



## Gender Pay Gap Report 2021

### Foreword by Sarah Albon, Chief Executive

This is our fifth, published annual report on the Gender Pay Gap in Health and Safety Executive (HSE). It's an important part of giving assurance on the impact of our pay systems on gender inequality and helps us understand and address any emerging issues in relation to gender. It supports our ongoing work to improve the diversity of our workforce and reform our overall reward offering.

HSE supports the fair treatment and reward of all its people and is committed to building and maintaining a diverse and inclusive organisation, with equality of opportunity at the heart of this. As part of the Civil Service, our overall aim is to be the most inclusive employer in the UK and to be representative of the communities we serve.

We are pleased to report that we have achieved a reduction in the Gender Pay Gap helping HSE to deliver a representative workforce in relation to gender and ultimately to all protected characteristics groups. We are also pleased to report that there has been considerable progress made in achieving our goal of ensuring gender parity in our senior leadership roles. We have done this by improving the way we develop and support our internal female talent in their career development and by improving our talent acquisition. We continue to seek to achieve a much better gender balance across all bands and disciplines in HSE and to attract more talented women into seeing the value of and commencing a rewarding career within our engineering disciplines.

There have been increases in women entering higher bands since April 2020. At SCS level, the increase in female representation from last year has improved by 7%. There has also been a 4.5% increase in women occupying Band 1 and a 2% increase in women occupying our Band 2 grade. At the same time, the proportion of women compared to men in the two lowest paid bands has decreased.

HSE's Executive Committee (Ex Co), is fully committed to reducing our Gender Pay Gap further. I confirm that the data reported by the HSE is accurate and has been calculated according to the requirements and methodology set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Sarah Albon  
Chief Executive, Health & Safety Executive.

## Legislation

In 2017, the government introduced world-leading legislation that made it statutory for organisations with 250 or more employees to report annually on their Gender Pay Gap. Government departments are covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, which came into force on 31<sup>st</sup> March 2017.

These Regulations underpin the Public Sector Equality Duty and require the relevant organisations to publish their Gender Pay Gap data by 30 March annually. This includes mean and median Gender Pay Gaps, the mean and median Gender Bonus Gaps, the proportion of women and men who received bonuses, and the proportions of women and men employees in each pay quartile. This Gender Pay Gap report is based on data as at 31<sup>st</sup> March 2021 covering the period 1<sup>st</sup> April 2020 to 31<sup>st</sup> March 2021.

## What does gender pay gap mean?

Gender Pay Gap reporting shows the difference in the average hourly rate of pay between women and men in an organisation, expressed as a percentage of the average man's earnings. It's a high-level snapshot of pay within an organisation and shows the difference in the average pay between all men and women in a workforce.

## How we calculate the gender pay gap?

HSE follow the calculation methodology set out by the Government Equalities Office (GEO) and the guidance issued by [GOV.UK](https://www.gov.uk) to report its mean and median Gender Pay Gap, bonus gap and distribution across pay quartiles. Please note: This year, our bonus was paid in March 2021 (unlike previous years). In line with the guidance this means that the bonus must be included.

It is important to note that Gender Pay Gap is different to the issue of equal pay – namely the legal requirement to pay men and women the same for equal work – which is governed by the Equality Act.

## Distinguishing between median and mean

The median is the figure that falls in the mid-point of a range when the hourly rate of pay of all relevant employees are lined up from smallest to largest.

The mean is calculated by adding up the hourly rates of pay for all relevant employees and dividing the figure by the number of relevant employees giving an average.

## HSE organisational pay structure

HSE's total headcount which accounts for those employees identified as meeting the 'full pay relevant employee' criteria as set out in the regulations was **2576** on the 31<sup>st</sup> March 2021.



The following table provides a breakdown of those employees and grading structure. The table also highlights the **gender composition within HSE being a 50.5/49.5 split of women and men** working within the department.

There has been **increases in women entering higher bands** since April 2020 (Band 4 through to SCS), resulting in a **2% increase** on women occupying our **Band 2 grade** and a **4.5% increase** in women occupying **Band 1**. At **SCS level**, the **increase** in women representation from last year is **7%**.

At the same time, the proportion of women compared to men in the **two lowest paid bands has decreased**, by **2.2%** within Band 6 and **3.5%** for Band 5.

HSE by Gender	Band 6	Band 5	Band 4	Band 3	Band 2	Band 1	SCS	HSE
Women	197	283	210	394	164	39	13	1300
Men	87	163	152	534	262	54	24	1276
Total	284	446	362	928	426	93	37	2576
% Women	69.4%	63.5%	58.0%	42.5%	38.5%	41.9%	35.1%	50.5%

HSE maintains a number of different pay ranges, to cover the wide range of specialist and technical disciplines required to fulfil its obligations as an industry regulator. HSE reviews all pay ranges annually, to ensure that they enable HSE to attract and retain the talent it needs.

### HSE standard pay ranges

Due to extensive and exceptional recruitment activity over the previous 12 months, this has resulted in a higher percentage of women being recruited to this pay range, resulting in a 2% increase to the women to men ratio. (Please note, appointments were made via fair and open competition).

