



Name of Policy/Guidance/Operational Activity

The Home Office 2018 annual pay award.

Under government pay policy the Home Office may increase its baseline salary bill by 1.5% subject to affordability. This year’s settlement is therefore based on an average 1.5% increase.

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

The intention of the 2018 pay award is to continue the Home Office transition to salary ranges that do not exceed 15% range lengths (grades EO – G6), and spot rates (grades AA and AO). Additionally, the aim of changes to the pay arrangements are:

- to minimise the extent to which variances from a standard set of terms and conditions exists
- to moderate the impact that exclusion from pay awards has had on staff remaining on legacy shift allowances* so that their salaries remain at or above the salary range minima/spot rates but otherwise payments to these staff are non-consolidated. [* = staff still in receipt of 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.]

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.

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 September 2018 and January 2019 pay¹.
- Consultation with departmental trade unions.

The following reports, documents and evidence have been considered:

- EHRC guidance on equal pay
- The 2017 PES.

Overall

The overall conclusions of considering the impact of the 2018 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 has risen from £26831 to £26966 (an increase of 0.52%). The average (mean) has also risen from £29266 to £29606 (an increase of 1.16%).

Examination of the data by protected characteristic group shows that:

- The gap between female and male mean average salary has marginally lessened (male lead has reduced from 3.96% to 3.73%) but the gap in median has widened marginally from 3.17% to 3.69%.
- Median salary for BME staff which was above all staff median has changed further in favour of BME staff from 101.33% to 102.58%. The mean average has improved marginally and now stands at 99.50% 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 towards parity at 99.68%.
- Diversity age statistics 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 moved marginally away from par, now being 0.49% lower at 96.44%. The difference between the median male salary and median female salary has increased from 3.17% before the award to 3.69% after the award. It should be noted that this figure had reduced between the 2017 and 2018 pay awards from 3.60% to 3.17% on account of a change in the median female salary. In addition, between September 2018 and January 2019, there were 898 female joiners but only 456 male joiners and whilst the average salary of these new males was £29,361, the average salary for the new females was £27,325 because of the different grade mix they

¹ September 2018 pay data is the final month of payment before the increase was applied retrospectively in October 2018. By using January 2019 for the post award data, we allow time for any errors arising at implementation to be corrected and allows for reduced opportunity over Christmas to effect corrections.

were recruited at. This skewed the male median salary from £26,831 to £26,966 and thus remaining at 100% of the pre and post pay award all staff median salary. Meanwhile the female median salary stayed the same at £26,007 thus causing the percentage of the female median relative to the all staff median to decrease by 0.49%. The difference between the male mean average salary and female mean average salary has also reduced, though not as markedly, from 3.96% to 3.73% before and after the pay award - the mean average variance had also reduced between awards. These percentage differences are interpreted as showing that the range shortening strategy has continued to have a healthy influence towards narrowing pay differentials.

In this document last year, we wrote: “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 guidance²

“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.”

This year, whilst the movement of average variances has continued on a very gradually improving trend, the gender median presents an aberration which we have investigated, being an adverse change greater than 3%.

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 2018 pay award created a discriminatory impact and therefore whether the policy can reasonably be maintained in the next and future years. Before presenting the more detailed analysis of the impact of the 2018 pay award, it may be helpful to comment that 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 more than 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.

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.”

- 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 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	<i>[Considerations are detailed in Part 2]</i>	Name/Title	
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		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.

