

Health and Safety Executive Gender Pay Gap Report 2019

Foreword by Sarah Albon, Chief Executive.

This is our third, published annual report on the gender pay gap in 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.

Health and Safety Executive (HSE) supports the fair treatment and reward of all its people. HSE 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.

HSE recognises its Gender Pay Gap has reduced compared to last year. Whilst we have made some headway, we also acknowledge the gap is still significant and we will need to challenge ourselves further, to deliver a representative workforce in relation to gender and ultimately to all protected characteristics groups.

Our goal is to ensure that we achieve gender parity in our senior leadership roles. We will do this by improving the way we develop and support our internal female talent in their career development and by improving our talent acquisition. Our objective is to achieve a much better gender balance across all grades and disciplines in HSE.

The HSE Management Board is fully committed to reducing our Gender Pay Gap and we are continuing to take steps in this direction. I confirm that the data reported by the Health and Safety Executive 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 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 female and male who received bonuses, and the proportions of female and male employees in each pay quartile. This Gender Pay Gap report is based on data as at 31 March 2019 covering the period 1st April 2018 to 31st March, 2019.

What does Gender Pay Gap Mean?

Gender pay gap reporting shows the difference in the average hourly rate of pay between female and male employees in an organisation, expressed as a percentage of the average male earnings. It's a high-level snap-shot of pay within an organisation and shows the difference in the average pay between all males and females in a workforce.

How we calculate the Gender Pay Gap.

HSE follow the calculation methodology set out by the Government Equalities Office and the guidance issued by [Gov.UK](#), to report its mean and median gender pay gap, bonus gap, and distribution across pay quartiles.

It is important to note that this is different to the issue of equal pay – namely the legal requirement to pay male and female 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 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 review annually all pay ranges to ensure that they enable HSE to attract and retain the talent we need.

The following table provides a snapshot view of HSE workforce and the grading structure (31 March 2019).

HSE by Gender	Band 6	Band 5	Band 4	Band 3	Band 2	Band 1	SCS	Non-Executive Board Member	HSE
Female	237	252	205	394	128	30	9	3	1258
Male	95	130	166	570	240	56	18	6	1281
Total	332	382	371	964	368	86	27	9	2539
% Female	71.4%	66.0%	55.3%	40.9%	34.8%	34.9%	33.3%	33.3%	49.5%

HSE Standard Pay Ranges

58% of HSE employees (1477 people) are paid within the standard pay range, with a gender ratio of 59% women (869) to 41% men (608).

HSE Specialist/Technical Pay Ranges

Specialist/technical pay ranges attract higher rates of pay, due to prevailing market rates for specialist skills (37% of HSE employees / 929 people). The gender ratio for this pay range is 39% women (366) to 61% men (563).

HSE Offshore Oil and Gas Legacy Pay Ranges

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. 4% of employees are paid within this range (97 people) with a gender ratio of 11% women (11) and 89% men (86).

HSE SCS Pay Ranges

1% of HSE employees (27 people) are paid within the SCS pay ranges, with a gender ratio of one third women (9) to two thirds men (18).

HSE Non-Executive Board Members

There are 9 Board Members with a gender ratio of one third women (3) to two thirds men (6).

Result Summary 2019

Mean Gap	Difference between the average hourly rate of pay for female and male	21.96% Female £19.07 Male £24.43		
Median Gap	Difference between the middle value of pay for all female and male	22.07% Female £17.97 Male £23.06		
Mean Bonus Gap	Difference between the average bonus paid to female and male	7.25% Female £561.28 Male £605.13		
Median Bonus Gap	Difference between the middle value of bonus paid to female and male	6.33% Female £562 Male £600		
Bonus Proportions	The proportions of female and male, who were paid a bonus	Female 91.34% Male 89.77%		
Quartile Pay Bands	The proportion of female and male in the lower; lower middle; upper middle and upper quartile		Female	Men
		Q4 (Upper)	27.9%	72.1%
		Q3	45.0%	55.0%
		Q2	57.5%	42.5%
		Q1 (Lower)	67.7%	32.3%

Results Summary

HSE has seen some steady progress in the reduction of its gender pay gap across the data results for 2019. Comparing 2019 results against 2017 and 2018, some key areas are highlighted below;

- Mean Gap –21.96% shows a 1.1% reduction against 2018 23.06% a respective 0.96% reduction against 2017 22.9% .
 - mean hourly rate for females is £19.07, an average increase of 41p per hour.
 - mean hourly rate for males is £24.43, an average increase of 18p per hour.
- Median Gap –22.07% shows a 2.99% reduction against 2018 - 25.06%, a respective 3.93% reduction against 2017 26% results.
 - median hourly rate for female is £17.97, an average increase of 76p.
 - median hourly rate for male is £23.06, an average increase of 9p.
- Bonus Mean Gap – 7.25% mean shows a reduction since 2018 of 4.13%.
- Bonus Median Gap –6.33% This has increased from 0% in 2018

The increase is as a result of actions taken in the 2018 HSE pay award. HSE applied an additional 0.5% of non-consolidated bonus to all employees irrespective of position on pay range, this was to increase employees annual pay award to 2%.

