HOME OFFICE

POLICY EQUALITY STATEMENT (PES)

Name of Policy/Guidance/Operational Activity

The Home Office 2017 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 0.6% consolidated increase (capped at pay range maximum).

Full details of the settlement can be accessed by this link.

The intention of the 2017 pay award is to continue the Home Office transition from out-of-date and entitlement based criteria for delivery of pay to targeted delivery of reward better reflecting performance.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. It does not apply to:

- Former NPIA staff who transferred under the machinery of government move to the Home Office and decided to retain their NPIA 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 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

All staff have a sex and date of birth recorded. For ethnicity and disability there is a "prefer not to say" option and some records record "not known". Staff who have not identified themselves positively as BME or disabled (i.e. including "prefer not to say" and "not known") are added to the "non-BME" and "non-disabled" categories.

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 2017 and September 2017 pay[1].
- Consultation with departmental trade unions.

The following reports, documents and evidence have been considered:

- EHRC guidance on equal pay
- The 2016 PES.

Overall

The overall conclusions of considering the impact of the 2017 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 is unchanged at £26831. The average (mean) had changed from £28911 to £29259 - an increase of 1.20%.

Examination of the data by protected characteristic group shows that:

- The gap between female and male average salary has marginally lessened and the gap in median lessened by 1.19% (reducing from a lead of 104.41% to 103.60%).
- Median salary for BME staff which was marginally above all staff median has changed in favour of BME, but has more away from parity from 100.83% to 102.01%. The mean average has improved marginally and now stands at 98.17% of all staff average.
- Salary for disabled staff which was slightly below all staff median and now sits exactly at parity, whilst the mean average has moved 0.02% points away from parity at 97.49%.
- Diversity age statistics are partitioned into 12 groups of 5 years (covering ages 16-74). These have been clustered into 4 groups of aged less than 30, aged 30 to 44, aged 45 to 59 and aged 60 and over. Each group has experienced marginally adjusted figures, some towards parity and some away. The youngest and oldest groups still have significant variances, but these are reasoned to be an expected trend, see Annex table 1.

The award caused the male median relative to the all staff median to remain at par, whilst the female median relative to the all staff median has again moved marginally towards par, now being 0.75% nearer par at 96.53%. The difference between the median male salary and median female salary has reduced from 4.4% before the award to 3.6% after the award. It should be noted that this figure had reduced between the 2016 and 2017

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[1] June 2017 pay data is the final month of payment before the increase was due and applied. By using September 2017 for the post award data, we allow time for any errors applied at July 2017 to be corrected.

pay awards from 5.5% to 4.4% on account of a change in the median female salary. The difference between the male mean average salary and female mean average salary has also reduced, though not as markedly, from 4.97% to 4.78% before and after the pay award - the mean average variance had also reduced between awards. These percentage differences indicate the ongoing range shortening strategy is having a positive effect on narrowing pay differentials.

Overall, the pattern of this and the previous year's movements follow a non-specific pattern of marginal changes according to the review figures reported. Most figures being reported have been close to parity in recent years and there has been only marginal movement. We perceive it to be unreasonable to expect to achieve and maintain parity in all instances all the time; there will be shifts to and away from parity year on year. We want to continue the strategy of salary range narrowing for other reasons (mainly that it enables more realistic progression through the range) but it will also protect more against temporary aberrations (i.e. movements away from parity) in these equality figures. Figures are now so close to parity that marginal moves away seem as probable as further moves towards parity. In this context, variances of 3% or less are considered to be within reasonable distance of parity based on Government Equalities Office guidance[2]

Furthermore, movements in median and mean average figures are now marginal enough that discerning any clear link between the outcome and a discriminatory trigger is improbable. However, we acknowledge that this reflects the fact that the narrowed salary ranges allow much reduced scope for discrimination to have an impact, rather than that it proves discrimination itself has been eliminated.

Comment on overall pay gap (in the context of changes to base pay only)

The purpose of this PES is to assess whether the action taken in delivering the 2017 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 presenting the more detailed analysis of the impact of the 2017 pay award, we acknowledge it will be helpful to comment again on the context of the gender pay gap, whilst also acknowledging that that is more properly a function of an equal pay audit.