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)?	
○ Eliminate unlawful discrimination , harassment, victimisation and any other conduct prohibited by the Act;	Yes
○ Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and	Yes
○ 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?	Not relevant
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

Table 1 Home Office population by protected group before and after 2018 pay award

	median before award	as %age of all staff median before	median after award	as %age of all staff median after
All staff	£26,831		£26,966	
All Males	£26,831	100.00%	£26,966	100.00%
All Females	£26,007	96.93%	£26,007	96.44%
Male median as percentage of female median		103.17%		103.69%
All BME	£27,188	101.33%	£27,661	102.58%
All Disability	£26,603	99.15%	£26,966	100.00%
* All aged less than 30	£23,330	86.95%	£23,750	88.07%
* all aged 30 to <45	£26,831	100.00%	£26,966	100.00%
* all aged 45 to <60	£26,831	100.00%	£26,966	100.00%
* all aged 60 or over	£24,483	91.25%	£24,777	91.88%

	Mean average before award	as %age of all staff average before	Mean average after award	as %age of all staff average after
All staff	£29,266		£29,606	
All Males	£29,864	102.04%	£30,177	101.93%
All Females	£28,726	98.15%	£29,093	98.27%
Male average as percentage of female average		103.96%		103.73%
All BME	£28,992	99.06%	£29,458	99.50%
All Disability	£28,612	97.77%	£29,511	99.68%
* All aged less than 30	£25,541	87.27%	£26,040	87.96%
* all aged 30 to <45	£29,904	102.18%	£30,334	102.46%
* all aged 45 to <60	£30,120	102.92%	£30,474	102.93%
* all aged 60 or over	£27,176	92.86%	£27,443	92.69%

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 2018 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 96.44% of all staff median salary, and b) Male median being 103.69% of female median salary. c) Male average being 103.73% 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 '16 award	After '17 award	After '18 award
	a)	94.76%	96.53%	96.44%
	b)	105.53%	103.60%	103.69%
	c)	105.39%	104.78%	103.73%
By taking the post award figures, the resultant pattern reflects movement between awards as well as the impact of the award. The narrowed pay range lengths are deduced to logically reduce the scope for variance as a result of new appointments between awards. It is deduced that the actions being taken are proving effective despite the very slight marginal decrease in a) and increase in b) and there is good reason to consider its maintained approach would continue to return improved equality figures.				
d) Staff aged less than 30 being 88.07% of all other staff median salary, and e) Staff aged less than 30 being 87.96% of all other staff average salary, and f) Staff aged 60 and over being 91.88% of all other staff, median salary, and g) Staff aged 60 and over being 92.69% of all other staff average salary.	These figures remain fairly constant. The reward team continues to deduce 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 '16 award	After '17 award	After '18 award
	d)	87.56%	88.25%	88.07%
	e)	Not reported	87.46%	87.96%
f)	90.70%	91.25%	91.88%	
g)	Not reported	91.25%	92.69%	

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 111.18% median and 106.05% 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 100%). 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 category³, although the change of personnel in small groups can cause a year-on-year change.

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	54%	60%	51%	50%	49%	47%	47%
% male	46%	40%	49%	50%	51%	53%	53%

Post award	AA	AO	EO	HEO	SEO	G7	G6
% female	54%	59%	52%	50%	49%	47%	48%
% male	46%	41%	48%	50%	51%	53%	52%

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

Pre-award	AA	AO	EO	HEO	SEO	G7	G6
% BME	26%	24%	23%	22%	19%	15%	7%
% non-BME	74%	76%	77%	78%	81%	85%	93%

Post award	AA	AO	EO	HEO	SEO	G7	G6
% BME	26%	24%	23%	22%	20%	15%	8%
% non-BME	74%	76%	77%	78%	80%	85%	92%

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

Pre-award	AA	AO	EO	HEO	SEO	G7	G6
% Disabled:	13%	10%	8%	8%	8%	7%	6%
% non-disabled	87%	90%	92%	92%	92%	93%	94%
Post award	AA	AO	EO	HEO	SEO	G7	G6
% Disabled	18%	14%	15%	16%	15%	13%	10%
% non-disabled	82%	86%	85%	84%	85%	87%	90%

Note: there are 4 months between the “pre” and “post” situations [see footnote on page 2]

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	£21,134	£16,841	£16,841	£16,841	£16,841	£16,841
Median after	£21,452	£17,211	£17,211	£17,211	£17,211	£17,211
Average before	£20,053	£17,650	£18,161	£18,296	£18,119	£18,469
Average after	£20,505	£18,060	£18,671	£18,704	£18,529	£18,901