HSE acknowledges the increase is a direct result of the action taken and notes the following areas below which have generated the gap.

- the increase was pro-rated according to employees working pattern.
- higher proportion of males being in higher pay bands and therefore receiving more for 0.5% top up than females.
- Over 35% of those receiving a top up were female and worked part/alternative hours compared to 8.7% of males working part/alternative hours, which reduced the amount of the top up females received.

- Quartiles – Some movement for females in the upper middle to upper quartiles compared to 2017 and 2018

Quartiles	2019		2018		2017	
	Female	Male	Female	Male	Female	Male
Upper	27.9%	72.1%	27.1%	72.9%	27.3%	72.7%
Upper Middle	45.0%	55.0%	45.2%	54.8%	42.4%	57.6%
Lower Middle	57.5%	42.5%	60.6%	39.4%	60.6%	39.4%
Lower	67.7%	32.3%	65.2%	34.8%	66.9%	33.1%

Mean and Median Hourly Pay tables by Grade

Mean Hourly Pay Rates	Band 6	Band 5	Band 4	Band 3	Band 2	Band 1	SCS	Non-Executive Board Member	HSE
Female	£111.17	£114.48	£116.98	£122.79	£129.26	£135.04	£145.86	£7.82	£19.07
Male	£111.09	£114.03	£116.93	£126.61	£130.92	£137.13	£145.98	£18.94	£24.43
Mean Gap	-0.7%	-3.2%	-0.3%	14.4%	5.4%	5.6%	0.3%	58.7%	21.96%

The Non-Executive Board Member figure has increased due to the inclusion of the male chairperson

Median Hourly Pay Rates	Band 6	Band 5	Band 4	Band 3	Band 2	Band 1	SCS	Non-Executive Board Member	HSE
Female	£111.08	£114.63	£116.93	£122.96	£128.57	£134.95	£144.62	£7.82	£17.97
Male	£111.08	£114.00	£116.70	£123.19	£129.49	£135.91	£144.62	£7.82	£23.06
Median Gap	0.0%	-4.5%	-1.4%	1.0%	3.1%	2.7%	0.0%	0.0%	22.07%

*Note: **positive %** represents higher pay for males – **negative %** represent higher pay for females*

Results Summary

The tables above represent a breakdown of mean and median hourly rates of pay within HSE's pay bands structure. Going beyond HSE's statutory duty, the tables provide additional transparency and understanding of areas where the gender pay gap appears. Overall there has been a slight close in gap between genders across all bands compared to 2017 and 2018.

The following key points offer comparisons between 2017, 2018 and 2019.

- Pay quartiles report little change in movement, there has been slight positive movements for females moving into the upper quartile brackets.
- SCS Level – the mean hourly rate reduced by 4.2% since 2018, recruitment and natural changes have encouraged positive impacts to the ratio of gender representation at this level.
- mean hourly rates across bands 3 to SCS have reduced, historically males have earned a higher hourly rate than females, significantly Band 2 reduced by 1.1% from 6.5% in 2018 to 5.4% this year.
- mean and median hourly rates have reduced across bands 6 – in respect of males, a higher ratio of females make up bands 6-4 which results in females earning a higher hourly rate than males.

Mean hourly rates at band 3, remain HSE largest gap, the majority of HSE specialist disciplines sit within this band and are predominately held by males.

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 our data to discover where the real impacts lay. 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 aide 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, and home working.
- ✓ Our recruitment processes include anonymised applications to reduce the risk of unconscious bias. We ensure our selection panels are gender balanced and we welcome those who have been out of the workplace due to career breaks.
- ✓ Our job adverts request only what is essential for the role and we are gender neutral in our language.
- ✓ We consider recruitment approaches utilising the options and flexibilities available through the Civil Service Success Profiles.
- ✓ Offering learning and development opportunities which support talent development and progression particularly for females e.g mentoring, coaching to enable women to gain skills and confidence to compete for senior roles.
- ✓ Developing a business case to fund pay reform within HSE to enable employees to progress up the pay range quicker than the current situation.
- ✓ We support Women in Engineering and role model our female staff.