When considering the data, the Reward team has concluded that there are three variables affecting the results. These are:

  i.   That within each grade staff in the two categories being compared (e.g. male or female) are both equally spread out within each grade, or not, and

  ii.   That the mix of each category across the grades may be equal, or not (e.g. if there more 50% of senior posts are allocated to males, whilst more than 50% of junior posts are allocated to females, even if each is equally dispersed within each grade, the result will be a skew towards males) the mix by grade for each category [being gender, ethnicity and disability] is given in table 2.

  iii. That any category, that is more highly represented in London than in national locations, will benefit from a skewing effect because, position in grade and mix between grades being equal, a disproportionate share of the category will be paid the higher London rates compared to its comparator group.

As the salary band width for each grade/location is narrowed, the scope for variance being attributable to i) above reduces and makes it more probable that the cause of

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[2] GEO guidance: In the Equal Pay Audit consultation paper issued by Government Equalities Office in 2013 they set out step 3 as: **"Collect and compare pay data to identify any significant pay inequalities"** and offers this guidance: "Any differences of between 3% and 5% or more should warrant further investigation."

variance should be attributed to ii) or iii) above.

A further, diminishing, influence behind the gender pay gap in respect of salaries is the historic position that operational grades, which were populated more by males, and had salary ranges that were higher than the non-operational grade salary ranges. The operational and non-operational ranges were aligned fully in 2013 and since then the impact of the historic lead has been reducing.

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 2 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 under estimated or disregarded. There are also historical influences that have caused females salaries to be lower than male salaries.

SCS sign off	*[Considerations are detailed in Part 2]*	**Name/Title**	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.			
Directorate/Unit	Capabilities and Resources; HR; Reward team	**Lead contact**	John Barker
Date	30/11/17	**Review Date**	

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

JB – Feb 18

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.

Q. Has 'due regard' been made to the three aims of the General Duty (Section 149 of the Equality Act 2010)?	
o **Eliminate unlawful discrimination**, harassment, victimisation and any other conduct prohibited by the Act;	**Yes**
o **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it; and	**Yes**
o **Foster good relations** between people who share a protected characteristic.	**Yes**
Q. Have all the **protected characteristics** 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?	**Yes**
Q. Have the relevant stakeholders been involved and/or consulted?	**Outstanding**
Q. Has all the relevant **quantitative and qualitative data** been considered and been subjected to **appropriate analysis**?	**Yes**
Q. Have lawyers been consulted on any legal matters arising?	**Outstanding**
Q. Has a date been established for reviewing the policy?	**Yes, following end of the pay year.**

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

Data Annex

<u>Table 1 Home Office population by protected group before and after 2017 pay award</u>

	median before award	as %age of all staff median before	median after award	as %age of all staff median after
All staff	£26,831		£26,831	
All Males	£26,831	100.00%	£26,831	100.00%
All Females	£25,698	95.78%	£25,899	<mark>96.53%</mark>
Male median as percentage of female median		104.41%		<mark>103.60%</mark>
All BME	£27,054	100.83%	£27,371	102.01%
All Disability	£26,825	99.98%	£26,831	100.00%
* All aged less than 30	£23,493	87.56%	£23,678	<mark>88.25%</mark>
* all aged 30 to <45	£26,831	100.00%	£26,831	100.00%
* all aged 45 to <60	£26,831	100.00%	£26,831	100.00%
* all aged 60 or over	£24,336	90.70%	£24,483	<mark>91.25%</mark>

	Mean average before award	as %age of all staff average before	Mean average after award	as %age of all staff average after
All staff	£28,911		£29,259	
All Males	£29,649	102.55%	£29,981	102.47%
All Females	£28,246	97.70%	£28,613	97.79%
Male average as percentage of female average		104.97%		<mark>104.78%</mark>
All BME	£28,326	97.98%	£28,723	98.17%
All Disability	£28,191	97.51%	£28,525	97.49%
* All aged less than 30	£25,179	87.09%	£25,591	<mark>87.46%</mark>
* all aged 30 to <45	£29,411	101.73%	£29,866	102.07%
* all aged 45 to <60	£29,812	103.12%	£30,107	102.90%
* all aged 60 or over	£24,336	90.70%	£24,483	<mark>91.25%</mark>

* *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.*

In an Equal Pay Audit consultation paper issued by Government Equalities Office in 2013 they set out step 3 as: **"Collect and compare pay data to identify any significant pay inequalities"** and offers this guidance: "Any differences of between 3% and 5% or more should warrant further investigation."