AA (all staff)	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	125.49%	124.64%	113.61%	113.54%
Disabled staff as percentage of non-disabled	100.00%	100.00%	99.26%	99.82%
Female staff as percentage of male staff	100.00%	100.00%	98.10%	98.03%

AO (all staff)	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£24,483	£20,475	£20,475	£20,475	£20,475	£20,475
Median after	£24,777	£20,721	£20,721	£20,721	£20,721	£20,721
Average before	£22,863	£20,963	£21,518	£21,405	£21,452	£21,361
Average after	£23,099	£21,187	£21,786	£21,614	£21,674	£21,584

AO (all staff)	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	119.58%	119.57%	109.06%	109.02%
Disabled staff as percentage of non-disabled	100.00%	100.00%	100.53%	100.80%
Female staff as percentage of male staff	100.00%	100.00%	100.43%	100.42%

EO (all staff)	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£27,267	£24,842	£26,618	£26,095	£25,697	£26,406
Median after	£27,661	£24,880	£26,966	£25,223	£25,224	£26,400
Average before	£26,890	£25,412	£26,041	£25,727	£25,708	£25,801
Average after	£27,159	£25,610	£26,355	£25,894	£25,936	£25,991

EO (all staff)	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	109.76%	111.18%	105.82%	106.05%
Disabled staff as percentage of non-disabled	102.00%	106.91%	101.22%	101.78%
Female staff as percentage of male staff	97.32%	95.54%	99.64%	99.79%

HEO (all staff)	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£32,867	£31,148	£32,867	£32,495	£32,867	£32,495
Median after	£33,459	£31,580	£32,864	£32,864	£33,032	£32,719
Average before	£33,103	£31,593	£32,341	£31,879	£31,973	£31,862
Average after	£33,521	£31,958	£32,620	£32,237	£32,352	£32,241
HEO (all staff)	Median before	Median after	Average before	Average after		
BME staff as percentage on non-BME staff	105.52%	105.95%	104.78%	104.89%		
Disabled staff as percentage of non-disabled	101.14%	100.00%	101.45%	101.19%		
Female staff as percentage of male staff	101.14%	100.96%	100.35%	100.34%		
SEO (all staff)	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£39,920	£39,398	£39,805	£39,805	£39,805	£39,805
Median after	£40,497	£40,041	£40,250	£40,041	£40,041	£40,041
Average before	£40,494	£39,275	£39,725	£39,489	£39,618	£39,403
Average after	£40,890	£39,608	£40,089	£39,819	£39,979	£39,745
SEO (all staff)	Median before	Median after	Average before	Average after		
BME staff as percentage on non-BME staff	101.32%	101.14%	103.10%	103.24%		
Disabled staff as percentage of non-disabled	100.00%	100.52%	100.60%	100.68%		
Female staff as percentage of male staff	100.00%	100.00%	100.55%	100.59%		
G7 (all staff)	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£53,887	£53,887	£54,049	£53,887	£53,887	£53,887
Median after	£54,857	£54,857	£54,857	£54,857	£54,857	£54,857
Average before	£55,055	£54,288	£54,604	£54,384	£54,319	£54,472
Average after	£55,670	£54,890	£55,148	£54,985	£54,934	£55,070
G7 (all staff)	Median before	Median after	Average before	Average after		
BME staff as percentage on non-BME staff	100.00%	100.00%	101.41%	101.42%		
Disabled staff as percentage of non-disabled	100.30%	100.00%	100.40%	100.30%		
Female staff as percentage of male staff	100.00%	100.00%	99.72%	99.75%		
G6 (all staff)	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£64,178	£65,033	£65,510	£65,033	£65,033	£65,033
Median after	£65,334	£65,976	£66,161	£65,724	£65,525	£65,976
Average before	£66,352	£66,021	£66,584	£66,009	£65,719	£66,334
Average after	£66,531	£66,783	£67,004	£66,736	£66,521	£66,985
G6 (all staff)	Median before	Median after	Average before	Average after		
BME staff as percentage on non-BME staff	98.69%	99.03%	100.50%	99.62%		
Disabled staff as percentage of non-disabled	100.73%	100.66%	100.87%	100.40%		
Female staff as percentage of male staff	100.00%	99.32%	99.07%	99.31%		

