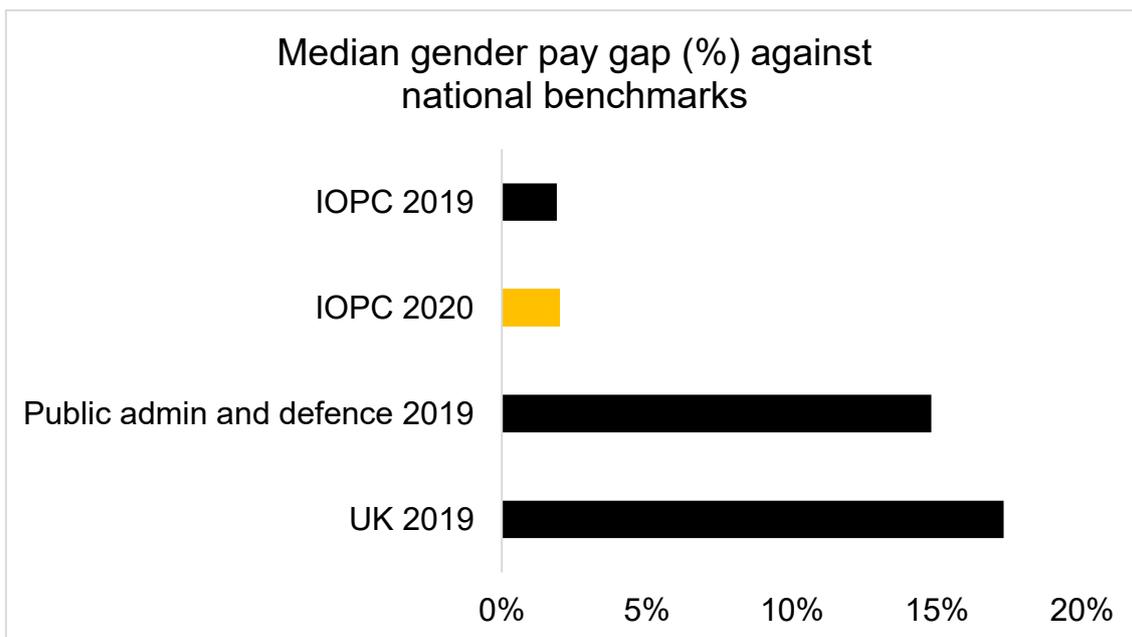


Median gender pay gap

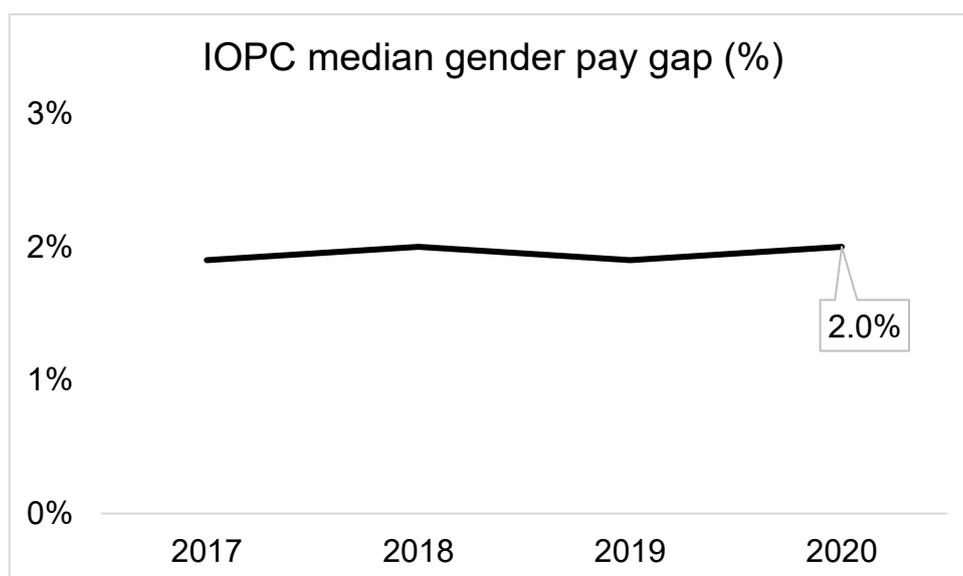
Women at the IOPC earn 2.0% less than men. This has increased very slightly from 1.9% last year.

- Women earn £16.91 per hour (£32,532.96 year).
- Men earn £17.25 per hour (£32,858.76 year).
- There is a difference of £0.34 per hour (£325.80 year).

How do we compare?



