



**Name of Policy/Guidance/Operational Activity**

**The Home Office 2016 annual pay award.**

Under government pay policy the Home Office may increase its baseline salary bill by 1% subject to affordability. This year's settlement is therefore based on an average 1% increase underpinned by a minimum 0.8% consolidated increase (except for staff near or at maxima of G6 pay ranges).

Full details of the settlement can be accessed by this [link](#).

The intention of the 2016 pay award is to continue the Home Office transition from out-of-date and entitlement based criteria for delivery of pay to targeted delivery of reward better reflecting performance. Additionally the aim of changes to the pay arrangements are:

- To use the available funds for consolidated increases in a balanced way between continuing the reform of pay ranges started in 2014 and to address any equal pay issues, real or potential.
- To minimise the extent to which variances from a standard set of terms and conditions exists.

The pay award has therefore been implemented in respect of staff below Senior Civil Service (SCS) in Home Office and former HMPO. It does not apply to:

- Former NPIA or FSS staff who transferred under the machinery of government move to the Home Office and decided to retain their NPIA or FSS terms and conditions.
- Arms Length Bodies or any other staff who are not on Home Office terms and conditions.
- Staff who have chosen to remain on legacy shift allowances (SDA and AAA including other HMRC attendance allowances) in Border Force, Immigration Enforcement, UK Visas and Immigration and Corporate Security Directorate and those elsewhere paid SDA but not in a shift working role.

**Summary of the evidence considered in demonstrating due regard to the Public Sector Equality Duty.**

This PES considers the evidence on the provisional outcome of this year's pay award.

In line with the Public Sector Equality Duty, the impact of this year's pay award on employees with any of the protected characteristics has been considered. However, our statistical analysis, has focussed on the following protected characteristics, because the data is considered reliable enough to be used:

- Age
- Disability
- Race
- Sex

We have considered how the award will impact on each protected characteristic, These

are detailed below. The approach is being informed by the following methods:

- Detailed management consideration;
- Data analysis of the current workforce and the impact of salary changes before and after implementation of the pay award. The comparison data used is June 2016 and September 2016 pay. For those opting-in both the 2015 and 2016 increases will be included however this is not considered to have had a significant distortionary effect on outcomes.
- Consultation with departmental trade unions.

The following reports, documents and evidence have been considered:

- EHRC guidance on equal pay
- The 2015 PES.

### **Overall**

The overall conclusions of considering the impact of the 2016 Pay Settlement is that there are no significant equality issues.

A comparison (Table 1 in Annexes) between the median salary of all staff before and after the award shows that it changed from £26406 to £26831 – an increase of 1.6%. The average (mean) had changed from £28356 to £28708 - an increase of 1.24%.

Examination of the data by protected characteristic group shows that:

- The gap between female and male average salary has marginally changed and the gap in median lessened by 2.07%.
- Median salary for BME staff which was marginally above all staff median has lessened marginally by 0.51%.
- Salary for disabled staff which was slightly below all staff median has moved slightly away from the median by 0.74%.
- Diversity age statistics are partitioned into 12 groups of 5 years (covering ages 16-74). In all 12 groups, the median before award has marginally reduced by between 0.44% and 0.8%.

The award caused the male median relative to the all staff median to move to par, whilst the female median relative to the all staff median has moved 1.08% towards par. The difference between the median male salary and median female salary has reduced from 7.6% before the award to 5.5% after the award. The difference between the male mean average salary and female mean average salary remains a lead of 5.4% to males, before and after the pay award. These percentage differences indicate the ongoing range shortening strategy is having a positive effect on narrowing pay differentials.

### **Comment on overall gender pay gap**

The purpose of this PES is to assess whether the action taken in delivering the 2016 pay award creates a discriminatory impact. As reported above the gender pay gap was minimally affected by the pay award, indicating the lack of discriminatory effect. However before proceeding with more detailed analysis of the impact of the 2016 pay award, we acknowledge it will be helpful to report the context of the gender pay gap, whilst also acknowledging that that is more properly a function of an equal pay audit.

There are considered to be two influences behind the gender pay gap. These are:

- The mix of sexes at each grade with a skew towards more females in junior roles. This is exacerbated by merging the HMPO figures with Home Office, as HMPO has a very large proportion of females in their junior roles.
- The historic position that operational grades salary ranges used to have a salary lead over administrative grades and the operational grades were populated by a

higher proportion of males.