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	£21,134	£21,134	£21,134	£21,134	£21,134	£21,134
Median after	£21,452	£21,452	£21,452	£21,452	£21,452	£21,452
Average before	£21,051	£21,100	£21,068	£21,071	£21,100	£21,044
Average after	£21,452	£21,452	£21,452	£21,452	£21,452	£21,452

AA London	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	100.00%	100.00%	99.77%	100.00%
Disabled staff as percentage of non-disabled	100.00%	100.00%	99.99%	100.00%
Female staff as percentage of male staff	100.00%	100.00%	100.27%	100.00%

AA Lon Prov	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before		£18,041	£18,041	£18,041	£18,041	£18,041
Median after		£18,312	£18,312	£18,312	£18,312	£18,312
Average before		£18,041	£18,041	£18,041	£18,041	£18,041
Average after		£18,312	£18,312	£18,312	£18,312	£18,312

AA Lon Prov	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	0.00%	0.00%	0.00%	0.00%
Disabled staff as percentage of non-disabled	100.00%	100.00%	100.00%	100.00%
Female staff as percentage of male staff	100.00%	100.00%	100.00%	100.00%

AA National	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£16,841	£16,841	£16,841	£16,841	£16,841	£16,841
Median after	£17,211	£17,211	£17,211	£17,211	£17,211	£17,211
Average before	£16,833	£16,832	£16,837	£16,832	£16,841	£16,822
Average after	£17,211	£17,216	£17,211	£17,217	£17,211	£17,223

AA National	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	100.00%	100.00%	100.01%	99.97%
Disabled staff as percentage of non-disabled	100.00%	100.00%	100.03%	99.97%
Female staff as percentage of male staff	100.00%	100.00%	100.11%	99.93%

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	£24,483	£24,483	£24,483	£24,483	£24,483	£24,483
Median after	£24,777	£24,777	£24,777	£24,777	£24,777	£24,777
Average before	£24,466	£24,494	£24,594	£24,463	£24,485	£24,463
Average after	£24,799	£24,817	£24,879	£24,793	£24,808	£24,804

AO London	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	100.00%	100.00%	99.89%	99.93%
Disabled staff as percentage of non-disabled	100.00%	100.00%	100.54%	100.35%
Female staff as percentage of male staff	100.00%	100.00%	100.09%	100.02%

AO Lon Prov	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£21,358	£21,358	£20,894	£21,358	£21,358	£21,358
Median after	£21,615	£21,615	£21,615	£21,615	£21,615	£21,615
Average before	£21,249	£21,312	£21,049	£21,309	£21,303	£21,289
Average after	£21,615	£21,615	£21,615	£21,615	£21,615	£21,615

AO Lon Prov	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	100.00%	100.00%	99.70%	100.00%
Disabled staff as percentage of non-disabled	97.83%	100.00%	98.78%	100.00%
Female staff as percentage of male staff	100.00%	100.00%	100.07%	100.00%

AO National	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£20,475	£20,475	£20,475	£20,475	£20,475	£20,475
Median after	£20,721	£20,721	£20,721	£20,721	£20,721	£20,721
Average before	£20,472	£20,474	£20,470	£20,474	£20,474	£20,473
Average after	£20,720	£20,721	£20,722	£20,720	£20,720	£20,721

AO National	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	100.00%	100.00%	99.99%	100.00%
Disabled staff as percentage of non-disabled	100.00%	100.00%	99.98%	100.01%
Female staff as percentage of male staff	100.00%	100.00%	100.00%	100.00%