Variances after the 2017 pay settlement of 3% or more are highlighted above (less than 97% or more than 103%) and the Reward team's observations offered overleaf:

Statistical outcome	Comment			
a) Females being 96.53% of all staff median salary, and b) Male median being 103% of female median salary. c) Male average being 104.78% of female average.	These figures show a continuing trend towards parity and are taken to evidence the validity of the Reward strategy taken in recent pay settlements to reduce the length of salary ranges. Over the last three years, these figures have been:			
		After '15 award	After '16 award	After '17 award
	a)	92.24%	94.76%	96.53%
	b)	109.3%	105.53%	103.60%
	c)	105.36%	105.39%	104.78%
	It is deduced that the actions being taken are proving effective and should be maintained.			
d) Staff aged less than 30 being 88.25% of all other staff median salary, and e) Staff aged less than 30 being 87.46% of all other staff average salary, and f) Staff aged 60 and over being 91.25% of all other staff, median salary, and g) Staff aged 60 and over being 91.25% of all other staff average salary.	These figures remain fairly constant. The reward team deduces that it is impossible to expect the average and median salaries of staff near the start of a career to be on a par with all staff including those who have reached the peak of their careers. We also deduce that staff who have achieved high grades and who will can benefit from a good pension provision will tend to retire at pensionable age and those continuing to work are those pursuing second careers in case-working roles, or still working to accrue their pension benefits, and cannot be expected to be on a par with other staff who will include those at the peak of their careers.			
		After '15 award	After '16 award	After '17 award
	d)	88.00%	87.56%	88.25%
	e)	Not reported	Not reported	87.46%
	f)	91.43%	90.70%	91.25%
	g)	Not reported	Not reported	91.25%

At more detailed levels, (i.e. by grade and/or location) different variances occur. In tables 3-5b, we have provided more detailed information, (i.e. by grade and or location) for completeness, but have not individually commented as drawing meaningful conclusions using small groups can be unreliable. For example, EO (all locations) BME staff have a lead over non-BME of 108.6% median and 105.9% mean, but this lead evaporates when London, London Provincial and National figures are considered separately – the all grades figure mixes staff on London rates (where there is a higher mix of BME staff) with staff on national rates, thus skewing the outcome, (highest EO by location variance for BME staff is 98.6%). Overall, we find no disturbing trends although occasionally higher variances are reported.

Also at a detailed level, the numbers involved may be very few, but no data has been redacted on grounds of there being fewer than 6 members in any category[3], although the change of personnel in small groups can cause a year-on-year change.

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[3] Because the numbers involved are not reported and therefore the ability to identify individual cases and personal data is constrained.

Table 2:

2a: the mix of males and females by grade equivalence – all Home Office

Pre award	AA	AO	EO	HEO	SEO	G7	G6
% female	57%	61%	50%	51%	48%	46%	46%
% male	43%	39%	50%	49%	52%	54%	54%

Post award	AA	AO	EO	HEO	SEO	G7	G6
% female	56%	61%	51%	50%	49%	46%	47%
% male	44%	39%	49%	50%	51%	54%	53%

2b: the mix of minority ethnic and white staff by grade equivalence – all HO

Pre award	AA	AO	EO	HEO	SEO	G7	G6
% BME	24%	26%	23%	21%	18%	12%	7%
% non-BME	76%	74%	77%	79%	82%	88%	93%

Post award	AA	AO	EO	HEO	SEO	G7	G6
% BME	24%	26%	22%	21%	17%	13%	7%
% non-BME	76%	74%	78%	79%	83%	87%	93%