The difference between males and females assessed across the whole workforce is attributed in part to the fact that females represent a higher proportion of staff in lower grades, and males a higher proportion in the higher grades (see table 5 in annexes). The demographic of staff at each grade cannot be influenced by pay settlements in isolation and the impact of demographic changes as a result of starters, leavers and promotions cannot be underestimated or disregarded. There are also historical influences that have caused females salaries to be lower than male salaries. Principal amongst these is the fact that at AO, EO, HEO and SEO levels there used to be separate grades and salary ranges for operational roles and administrative roles; operational roles were, and still are, populated with a higher proportion of males. While this impact is gradually being addressed through equalising the salary ranges for operational grades and administrative grades, natural turnover and range length shortening, the scope for these corrective actions is constrained by the 1% cap on paybill growth.

**Freezing the maxima for Grade 6**

The pay award is restricted at G6 where the range maxima are frozen, while the range minima are uplifted to reduce overall range lengths from approximately 19% to 18%. This action is to limit the extent of the range maxima overlapping the SCS payband 1 range following senior management concern that the overlap has become too great.

The impact on protected characteristic staff in Grade 6 is set out in table 2 (ethnicity, disability, sex) and table 4a (age). The changes in median and average salary from before to after the pay award are marginal.

<b>SCS sign off</b>	<i>[Considerations are detailed in Part 2]</i>	<b>Name/Title</b>	Suzanne Gooch, HR Reward Deputy Director
I have read the available evidence and I am satisfied that this demonstrates compliance, where relevant, with Section 149 of the Equality Act and that <u>due regard</u> has been made to the need to: eliminate unlawful discrimination; advance equality of opportunity; and foster good relations.			
<b>Directorate/Unit</b>	HR; Reward	<b>Lead contact</b>	John Barker
<b>Date</b>		<b>Review Date</b>	

Retain the completed PES for your records and send a copy to [SDAT@homeoffice.gsi.gov.uk](mailto:SDAT@homeoffice.gsi.gov.uk) and your relevant business area Equality and Diversity Lead.

## Part 2 - Policy Equality Sign-off

N.B. The PES can be completed throughout the development of a policy but is only signed at the point the policy is made public i.e. finalised and implemented.

To assist in evaluating whether there is robust evidence that could withstand legal challenge, the following questions must be asked prior to sign-off.

<p><b>Q.</b> Has 'due regard' been made to the three aims of the General Duty (Section 149 of the Equality Act 2010)?</p>	
<ul style="list-style-type: none"> <li>○ <b>Eliminate unlawful discrimination</b>, harassment, victimisation and any other conduct prohibited by the Act;</li> </ul>	<b>Yes</b>
<ul style="list-style-type: none"> <li>○ <b>Advance equality of opportunity</b> between people who share a protected characteristic and people who do not share it; and</li> </ul>	<b>Yes</b>
<ul style="list-style-type: none"> <li>○ <b>Foster good relations</b> between people who share a protected characteristic.</li> </ul>	<b>Yes</b>
<p><b>Q.</b> Have all the <b>protected characteristics</b> been considered – age; disability; gender reassignment; pregnancy and maternity; race (includes ethnic or national origins, colour or nationality); religion or belief (includes lack of belief); sex; and sexual orientation?</p>	<b>Yes</b>
<p><b>Q.</b> Have the relevant stakeholders been involved and/or consulted?</p>	<b>Outstanding</b>
<p><b>Q.</b> Has all the relevant <b>quantitative and qualitative data</b> been considered and been subjected to <b>appropriate analysis</b>?</p>	<b>Yes</b>
<p><b>Q.</b> Have lawyers been consulted on any legal matters arising?</p>	
<p><b>Q.</b> Has a date been established for reviewing the policy?</p>	<b>Yes, following end of the pay year.</b>

Further resources including: Case Law; Equality Assurance Table; examples of best practice are available on Horizon.