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	£27,371	£27,759	£27,759	£27,371	£27,371	£27,371
Median after	£27,837	£27,837	£28,204	£27,837	£27,837	£27,837
Average before	£27,787	£28,223	£28,078	£27,990	£27,900	£28,117
Average after	£28,139	£28,490	£28,488	£28,277	£28,229	£28,412

EO London	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	98.60%	100.00%	98.46%	98.77%
Disabled staff as percentage of non-disabled	101.42%	101.32%	100.31%	100.75%
Female staff as percentage of male staff	100.00%	100.00%	99.23%	99.36%

EO Lon Prov	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£24,619	£26,415	£26,989	£25,963	£25,964	£26,415
Median after	£25,038	£26,380	£26,989	£25,515	£26,327	£26,438
Average before	£25,639	£25,945	£26,280	£25,862	£25,853	£25,921
Average after	£25,945	£26,229	£26,557	£26,107	£26,146	£26,206

EO Lon Prov	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	93.20%	94.91%	98.82%	98.92%
Disabled staff as percentage of non-disabled	103.95%	105.78%	101.62%	101.72%
Female staff as percentage of male staff	98.29%	99.58%	99.74%	99.77%

EO National	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£23,768	£23,768	£24,192	£23,768	£23,768	£23,768
Median after	£24,173	£24,173	£24,699	£24,173	£24,173	£24,173
Average before	£24,393	£24,611	£24,733	£24,580	£24,461	£24,720
Average after	£24,596	£24,818	£25,187	£24,732	£24,675	£24,920

EO National	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	100.00%	100.00%	99.11%	99.11%
Disabled staff as percentage of non-disabled	101.78%	102.18%	100.62%	101.84%
Female staff as percentage of male staff	100.00%	100.00%	98.95%	99.02%

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	£32,867	£33,557	£33,996	£32,867	£32,867	£33,019
Median after	£33,459	£33,926	£34,690	£33,459	£33,459	£33,459
Average before	£33,624	£34,134	£34,151	£33,915	£33,869	£34,014
Average after	£34,056	£34,602	£34,786	£34,319	£34,310	£34,477

HEO London	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	97.94%	98.62%	98.51%	98.42%
Disabled staff as percentage of non-disabled	103.43%	103.68%	100.70%	101.36%
Female staff as percentage of male staff	99.54%	100.00%	99.57%	99.52%

HEO Lon Prov	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£30,166	£31,522	£32,359	£30,995	£30,952	£31,189
Median after	£30,709	£31,591	£31,673	£31,212	£31,037	£31,673
Average before	£30,548	£31,699	£31,885	£31,595	£31,486	£31,722
Average after	£31,021	£32,090	£32,097	£31,980	£31,854	£32,133

HEO Lon Prov	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	95.70%	97.21%	96.37%	96.67%
Disabled staff as percentage of non-disabled	104.40%	101.48%	100.92%	100.37%
Female staff as percentage of male staff	99.24%	97.99%	99.26%	99.13%

HEO National	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£28,895	£29,263	£31,009	£29,230	£28,986	£29,464
Median after	£29,416	£29,421	£30,766	£29,416	£29,416	£29,722
Average before	£29,703	£30,000	£30,523	£29,935	£29,910	£30,050
Average after	£30,127	£30,344	£30,842	£30,233	£30,260	£30,397

HEO National	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	98.74%	99.98%	99.01%	99.28%
Disabled staff as percentage of non-disabled	106.09%	104.59%	101.96%	102.01%
Female staff as percentage of male staff	98.38%	98.97%	99.53%	99.55%

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	£39,920	£40,071	£40,131	£40,071	£40,071	£40,071
Median after	£40,497	£40,753	£40,753	£40,753	£40,753	£40,753
Average before	£40,846	£41,319	£41,243	£41,180	£41,244	£41,124
Average after	£41,268	£41,757	£41,789	£41,582	£41,693	£41,532

SEO London	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	99.62%	99.37%	98.86%	98.83%
Disabled staff as percentage of non-disabled	100.15%	100.00%	100.15%	100.50%
Female staff as percentage of male staff	100.00%	100.00%	100.29%	100.39%