2b: the mix of disabled and non-disabled staff by grade equivalence – all HO

Pre award	AA	AO	EO	HEO	SEO	G7	G6
% Disabled:	12%	9%	8%	9%	8%	7%	6%
% non-disabled	88%	91%	92%	91%	92%	93%	94%

Post award	AA	AO	EO	HEO	SEO	G7	G6
% Disabled	12%	9%	8%	9%	8%	7%	6%
% non-disabled	88%	91%	92%	91%	92%	93%	94%

Table 3: AA – Grade 6 (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	£20,924	£16,641	£16,641	£16,641	£16,641	£16,641
Median after	£21,134	£16,841	£16,841	£16,841	£16,841	£16,841
Average before	£19,763	£17,304	£17,936	£17,891	£17,755	£18,085
Average after	£19,956	£17,543	£18,185	£18,116	£17,995	£18,292

AA (all staff)	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	125.7%	125.5%	114.2%	113.8%
Disabled staff as percentage of non-disabled	100.0%	100.0%	100.2%	100.4%
Female staff as percentage of male staff	100.0%	100.0%	98.2%	98.4%

AO (all staff)	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£24,336	£20,352	£20,352	£20,352	£20,352	£20,352
Median after	£24,483	£20,475	£20,475	£20,475	£20,475	£20,475
Average before	£22,936	£20,931	£21,522	£21,443	£21,458	£21,438
Average after	£23,065	£21,043	£21,620	£21,559	£21,584	£21,535

AO (all staff)	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	119.6%	119.6%	109.6%	109.6%
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%	100.2%

EO (all staff)	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£27,054	£25,483	£26,831	£26,426	£26,426	£26,682
Median after	£27,371	£25,202	£26,831	£26,603	£26,603	£26,603
Average before	£26,940	£25,530	£26,194	£25,824	£25,811	£25,898
Average after	£27,151	£25,642	£26,338	£25,947	£25,931	£26,029

EO (all staff)	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	106.2%	108.6%	105.5%	105.9%
Disabled staff as percentage of non-disabled	101.5%	100.9%	101.4%	101.5%
Female staff as percentage of male staff	99.0%	100.0%	99.7%	99.6%

HEO (all staff)	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£32,168	£31,855	£32,168	£32,168	£32,168	£32,168
Median after	£32,867	£32,046	£32,867	£32,867	£32,867	£32,551
Average before	£32,865	£31,653	£32,212	£31,874	£31,915	£31,891
Average after	£33,290	£32,037	£32,601	£32,275	£32,348	£32,258

HEO (all staff)	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	101.0%	102.6%	103.8%	103.9%
Disabled staff as percentage of non-disabled	100.0%	100.0%	101.1%	101.0%
Female staff as percentage of male staff	100.0%	101.0%	100.1%	100.3%

SEO (all staff)	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£39,607	£39,451	£39,607	£39,491	£39,492	£39,568
Median after	£40,071	£39,805	£40,071	£39,920	£39,920	£39,920
Average before	£40,623	£39,642	£39,894	£39,808	£39,910	£39,727
Average after	£40,963	£39,842	£40,197	£40,022	£40,084	£39,991

SEO (all staff)	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	100.4%	100.7%	102.5%	102.8%
Disabled staff as percentage of non-disabled	100.3%	100.4%	100.2%	100.4%
Female staff as percentage of male staff	99.8%	100.0%	100.5%	100.2%

G7 (all staff)	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£53,149	£53,149	£53,149	£53,149	£53,149	£53,149
Median after	£54,049	£54,049	£54,049	£54,049	£54,049	£54,049
Average before	£54,998	£54,206	£54,231	£54,309	£54,358	£54,257
Average after	£55,654	£54,745	£54,872	£54,860	£54,820	£54,895

G7 (all staff)	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	100.0%	100.0%	101.5%	101.7%
Disabled staff as percentage of non-disabled	100.0%	100.0%	99.9%	100.0%
Female staff as percentage of male staff	100.0%	100.0%	100.2%	99.9%