## Data Annex

**Table 1 Home Office population by protected group before and after 2016 pay award**

	median before award	as %age of all staff median before	median after award	as %age of all staff median after
All staff	£26,406		£26,831	
All Males	£26,618	100.80%	£26,831	100.00%
All Females	£24,738	93.68%	£25,426	94.76%
Male median as percentage of female median		107.60%		105.53%
All BME	£26,759	101.34%	£27,054	100.83%
All Disability	£26,406	100.00%	£26,632	99.26%
* All aged less than 30	£23,237	88.00%	£23,493	87.56%
* all aged 30 to <45	£26,406	100.00%	£26,739	99.66%
* all aged 45 to <60	£26,618	100.80%	£26,831	100.00%
* all aged 60 or over	£24,143	91.43%	£24,336	90.70%

\* there are 12 age groups available, the data presented here has merged age groups 16-19, 20-24, 25-29 as a single grouping "aged less than 30"; age groups 30-34, 35-39 and 40-44 have been merged as a single grouping "all aged 30 to <45" and so on.

	Mean average before award	as %age of all staff average before	Mean average after award	as %age of all staff average after
All staff	£28,356		£28,708	
All Males	£29,136	102.75%	£29,499	102.76%
All Females	£27,650	97.51%	£27,991	97.51%
Male mean as percentage of female mean		105.38%		105.39%

**Table 2: AA – SEO (all) staff analysed by protected group and compared to those not in the protected group.**

AA (all staff)	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£20,686	£16,403	£16,403	£16,403	£16,403	£16,403
Median after	£20,924	£16,641	£16,641	£16,641	£16,641	£16,641
Average before	£19,433	£17,067	£17,527	£17,626	£17,473	£17,808
Average after	£19,638	£17,299	£17,740	£17,853	£17,704	£18,026

AA (all staff)	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	126.1%	125.7%	113.9%	113.5%
Disabled staff as percentage of non-disabled	100.0%	100.0%	99.4%	99.4%
Female staff as percentage of male staff	100.0%	100.0%	98.1%	98.2%

AO (all staff)	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£24,143	£20,190	£20,190	£20,190	£20,190	£20,190
Median after	£24,336	£20,352	£20,352	£20,352	£20,352	£20,352
Average before	£22,857	£20,802	£21,394	£21,318	£21,335	£21,310
Average after	£23,100	£20,984	£21,577	£21,517	£21,534	£21,505

AO (all staff)	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	119.6%	119.6%	109.9%	110.1%
Disabled staff as percentage of non-disabled	100.0%	100.0%	100.4%	100.3%
Female staff as percentage of male staff	100.0%	100.0%	100.1%	100.1%

EO (all staff)	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£26,759	£25,715	£26,618	£26,406	£26,406	£26,483
Median after	£27,054	£25,921	£26,831	£26,759	£26,695	£26,831
Average before	£26,790	£25,405	£26,038	£25,686	£25,627	£25,805
Average after	£27,071	£25,681	£26,302	£25,964	£25,910	£26,076

EO (all staff)	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	104.1%	104.4%	105.5%	105.4%
Disabled staff as percentage of non-disabled	100.8%	100.3%	101.4%	101.3%
Female staff as percentage of male staff	99.7%	99.5%	99.3%	99.4%

HEO (all staff)	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£31,965	£31,709	£31,777	£31,777	£31,777	£31,777
Median after	£32,359	£32,168	£32,179	£32,168	£32,168	£32,168
Average before	£32,508	£31,427	£32,007	£31,601	£31,582	£31,691
Average after	£33,017	£31,864	£32,350	£32,062	£32,037	£32,137

HEO (all staff)	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	100.8%	100.6%	103.4%	103.6%
Disabled staff as percentage of non-disabled	100.0%	100.0%	101.3%	100.9%
Female staff as percentage of male staff	100.0%	100.0%	99.7%	99.7%

<b>SEO (all staff)</b>	<b>BME</b>	<b>Non-BME</b>	<b>Disabled</b>	<b>Non-Disabled</b>	<b>Female</b>	<b>Male</b>
<b>Median before</b>	£39,176	£39,176	£39,176	£39,176	£39,176	£39,176
<b>Median after</b>	£39,607	£39,607	£39,607	£39,607	£39,607	£39,607
<b>Average before</b>	£40,215	£39,305	£39,697	£39,440	£39,547	£39,384
<b>Average after</b>	£40,970	£39,889	£40,231	£40,060	£40,160	£39,998