SEO Lon Prov	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£41,281	£37,318	£38,479	£37,318	£37,318	£37,177
Median after	£41,865	£37,885	£38,443	£37,885	£37,953	£37,766
Average before	£41,281	£38,293	£38,398	£38,502	£38,651	£38,424
Average after	£41,865	£38,839	£39,190	£39,020	£38,958	£39,123

SEO Lon Prov	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	110.62%	110.50%	107.80%	107.79%
Disabled staff as percentage of non-disabled	103.11%	101.47%	99.73%	100.44%
Female staff as percentage of male staff	100.38%	100.50%	100.59%	99.58%

SEO National	BME	Non-BME	Disabled	Non-Disabled	Female	Male
Median before	£35,535	£35,772	£35,772	£35,772	£35,772	£35,772
Median after	£35,950	£36,359	£36,381	£36,251	£36,381	£36,355
Average before	£36,537	£36,729	£36,950	£36,701	£36,662	£36,773
Average after	£36,874	£37,074	£37,344	£37,016	£37,065	£37,065

SEO National	Median before	Median after	Average before	Average after
BME staff as percentage on non-BME staff	99.34%	98.87%	99.48%	99.46%
Disabled staff as percentage of non-disabled	100.00%	100.36%	100.68%	100.89%
Female staff as percentage of male staff	100.00%	100.07%	99.70%	100.00%

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	£23,330	£23,750	£26,831	£26,966	86.95%	88.07%
Average	£25,541	£26,040	£29,067	£29,417	87.87%	88.52%

	aged 30 - 44		All other age groups		age 30-44 as %age of others	
	Before	After	Before	After	Before	After
Median	£26,831	£26,966	£26,831	£26,966	100.00%	100.00%
Average	£29,904	£30,334	£27,612	27986	108.30%	108.39%

	aged 45 - 59		All other age groups		age 45-59 as %age of others	
	Before	After	Before	After	Before	After
Median	£26,831	£26,966	£24,842	£25,037	108.01%	107.70%
Average	£30,120	£30,474	£27,540	£27,939	109.37%	109.07%

	aged 60 or over		All other age groups		>age 59 as %age of others	
	Before	After	Before	After	Before	After
Median	£24,483	£24,777	£26,831	£26,966	91.25%	91.88%
Average	£27,126	£27,443	£28,522	£28,949	95.11%	94.80%

Table 5b: whole grades analysed by 4 age groupings.

	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	100.00%	100.00%	101.72%	103.12%	100.00%	100.00%	98.24%	98.22%
AO	100.00%	100.00%	97.43%	97.32%	100.00%	100.00%	99.30%	99.37%
EO	89.67%	90.96%	96.57%	96.91%	90.66%	90.95%	97.25%	97.44%
HEO	101.14%	100.51%	99.87%	100.38%	94.77%	95.60%	97.48%	97.48%
SEO	98.81%	100.00%	100.48%	100.65%	100.00%	100.00%	98.42%	98.48%
G7	100.00%	100.00%	100.48%	100.67%	100.00%	100.00%	98.03%	98.34%
G6	98.96%	99.50%	97.10%	97.48%	96.25%	97.14%	96.51%	97.17%

	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	100.00%	100.00%	101.72%	99.77%	100.00%	100.00%	100.58%	100.40%
AO	100.00%	100.00%	97.43%	100.94%	100.00%	100.00%	103.03%	103.10%
EO	109.02%	109.62%	96.57%	102.98%	104.41%	106.50%	104.20%	104.31%
HEO	98.87%	99.49%	99.87%	101.39%	102.26%	101.81%	104.49%	104.41%
SEO	99.92%	100.00%	100.48%	100.72%	101.55%	101.78%	103.71%	103.82%
G7	100.00%	100.00%	100.48%	100.83%	103.79%	102.82%	104.79%	104.27%
G6	103.60%	102.59%	97.10%	102.35%	103.79%	104.65%	103.17%	103.01%

End.