

STATES OF JERSEY

Gender Pay Gap Report

As at 30 June 2022 and 30 June 2021



15 DEC 2023

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Foreword

The Government of Jersey has published its gender pay gap report for 2022 and 2021, in line with our commitment to report this information and provide gender pay gap figures for the States of Jersey, which includes the Government of Jersey and Non-Ministerial departments.

The report reflects our ongoing commitment to be an employer of choice, delivering equal opportunities and protecting our employees against discrimination. Our ongoing commitment to publish this information and drive equality throughout the organisation will ensure that the States Employment Board is an inclusive employer with a diverse workforce reflecting the people of Jersey, who we serve.

The report provides observations on where there are gaps in levels of pay and indicates reasons as to why these gaps exist. The information contained in the report provides us with evidence to continue and strengthen our existing efforts to further reduce the gap in line with the commitments in our People Strategy. This includes our diversity, equity and inclusion strategy, revised family friendly policies, and talent programmes including the board apprenticeship schemes.

This is the first Council of Ministers to have an equal balance of men and women. We serve in a States Assembly with the largest female representation in Jersey's history. The States Employment Board is now constituted of three women and two men. We will continue to publish the Gender Pay Gap Report on an annual basis, measuring progress as we continue to drive forward our determined commitment for achieving equality throughout the public sector.

Deputy Kristina Moore
Chief Minister

Introduction

The Government of Jersey has committed to publish the gender pay gap data since 2019. Figures provided are based on a snapshot of data for 30th June 2021 and 30th June 2022 respectively and are representative of hourly rates of pay.

What is a gender pay gap?

A gender pay gap shows the difference in the average gross hourly earnings between all men and women in a workforce. It is a measure of workplace disadvantage in terms of a comparison between male and female average hourly rates of pay.

The gap is measured as:

A positive measure, if e.g., a gap exists of 12%, this indicates that females earn on average, less per hour than their male counterparts;

A negative measure, e.g., -5%, indicates that females earn more than their male counterparts. This may be evident in areas where there are typically higher paid female employees, or a higher volume of male employees are paid at a lower rate.

Equal pay

The Government of Jersey and Non-Ministerial departments always pay equally for the same roles within pay group, regardless of gender. Reward structures have been established for individual pay groups, with grades and pay or pay ranges for levels of work. Current public sector pay scales are published and can be accessed [here](#). Salaries are paid according to the grade of a job irrespective of gender.

What is the gender pay gap for 2022 and 2021?

The gender pay gap for Government of Jersey is:

Measure	2022 (%)	2021 (%)
Mean	14	14.3
Median	15	12.4

All staff data

All Staff		
	2022	2021
Male Employee Headcount	2,674	2,726
Female Employee Headcount	4,582	4,586
% of staff that are female	63.1%	62.7%
Median hourly pay gap	15%	12.4%
Mean hourly pay gap	14%	14.3%

The median hourly pay gap has increased by 2.58 from 2021 to 2022 however there has been a slight reduction in the mean hourly pay gap.

Underlying causes of the gender pay gap

The workforce profile represents some roles which traditionally attract more females or males, and this is evident as follows (over 2021 and 2022):

- 60% of doctors and consultants are male
- 68% of teachers are female (excluding headteachers and deputy headteachers)
- 90% of teaching assistants are female
- 82% of nurses and midwives are female

The States Employment Board has acted to understand some of the underlying causes since 2020.

The number of females appointed to senior roles increased since 2021 from 1 to 3 (in Tier 1 and Tier 2 roles) which was indicative of the positive shift in the appointment of females at a senior level.

Although the data is based on hourly rates of pay, the higher volume of female employees in part-time roles compared to males is indicative of the known issue that many females are typically the main carers and reduce their working hours to accommodate, in comparison to males.

What the Government of Jersey is doing to address the gender pay gap

Female representation in senior roles

2021 saw a positive outcome for the gender pay gap at a senior level with the addition of 1 female employee at Tier 1 level. Whilst there has been an increase in the overall gender pay gap in 2022, it must be acknowledged that the pay gap has reduced significantly in some areas, which is recognition of the efforts made to focus on addressing the gap.

People Strategy

The [People Strategy](#) was implemented in November 2021 and outlines the Government of Jersey's four commitments to "Our People", promotes the values and represents the five strategic priorities within the Government Plan.

The commitment for "Our Future" includes the promotion of agile working and practices to support diversity, attract and retain talent and support increased wellbeing and productivity.

Diversity, Equity, and Inclusion Strategy (DEI)

The diversity, equity, and inclusion strategy, approved early 2022, includes a governance and delivery framework. Considerable effort has been invested into developing this strategy, with the primary focus being on creating and developing an inclusive environment and working practices where individuals can be themselves, be supported at work, fulfil their potential and feel that they belong. Significant focus and achievements made so far consists of:

- Signing the Island's "51 Employers Pledge" and committing to creating a menopause friendly workplace; a new menopause guide and menopause friendly absence options
- The establishment of eight different employee led networks (ELN's) to help promote awareness, shape our people policies, and build inclusivity
- Delivery of "safe space" sessions run by the Race Equality and Cultural Heritage (REACH) network with the Executive Leadership Team
- The introduction of a blind recruitment pilot run within the Cabinet Office to remove unconscious bias in the hiring process.

Family Friendly Employer

Flexible working

A flexible working programme (flex positive) was launched within Government of Jersey during 2021. The aim of this programme was to increase the commitment to flexible working across Government, and to be recognised as a “flexible” employer. Several pilots were set up within departments, which provided the opportunity to trial alternative methods to flexible working, with a follow up survey to determine effectiveness. These were supported independently by a leading recognised flexible working organisation (Timewise).