<b>SEO (all staff)</b>	<b>Median before</b>	<b>Median after</b>	<b>Average before</b>	<b>Average after</b>
BME staff as percentage on non-BME staff	100.0%	100.0%	102.3%	102.7%
Disabled staff as percentage of non-disabled	100.0%	100.0%	100.7%	100.4%
Female staff as percentage of male staff	100.0%	100.0%	100.4%	100.4%

<b>G7 (all staff)</b>	<b>BME</b>	<b>Non-BME</b>	<b>Disabled</b>	<b>Non-Disabled</b>	<b>Female</b>	<b>Male</b>
<b>Median before</b>	£52,807	£52,509	£52,509	£52,509	£52,509	£52,509
<b>Median after</b>	£53,336	£53,149	£53,149	£53,149	£53,149	£53,149
<b>Average before</b>	£54,531	£53,708	£53,651	£53,817	£53,799	£53,810
<b>Average after</b>	£55,282	£54,696	£54,790	£54,763	£54,732	£54,792

<b>G7 (all staff)</b>	<b>Median before</b>	<b>Median after</b>	<b>Average before</b>	<b>Average after</b>
BME staff as percentage on non-BME staff	100.6%	100.4%	101.5%	101.1%
Disabled staff as percentage of non-disabled	100.0%	100.0%	99.7%	100.0%
Female staff as percentage of male staff	100.0%	100.0%	100.0%	99.9%

<b>G6 (all staff)</b>	<b>BME</b>	<b>Non-BME</b>	<b>Disabled</b>	<b>Non-Disabled</b>	<b>Female</b>	<b>Male</b>
<b>Median before</b>	£67,173	£65,247	£65,222	£65,272	£64,558	£66,603
<b>Median after</b>	£67,832	£65,940	£65,940	£66,006	£65,269	£67,270
<b>Average before</b>	£66,939	£66,253	£67,031	£66,254	£65,817	£66,694
<b>Average after</b>	£67,888	£67,022	£67,599	£67,047	£66,623	£67,455

<b>G6 (all staff)</b>	<b>Median before</b>	<b>Median after</b>	<b>Average before</b>	<b>Average after</b>
BME staff as percentage on non-BME staff	103.0%	102.9%	101.0%	101.3%
Disabled staff as percentage of non-disabled	99.9%	99.9%	101.2%	100.8%
Female staff as percentage of male staff	96.9%	97.0%	98.7%	98.8%

**Table 3a: AA (sub-divided by London, London Provincial and National grades) analysed by protected group and compared to those not in the protected group.**

AA London	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£20,686	£16,403	£16,403	£16,403	£16,403	£16,403
Median after	£20,924	£16,641	£16,641	£16,641	£16,641	£16,641
Average before	£19,806	£17,355	£17,933	£18,059	£17,817	£18,375
Average after	£20,007	£17,586	£18,140	£18,284	£18,046	£18,589

AA London	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	126.1%	125.7%	114.1%	113.8%
Disabled staff as percentage of non-disabled	100.0%	100.0%	99.3%	99.2%
Female staff as percentage of male staff	100.0%	100.0%	97.0%	97.1%

AA Lon Prov	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	Nil	£17,603	£17,603	£17,603	£17,603	£17,603
Median after	Nil	£17,841	£17,841	£17,841	£17,841	£17,841
Average before	Nil	£18,097	£17,603	£18,152	£17,603	£19,250
Average after	Nil	£18,335	£17,841	£18,390	£17,841	£19,488

AA Lon Prov	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	Nil	Nil	Nil	Nil
Disabled staff as percentage of non-disabled	100.0%	100.0%	97.0%	97.0%
Female staff as percentage of male staff	100.0%	100.0%	91.4%	91.6%

NB there is no lonprov BME

AA National	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£16,403	£16,403	£16,403	£16,403	£16,403	£16,403
Median after	£16,641	£16,641	£16,641	£16,641	£16,641	£16,641
Average before	£16,389	£16,396	£16,400	£16,394	£16,401	£16,388
Average after	£16,625	£16,629	£16,631	£16,629	£16,640	£16,616