67.9% of HSE employees (1749 people) are paid within the standard pay range, with a gender ratio of 57% women (997) to 43% men (752).

### HSE specialist pay ranges

Specialist pay ranges attract higher rates of pay, due to prevailing market rates for specialist skills. The number of people (790) in these pay ranges make up 30.7% of HSE employees. The gender ratio for this pay range is 36.7% women (290) to 63.3% men (500).

### HSE Offshore Oil and Gas Legacy Pay Ranges

The Specialists pay range includes 117 offshore people – (84 Offshore Legacy / 31 Offshore on new offshore pay range / 2 Offshore Occupational Health). The Oil and Gas legacy pay ranges were introduced at a time when global market rates were at a premium.

The pay range has closed and serves only those employees who were employed at the time of the surge in rates. In the reporting year 3.2% of all employees are paid within this range (84 people, a decrease in 8 people), with a gender ratio of 13.1% women (11) and 86.9% men (73).

## HSE SCS pay ranges

1.4% of HSE employees (37 people) were paid as SCS pay ranges (substantive or TDA) on 31 March 2021, with a gender ratio of 35.1% women (13) to 64.9% men (24).

## Results summary\*

<b>Mean Gap</b>	Difference between the average hourly rate of pay for women and men	16.8% Women £23.73 Men £28.51															
<b>Median Gap</b>	Difference between the middle value of pay for all women and men	18.3% Women £22.52 Men £27.56															
<b>Mean Bonus Gap</b>	Difference between the average bonus paid to women and men	4.0% Women £625.54 Men £651.34															
<b>Median Bonus Gap</b>	Difference between the middle value of bonus paid to women and men	0% Women £612 Men £612															
<b>Bonus Proportions</b>	The proportions of women and men, who were paid a bonus	Women 86.0% Men 87.8%															
<b>Quartile Pay Bands</b>	The proportion of women and men in the lower, lower middle, upper middle and upper quartile	<table border="1"> <thead> <tr> <th></th> <th>Women</th> <th>Men</th> </tr> </thead> <tbody> <tr> <td>Q4 (Upper)</td> <td>31.3%</td> <td>68.7%</td> </tr> <tr> <td>Q3</td> <td>46.7%</td> <td>53.3%</td> </tr> <tr> <td>Q2</td> <td>61.8%</td> <td>38.2%</td> </tr> <tr> <td>Q1 (Lower)</td> <td>61.9%</td> <td>38.1%</td> </tr> </tbody> </table>		Women	Men	Q4 (Upper)	31.3%	68.7%	Q3	46.7%	53.3%	Q2	61.8%	38.2%	Q1 (Lower)	61.9%	38.1%
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HSE's **mean bonus gap**, increased by 0.6% in comparison to 2020. **Median bonus gap** remains at 0%. HSE approach to awarding the same amount of organisational performance bonus to all employees regardless of band, full or part-time working patterns, which a large proportion of women work within, has made a significant impact on the results.

HSE quartiles of all pay bands show a reduction in the proportion of women in the lowest quartile compared to men, with the proportion of women reducing by 5.1% There is a corresponding increase in the proportion of women throughout the higher quartiles

\* Please note: the figures are based on the criteria set by the GEO to include all payments including bonuses on 31 March 2021. Therefore, a reason for the large reduction in the gender pay gap this year (5.8% compared to last year) is partly due to the methodology for how the hourly rates have been calculated, which includes the addition of any non-consolidated performance related pay in March payroll, to total pay. (This year the HSE pay award was implemented in March 2021, unlike previous years).

### HSE work in progress towards closing the gap

HSE are taking proactive steps to improve its pay transparency, going above and beyond the statutory duty to breakdown its data to discover where the real impacts lay. We are also taking steps to ensure our main and future employees' career journeys are fair and inclusive to enable them to fulfil their potential regardless of gender, age, race, disability or belief.

Some of our key policies and activities which will aid and encourage gender pay balance within the workplace:

- our family friendly policies advocate flexible working arrangements including part-time working, alternative working hours, job shares, hybrid working and home working
- our recruitment processes include anonymised applications to reduce the risk of unconscious bias. We ensure our selection panels are diverse / gender-balanced and welcome those who have been out of the workplace due to career breaks. We continue to increase our range of skill-based assessment tools in recruitment in an increasing number of roles together with structured interviews and pre-specified standardised grading criteria.
- we use inclusive marketing channels to increase the diversity of our candidates
- our job adverts request only what is essential for the role and we are gender neutral in our language
- we review large recruitment campaigns at each stage of the process to ensure no adverse impact is introduced

- all jobs are advertised as having flexible working options
- we seriously consider requests for flexible working at the point of making an offer, to the best person to fill our vacancies
- we offer learning and development opportunities which support talent development and progression particularly for women, for example mentoring, coaching to enable women to gain skills and confidence to compete for senior roles
- we are developing a business case to fund pay reform within HSE to enable employees to progress up the pay range
- we support Women in Engineering