G6 (all staff)	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£64,442	£64,807	£65,940	£64,748	£64,275	£65,237
Median after	£65,033	£65,597	£66,940	£65,309	£65,119	£65,869
Average before	£66,793	£66,264	£67,462	£66,229	£65,854	£66,678
Average after	£67,391	£66,889	£67,929	£66,862	£66,488	£67,309

G6 (all staff)	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	99.4%	99.1%	100.8%	100.7%
Disabled staff as percentage of non-disabled	101.8%	102.5%	101.9%	101.6%
Female staff as percentage of male staff	98.5%	98.9%	98.8%	98.8%

Table 4a: 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	£20,924	£20,924	£20,924	£20,924	£20,924	£20,924
Median after	£21,134	£21,134	£21,134	£21,134	£21,134	£21,134
Average before	£20,875	£20,901	£20,895	£20,884	£20,905	£20,865
Average after	£21,050	£21,103	£21,079	£21,070	£21,102	£21,041

AA London	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	100.0%	100.0%	99.9%	99.8%
Disabled staff as percentage of non-disabled	100.0%	100.0%	100.1%	100.0%
Female staff as percentage of male staff	100.0%	100.0%	100.2%	100.3%

AA Lon Prov	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£17,841	£17,841	£17,841	£17,841	£17,841	£17,841
Median after	£18,041	£18,041	£18,041	£18,041	£18,041	£18,041
Average before	£17,841	£17,841	£17,841	£17,841	£17,841	£17,841
Average after	£18,041	£18,240	£18,041	£18,225	£18,041	£18,455

AA Lon Prov	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	100.0%	100.0%	100.0%	98.9%
Disabled staff as percentage of non-disabled	100.0%	100.0%	100.0%	99.0%
Female staff as percentage of male staff	100.0%	100.0%	100.0%	97.8%

NB there is no lonprov BME

AA National	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£16,641	£16,641	£16,641	£16,641	£16,641	£16,641
Median after	£16,841	£16,841	£16,841	£16,841	£16,841	£16,841
Average before	£16,635	£16,636	£16,634	£16,637	£16,641	£16,630
Average after	£16,835	£16,832	£16,836	£16,832	£16,839	£16,822

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 4b: 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	£24,336	£24,336	£24,336	£24,336	£24,336	£24,336
Median after	£24,483	£24,483	£24,483	£24,483	£24,483	£24,483
Average before	£24,325	£24,350	£24,453	£24,322	£24,341	£24,324
Average after	£24,463	£24,491	£24,593	£24,461	£24,483	£24,458

AO London	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	100.0%	100.0%	99.9%	99.9%
Disabled staff as percentage of non-disabled	100.0%	100.0%	100.5%	100.5%
Female staff as percentage of male staff	100.0%	100.0%	100.1%	100.1%

AO Lon Prov	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£21,230	£21,230	£21,230	£21,230	£21,230	£21,230
Median after	£21,358	£21,358	£21,126	£21,358	£21,358	£21,358
Average before	£21,129	£21,293	£21,096	£21,270	£21,303	£21,196
Average after	£21,222	£21,704	£21,126	£21,641	£21,684	£21,514

AO Lon Prov	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	100.0%	100.0%	99.2%	97.8%
Disabled staff as percentage of non-disabled	100.0%	98.9%	99.2%	97.6%
Female staff as percentage of male staff	100.0%	100.0%	100.5%	100.8%

AO National	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£20,352	£20,352	£20,352	£20,352	£20,352	£20,352
Median after	£20,475	£20,475	£20,475	£20,475	£20,475	£20,475
Average before	£20,349	£20,350	£20,347	£20,350	£20,350	£20,349
Average after	£20,471	£20,472	£20,469	£20,472	£20,472	£20,471

AO 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%	100.0%	100.0%

Table 4c: 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	£27,054	£27,454	£27,454	£27,324	£27,341	£27,454
Median after	£27,371	£27,759	£27,759	£27,633	£27,633	£27,646
Average before	£27,678	£28,068	£27,937	£27,867	£27,767	£28,002
Average after	£27,910	£28,247	£28,140	£28,074	£27,976	£28,205