AA National	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	100.0%	100.0%	100.0%	100.0%
Disabled staff as percentage of non-disabled	100.0%	100.0%	100.0%	100.0%
Female staff as percentage of male staff	100.0%	100.0%	100.1%	100.1%



**Table 3b: AO (sub-divided by London, London Provincial and National grades) analysed by protected group and compared to those not in the protected group.**

AO London	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£24,143	£20,190	£20,190	£23,951	£20,190	£23,951
Median after	£24,336	£20,352	£20,352	£23,951	£20,352	£24,336
Average before	£23,505	£21,437	£22,216	£22,189	£22,082	£22,393
Average after	£23,713	£21,616	£22,410	£22,379	£22,271	£22,584

AO London	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	119.6%	119.6%	109.6%	109.7%
Disabled staff as percentage of non-disabled	84.3%	85.0%	100.1%	100.1%
Female staff as percentage of male staff	84.3%	83.6%	98.6%	98.6%

AO Lon Prov	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£21,062	£21,062	£21,062	£21,062	£21,062	£21,062
Median after	£21,230	£21,230	£21,230	£21,230	£21,230	£21,230
Average before	£20,995	£21,253	£20,995	£21,217	£21,351	£21,005
Average after	£21,129	£21,450	£21,096	£21,407	£21,530	£21,201

AO Lon Prov	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	100.0%	100.0%	98.8%	98.5%
Disabled staff as percentage of non-disabled	100.0%	100.0%	99.0%	98.5%
Female staff as percentage of male staff	100.0%	100.0%	101.7%	101.5%

AO National	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£20,190	£20,190	£20,190	£20,190	£20,190	£20,190
Median after	£20,352	£20,352	£20,352	£20,352	£20,352	£20,352
Average before	£19,929	£20,164	£20,175	£20,135	£20,132	£20,148
Average after	£20,343	£20,348	£20,343	£20,348	£20,348	£20,347

AO National	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	100.0%	100.0%	98.8%	100.0%
Disabled staff as percentage of non-disabled	100.0%	100.0%	100.2%	100.0%
Female staff as percentage of male staff	100.0%	100.0%	99.9%	100.0%

**Table 3c: EO (sub-divided by London, London Provincial and National grades) analysed by protected group and compared to those not in the protected group.**

EO London	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£27,026	£27,155	£27,155	£27,155	£27,155	£27,155
Median after	£27,324	£27,454	£27,454	£27,454	£27,454	£27,454
Average before	£27,445	£27,826	£27,623	£27,642	£27,528	£27,770
Average after	£27,737	£28,122	£27,911	£27,936	£27,822	£28,064

EO London	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	99.5%	99.5%	98.6%	98.6%
Disabled staff as percentage of non-disabled	100.0%	100.0%	99.9%	99.9%
Female staff as percentage of male staff	100.0%	100.0%	99.1%	99.1%

EO Lon Prov	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£26,834	£26,989	£26,834	£26,901	£26,834	£26,989
Median after	£26,989	£27,050	£27,050	£26,989	£26,989	£27,050
Average before	£26,397	£26,443	£26,794	£26,411	£26,180	£26,627
Average after	£26,550	£26,708	£27,036	£26,661	£26,421	£26,882

EO Lon Prov	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	99.4%	99.8%	99.8%	99.4%
Disabled staff as percentage of non-disabled	99.8%	100.2%	101.4%	101.4%
Female staff as percentage of male staff	99.4%	99.8%	98.3%	98.3%

EO National	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£23,691	£24,231	£24,356	£24,035	£23,668	£24,356
Median after	£23,929	£24,498	£24,600	£24,300	£23,929	£24,600
Average before	£24,437	£24,557	£24,740	£24,532	£24,373	£24,713
Average after	£24,692	£24,827	£24,986	£24,803	£24,652	£24,972

EO National	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	97.8%	97.7%	99.5%	99.5%
Disabled staff as percentage of non-disabled	101.3%	101.2%	100.8%	100.7%
Female staff as percentage of male staff	97.2%	97.3%	98.6%	98.7%

**Table 3d: HEO (sub-divided by London, London Provincial and National grades) analysed by protected group and compared to those not in the protected group.**