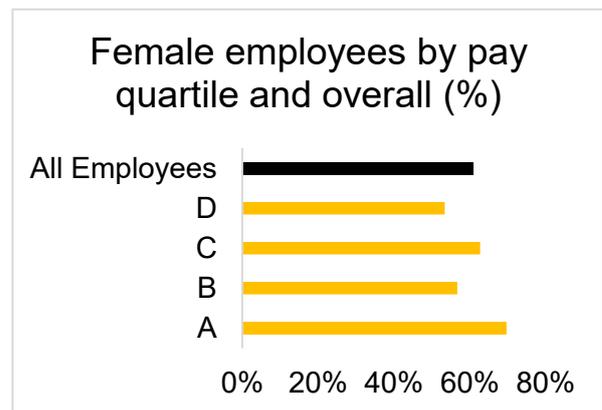
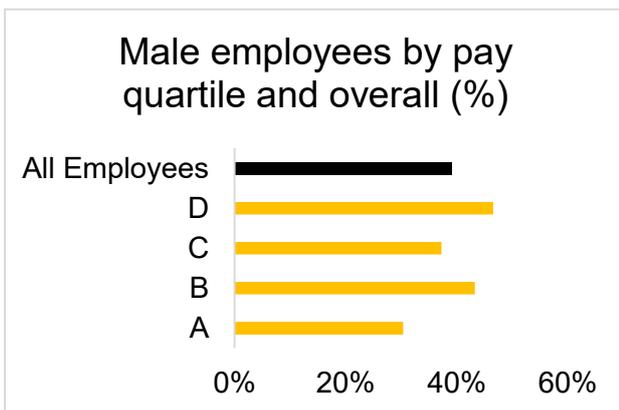
Trend



Gender pay quartiles

This table shows the IOPC pay bands by quarter and the percentage of males and females in each quarter. The number of employees in each band is shown in brackets.

Quartile ²	Description	Males	Females
A	Employees whose standard hourly rate places them at or below the lower quartile. £15.15 per hour or less	30.3% (84)	69.7% (193)
B	Employees whose standard hourly rate places them above the lower quartile but at or below the median. £15.27 - £17.20 per hour	43.3% (106)	56.7% (139)
C	Employees whose standard hourly rate places them above the median but at or below the upper quartile. £17.25 - £20.40 per hour	37.3% (79)	62.7% (133)
D	Employees whose standard hourly rate places them above the upper quartile. £21.56 per hour or more	46.6% (115)	53.4% (132)
All quartiles	All employees	39.1% (384)	60.9% (597)



Over 60% of employees at the IOPC are female. As the table and charts show above, the quartiles where male employees have strongest representation is in the highest pay quartile (D). Female employees on the other hand have strongest representation in the lowest pay quartile (A).

² Quartiles are created by ordering all employees in order from lowest hourly pay to highest hourly pay. Employees are then grouped into four quarters (or quartiles). Quartile A contains approximately one quarter of employees with the lowest hourly pay, Quartile B contains the next highest quarter of employees in terms of hourly pay, and so on. For more definitions see [Appendix 1](#).

Mean gender bonus gap

The IOPC does not pay bonuses. Therefore, we have no findings to publish about the mean gender bonus gap.

Median gender bonus gap

The IOPC does not pay bonuses. Therefore, we have no findings to publish about the median gender bonus gap.

Proportion of men and women receiving a bonus

The IOPC does not pay bonuses. Therefore, we have no findings to publish on the proportion of men and women receiving a bonus.

Appendix 1: Glossary and explanation of calculations³

What is the mean average?

A mean (average) involves adding up all of the hourly rates of pay and dividing the result by how many numbers were in the list. It must be noted that very high or low hourly rates of pay can distort the average.

What is the median?

The median involves listing all employees with their hourly rates of pay in numerical order and finding the middle number of the list. If there are two middle numbers, the middle value between those two numbers is taken as the median. For example, if the two middle numbers were £10.00 and £11.00, the median would be £10.50.

What is a quartile?

This is where you sort all full pay relevant employees in a list according to hourly rate of pay, in order from lowest to highest, then divide this list into 4 equal parts (quarters or quartiles). Quartile A contains approximately one quarter of employees with the lowest hourly pay, Quartile B contains the next highest quarter of employees in terms of hourly pay, and so on.

How is the mean gender pay gap % calculated?

- Take the mean average hourly pay for men and subtract the mean average hourly pay for women.
- Divide the result of the above by the mean average hourly pay for men.
- Multiply the result by 100.

This gives you the mean average gender pay gap in hourly pay as a percentage of men's pay.

How is the median gender pay gap % calculated?

- Take the median hourly pay for men and subtract the median hourly pay for women.
- Divide the result of the above by the median hourly pay for men.
- Multiply the result by 100.

This gives you the median gender pay gap in hourly pay as a percentage of men's pay.

What do the positive and negative percentage figures mean?

- Positive percentage: employees who are women typically have lower pay than employees who are men.
- Negative percentage: employees who are men typically have lower pay than employees who are women.
- Zero percentage: no gap between the pay of employees who are men and employees who are women. This is highly unlikely but could exist for a median (midpoint) gender pay gap where a lot of employees are concentrated in the same pay grade.

³ Key points from explainer comes from the [Government Equalities Office guidance](#). Further examples and definitions can be found in their guidance

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