EO London	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	98.5%	98.6%	98.6%	98.8%
Disabled staff as percentage of non-disabled	100.5%	100.5%	100.3%	100.2%
Female staff as percentage of male staff	99.6%	100.0%	99.2%	99.2%

EO Lon Prov	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£26,770	£26,989	£27,050	£26,989	£26,989	£27,050
Median after	£26,901	£26,989	£27,245	£26,989	£26,989	£27,230
Average before	£26,299	£26,435	£26,709	£26,395	£26,208	£26,569
Average after	£26,401	£26,522	£26,902	£26,477	£26,321	£26,647

EO Lon Prov	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	99.2%	99.7%	99.5%	99.5%
Disabled staff as percentage of non-disabled	100.2%	100.9%	101.2%	101.6%
Female staff as percentage of male staff	99.8%	99.1%	98.6%	98.8%

EO National	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£23,493	£23,929	£24,502	£23,816	£23,790	£24,057
Median after	£23,768	£24,057	£24,743	£23,850	£23,768	£24,192
Average before	£24,460	£24,673	£24,839	£24,640	£24,524	£24,778
Average after	£24,675	£24,802	£24,977	£24,778	£24,667	£24,913

EO National	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	98.2%	98.8%	99.1%	99.5%
Disabled staff as percentage of non-disabled	102.9%	103.7%	100.8%	100.8%
Female staff as percentage of male staff	98.9%	98.2%	99.0%	99.0%

Table 4d: 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	£32,168	£33,956	£33,899	£33,220	£33,220	£33,388
Median after	£32,867	£34,156	£34,374	£33,568	£33,678	£33,684
Average before	£33,303	£33,989	£33,770	£33,733	£33,641	£33,850
Average after	£33,792	£34,426	£34,221	£34,186	£34,120	£34,271

HEO London	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	94.7%	96.2%	98.0%	98.2%
Disabled staff as percentage of non-disabled	102.0%	102.4%	100.1%	100.1%
Female staff as percentage of male staff	99.5%	100.0%	99.4%	99.6%

HEO Lon Prov	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£33,011	£33,011	£32,971	£33,011	£32,164	£33,284
Median after	£31,606	£33,484	£33,071	£33,484	£32,489	£33,484
Average before	£32,379	£32,796	£32,843	£32,761	£32,196	£33,195
Average after	£32,630	£33,137	£33,060	£33,105	£32,635	£33,423

HEO Lon Prov	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	100.0%	94.4%	98.7%	98.5%
Disabled staff as percentage of non-disabled	99.9%	98.8%	100.2%	99.9%
Female staff as percentage of male staff	96.6%	97.0%	97.0%	97.6%

HEO National	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£29,438	£29,885	£30,853	£29,853	£29,910	£29,853
Median after	£29,277	£30,199	£31,148	£30,054	£30,054	£30,199
Average before	£29,586	£29,981	£30,481	£29,913	£29,880	£30,034
Average after	£29,896	£30,325	£30,771	£30,258	£30,224	£30,369

HEO National	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	98.5%	96.9%	98.7%	98.6%
Disabled staff as percentage of non-disabled	103.3%	103.6%	101.9%	101.7%
Female staff as percentage of male staff	100.2%	99.5%	99.5%	99.5%

Table 4e: SEO (sub-divided by London, London Provincial and National grades) analysed by protected group and compared to those not in the protected group.