HEO London	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£32,394	£33,852	£33,805	£33,383	£33,353	£33,527
Median after	£32,848	£34,164	£34,135	£33,721	£33,720	£33,899
Average before	£32,944	£33,592	£33,573	£33,349	£33,223	£33,532
Average after	£33,462	£34,083	£33,945	£33,862	£33,745	£34,010

HEO London	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	95.7%	96.1%	98.1%	98.2%
Disabled staff as percentage of non-disabled	101.3%	101.2%	100.7%	100.2%
Female staff as percentage of male staff	99.5%	99.5%	99.1%	99.2%

HEO Lon Prov	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£32,351	£32,657	£32,811	£32,657	£31,709	£32,986
Median after	£32,711	£33,284	£33,209	£33,284	£32,028	£33,284
Average before	£32,377	£32,609	£32,580	£32,595	£31,882	£33,141
Average after	£32,736	£33,032	£32,884	£33,023	£32,391	£33,490

HEO Lon Prov	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	99.1%	98.3%	99.3%	99.1%
Disabled staff as percentage of non-disabled	100.5%	99.8%	100.0%	99.6%
Female staff as percentage of male staff	96.1%	96.2%	96.2%	96.7%

HEO National	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£29,559	£30,193	£30,547	£29,835	£30,162	£30,193
Median after	£29,885	£30,501	£30,853	£30,149	£30,425	£30,501
Average before	£29,293	£29,812	£30,343	£29,735	£29,704	£29,864
Average after	£29,749	£30,211	£30,658	£30,144	£30,080	£30,288

HEO National	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	97.9%	98.0%	98.3%	98.5%
Disabled staff as percentage of non-disabled	102.4%	102.3%	102.0%	101.7%
Female staff as percentage of male staff	99.9%	99.8%	99.5%	99.3%

**Table 3e: SEO (sub-divided by London, London Provincial and National grades) analysed by protected group and compared to those not in the protected group.**

<b>SEO London</b>	<b>BME</b>	<b>Non-BME</b>	<b>Disabled</b>	<b>Non-Disabled</b>	<b>Female</b>	<b>Male</b>
<b>Median before</b>	£39,181	£41,288	£41,701	£40,765	£41,567	£40,307
<b>Median after</b>	£39,612	£41,947	£42,119	£41,214	£41,983	£40,812
<b>Average before</b>	£40,493	£41,003	£41,216	£40,845	£40,984	£40,776
<b>Average after</b>	£41,246	£41,625	£41,697	£41,516	£41,646	£41,422

<b>SEO London</b>	<b>Median before</b>	<b>Median after</b>	<b>Average before</b>	<b>Average after</b>
BME staff as percentage on non-BME staff	94.9%	94.4%	98.8%	99.1%
Disabled staff as percentage of non-disabled	102.3%	102.2%	100.9%	100.4%
Female staff as percentage of male staff	103.1%	102.9%	100.5%	100.5%

<b>SEO Lon Prov</b>	<b>BME</b>	<b>Non-BME</b>	<b>Disabled</b>	<b>Non-Disabled</b>	<b>Female</b>	<b>Male</b>
<b>Median before</b>	£38,052	£39,978	£39,916	£39,978	£40,453	£39,379
<b>Median after</b>	£40,193	£40,338	£40,295	£40,338	£40,777	£39,813
<b>Average before</b>	£38,052	£39,954	£38,510	£40,055	£40,191	£39,754
<b>Average after</b>	£40,193	£40,491	£39,494	£40,603	£40,562	£40,445

<b>SEO Lon Prov</b>	<b>Median before</b>	<b>Median after</b>	<b>Average before</b>	<b>Average after</b>
BME staff as percentage on non-BME staff	95.2%	99.6%	95.2%	99.3%
Disabled staff as percentage of non-disabled	99.8%	99.9%	96.1%	97.3%
Female staff as percentage of male staff	102.7%	102.4%	101.1%	100.3%

<b>SEO National</b>	<b>BME</b>	<b>Non-BME</b>	<b>Disabled</b>	<b>Non-Disabled</b>	<b>Female</b>	<b>Male</b>
<b>Median before</b>	£36,862	£36,472	£37,655	£36,315	£36,611	£36,190
<b>Median after</b>	£37,249	£36,883	£38,032	£36,874	£36,996	£36,687
<b>Average before</b>	£36,802	£36,682	£36,782	£36,678	£36,665	£36,706
<b>Average after</b>	£37,475	£37,211	£37,375	£37,207	£37,190	£37,249