SEO London	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£39,607	£40,413	£41,498	£39,607	£40,158	£39,607
Median after	£40,071	£40,466	£41,768	£40,071	£40,349	£40,071
Average before	£40,928	£41,366	£41,403	£41,243	£41,331	£41,182
Average after	£41,247	£41,645	£41,764	£41,526	£41,627	£41,463

SEO London	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	98.0%	99.0%	98.9%	99.0%
Disabled staff as percentage of non-disabled	104.8%	104.2%	100.4%	100.6%
Female staff as percentage of male staff	101.4%	100.7%	100.4%	100.4%

SEO Lon Prov	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£38,120	£39,813	£38,082	£39,813	£39,813	£39,813
Median after	£40,046	£40,279	£38,479	£40,203	£40,127	£40,180
Average before	£38,120	£40,244	£38,533	£40,261	£40,020	£40,228
Average after	£40,664	£40,438	£38,913	£40,547	£39,839	£40,698

SEO Lon Prov	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	95.7%	99.4%	94.7%	100.6%
Disabled staff as percentage of non-disabled	95.7%	95.7%	95.7%	96.0%
Female staff as percentage of male staff	100.0%	99.9%	99.5%	97.9%

SEO National	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£35,359	£35,624	£35,857	£35,624	£35,612	£35,624
Median after	£35,773	£35,904	£35,904	£35,904	£35,773	£35,904
Average before	£36,899	£36,996	£37,102	£36,983	£36,925	£37,049
Average after	£37,105	£37,193	£37,347	£37,176	£37,077	£37,293

SEO National	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	99.3%	99.6%	99.7%	99.8%
Disabled staff as percentage of non-disabled	100.7%	100.0%	100.3%	100.5%
Female staff as percentage of male staff	100.0%	99.6%	99.7%	99.4%

Table 5a: 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	£23,493	£23,678	£26,831	£26,831	87.6%	88.2%
Average	£25,179	£25,591	£29,386	£29,747	85.7%	86.0%

	aged 30 - 44		All other age groups		age 30-44 as %age of others	
	Before	After	Before	After	Before	After
Median	£26,831	£26,831	£26,831	£28,858	100.0%	100.0%
Average	£29,411	£29,866	£28,588		102.9%	103.5%

	aged 45 - 59		All other age groups		age 45-59 as %age of others	
	Before	After	Before	After	Before	After
Median	£26,831	£26,831	£24,973	£24,970	107.4%	107.5%
Average	£29,812	£30,107	£28,272	£28,658	105.4%	105.1%

	aged 60 or over		All other age groups		>age 59 as %age of others	
	Before	After	Before	After	Before	After
Median	£24,336	£24,483	£26,831	£26,831	90.7%	91.2%
Average	£26,599	£26,827	£29,087	£29,437	91.4%	91.1%

Table 5b: 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				age group 30 - 44 relative to all other ages			
	median		average		median		average	
	before	after	before	after	before	after	before	after
AA	100.0%	100.0%	99.1%	99.9%	100.0%	100.0%	98.0%	98.0%
AO	100.0%	100.0%	97.6%	97.6%	100.0%	100.0%	99.6%	99.5%
EO	88.6%	89.3%	97.2%	96.6%	93.1%	92.6%	97.3%	97.6%
HEO	100.0%	100.0%	101.5%	101.5%	100.0%	98.9%	96.9%	97.4%
SEO	99.3%	99.7%	100.3%	100.8%	99.6%	99.3%	98.0%	98.1%
G7	99.7%	99.7%	98.2%	99.0%	100.0%	100.0%	97.3%	97.8%
G6	97.5%	98.1%	95.2%	101.1%	94.6%	95.2%	95.0%	95.6%

	age group 45 - 59 relative to all other ages				age group 60 - 74 relative to all other ages			
	median		average		median		average	
	before	after	before	after	before	after	before	after
AA	100.0%	100.0%	101.1%	100.8%	100.0%	100.0%	101.8%	101.5%
AO	100.0%	100.0%	101.0%	101.1%	100.0%	100.0%	102.3%	102.2%
EO	105.3%	107.0%	103.1%	103.2%	101.5%	100.9%	103.5%	103.4%
HEO	100.0%	98.9%	102.0%	101.4%	103.3%	101.6%	104.4%	104.1%
SEO	100.4%	100.5%	101.4%	101.2%	106.8%	105.1%	103.5%	103.4%
G7	101.2%	100.3%	102.3%	101.7%	109.3%	106.0%	105.6%	104.9%
G6	105.9%	105.0%	105.0%	104.3%	104.4%	104.4%	101.6%	101.5%

End.