<b>SEO National</b>	<b>Median before</b>	<b>Median after</b>	<b>Average before</b>	<b>Average after</b>
BME staff as percentage on non-BME staff	101.1%	101.0%	100.3%	100.7%
Disabled staff as percentage of non-disabled	103.7%	103.1%	100.3%	100.5%
Female staff as percentage of male staff	101.2%	100.8%	99.9%	99.8%

**Table 4: all staff analysed by 4 age groupings.**

	aged less than 30		All other age groups		<age 30 as %age of others	
	Before	After	Before	After	Before	After
Median	£23,237	£23,493	£26,618	£26,831	87.3%	87.6%
Average	£24,045	£24,492	£28,816	£29,157	83.4%	84.0%

  

	aged 30 - 44		All other age groups		age 30-44 as %age of others	
	Before	After	Before	After	Before	After
Median	£26,406	£26,739	£26,406	£26,831	100.0%	99.7%
Average	£28,712	£29,100	£28,084	£28,410	102.2%	102.4%

  

	aged 45 - 59		All other age groups		age 45-59 as %age of others	
	Before	After	Before	After	Before	After
Median	£26,618	£26,831	£24,356	£24,600	109.3%	109.1%
Average	£29,290	£29,601	£27,641	£28,023	106.0%	105.6%

  

	aged 60 or over		All other age groups		>age 59 as %age of others	
	Before	After	Before	After	Before	After
Median	£24,143	£24,336	£26,506	£26,831	91.1%	90.7%
Average	£26,383	£26,622	£28,478	£28,838	92.6%	92.3%

**Table 4a: whole grades analysed by 4 age groupings.**

\* there are 12 age groups available, the data presented here has merged age groups 16-19, 20-24, 25-29 as a single grouping "aged less than 30"; age groups 30-34, 35-39 and 40-44 have been merged as a single grouping "all aged 30 to <45" and so on.

	aged less than 30 relative to all other ages			
	median		average	
	before	after	before	after
AA	100.0%	100.0%	95.6%	95.8%
AO	100.0%	100.0%	97.8%	98.1%
EO	87.7%	87.7%	96.1%	96.7%
HEO	100.0%	100.0%	100.4%	101.9%
SEO	99.6%	99.6%	94.2%	98.7%
G7	99.7%	99.7%	95.9%	97.5%
G6	95.8%	95.8%	94.3%	94.2%

  

	age group 30 - 44 relative to all other ages			
	median		average	
	before	after	before	after
AA	100.0%	100.0%	98.9%	99.0%
AO	100.0%	100.0%	99.5%	99.6%
EO	95.7%	96.5%	97.5%	97.5%
HEO	99.1%	99.4%	96.7%	96.9%
SEO	100.0%	100.0%	98.1%	98.2%
G7	95.0%	95.2%	96.0%	96.7%
G6	92.6%	93.3%	94.9%	95.3%

  

	age group 45 - 59 relative to all other ages			
	median		average	
	before	after	before	after
AA	100.0%	100.0%	101.8%	101.7%
AO	100.0%	100.0%	100.9%	100.8%
EO	103.5%	103.0%	103.2%	103.0%
HEO	100.5%	100.4%	102.5%	102.0%
SEO	100.2%	100.3%	102.0%	101.4%
G7	105.6%	105.5%	103.9%	103.0%
G6	108.2%	107.4%	105.0%	104.7%

  

	age group 60 - 74 relative to all other ages			
	median		average	
	before	after	before	after
AA	100.0%	100.0%	102.4%	102.4%
AO	100.0%	100.0%	102.3%	102.2%
EO	101.3%	101.2%	103.9%	103.6%
HEO	103.7%	103.3%	104.7%	104.2%
SEO	105.3%	105.6%	103.6%	102.9%
G7	111.1%	110.8%	106.1%	105.1%
G6	103.9%	103.5%	102.6%	102.0%

**Table 5: the mix of males and females by grade equivalence – all Home Office**

	AA	AO	EO	HEO	SEO	G7	G6
% female	58%	61%	50%	50%	48%	45%	46%
% male	42%	39%	50%	50%	52%	55%	54%