The flexible working policy has been revised. This policy allows for informal requests for flexible working to be made to respond to short term situations, but also includes the right to request a change to working arrangements on a formal basis from the first day of employment. The revised policy includes toolkits to guide managers on how to consider and implement flexible working requests and applies a reason neutral approach. Espresso sessions have been available to line managers since 2022, which provides training and guidance on how to consider flexible working requests fairly and objectively.

Parental leave

A change was issued to the parental leave policy, effective January 2022, which allowed for an additional 8 weeks paid parental leave to be taken (a total of 20 weeks paid). The additional 8 weeks could also be transferred between parents if both worked for Government of Jersey.

This was in support of the strategic priority to “Put Children First”, allowing new parents increased time with children, but also emphasises our continuing efforts to attract and retain female employees, offering a total of 52 weeks paid parental leave, consisting of 20 weeks paid leave and a further 32 weeks unpaid leave.

Recruitment

Various recruitment strategies are underway, with initial focus on the areas where there is a shortage of skills, in particular within Children, Young People, Education and Skills. Emphasis has been placed on the recruitment process and the application of alternative techniques to minimise any bias at application stage and introducing diversity within interview procedures to ensure equal representation.

A Jersey Public Service careers microsite has been developed which encompasses our employee value proposition, highlighting the rewarding careers we can offer. There is an opportunity on adverts to promote our approach to flexible working applications.

Board Apprenticeship scheme

The States Employment Board sponsored the IWILL network, partnering with arm’s length organisations (ALO’s) to enable women to take up board opportunities during 2022. This initiative will continue and aims to increase board member gender diversity within the public service.

Talent programmes

The government of Jersey is committed to ensuring we have a sustainable, skilled workforce for the future, through building and developing existing talent across government. The following areas have made significant progress to date and support us in addressing the gender pay gap.

Early in careers

Significant focus to date has been related to early in careers. This provides an opportunity to build a talent pipeline and grow our own talent. Departments are now involved in project trident, work placements and summer internship programmes. To ensure fair pay, there is consistent application of starting salary and “zero negotiation” on high pay for interns.

Apprenticeship schemes

Significant focus has been applied to apprenticeship schemes, and the [apprentice payscales](#) are now published. Again, regardless of gender they are paid a specific rate within the scale for the role. This scheme encourages applicants to consider applying for areas which may be predominantly female.

Learning and development

All new employees are required to complete the onboarding training module, which consists of mandatory and statutory training, inclusive of diversity, equity, and inclusion (DEI) and dignity and respect.

Strategic workforce planning

The Government of Jersey has made considerable progress in introducing strategic workforce plans within departments. Through this process departments completed an analysis of their workforce data to include gender and pay data and departments are already identifying diversity risk areas and any opportunities for improvement.

Common Strategic Priorities

The new Council of Ministers issued revised common strategic priorities in 2022. An increase to existing government funded nursery fees was issued, effective from September 2021. The funded hours increased from 20 to 30 hours per week, the aim of which was to support families with affordability of nursery fees and encourage more females to return to work.

This, coupled with the flexible working legislation being ahead of the UK with the right to request flexible working from the start of employment, is part of an ongoing action plan to attract more females to our organisation and encourage access to all roles, removing any barriers to progression.

What are we doing next?

The above actions indicate the significant effort which is being made to address the gender pay gap. This will continue in the form of an overall action plan built into departments people plans, where progress can continue to be reported on.

Methodology

The gender pay gap reports for 2019 and 2020 were based on hourly pay of staff. From 2021 we have moved to follow the UK government advice and report on ordinary hourly pay. This pay includes basic pay along with standby, shift payments and any supplements. It does not include pay associated with overtime. Bonuses are not provided and are therefore not included. Data is reported from June to June and differs from the Annual Account and reports, which are reported December to December.

The following data is excluded (in line with UK reporting):

- Employees who started or ended employment during the month of June
- Employees on reduced pay for parental leave

- Employees on career breaks/prolonged period of unpaid leave
- Employees on zero pay due to long term sick leave.

Where data has been redacted within the report, this is to ensure employees individual salaries are not identifiable.

Some information will count employees more than once, where they fall into more than one salary bracket for their FTE and salary, or where they work for more than one department. Both median and mean ordinary hourly pay¹ has been calculated.

What defines ordinary pay?

Ordinary pay includes basic pay along with standby, shift payments and any supplements. It does not include pay associated with overtime.

Payment/supplement	Counted as ordinary pay?
Basic pay	Yes
Overtime pay	No
Shift pay	Yes
Supplements	Yes

Gender pay gap data

The data for the States of Jersey gender pay gap is based on information as at 30 June 2022 and 30 June 2021.

The metrics shown include:

- Data for all direct employees of the States of Jersey, including those on permanent and fixed term contracts
- Difference in the mean (average) pay of the hourly rate of men and women expressed as a percentage
- Difference in the median (middle) pay of the hourly rate of men and women expressed as a percentage
- Difference in mean and median hourly rate of men and women in tier 1 and tier 2 senior leadership roles and for the remaining organisation by department
- Number and percentage of workforce who are male or female
- Number and percentage of workforce who are male or female at each salary band
- Gender comparison by departments and pay groups
- Gender comparison for the whole workforce split into four quartiles, where quartile 1 is the percentage workforce on the lowest 25% hourly rate – quartile 4 is the percentage of the workforce on the highest 25% hourly rate.

Profile of the States of Jersey workforce

The States of Jersey workforce is diverse and covers multiple public sector organisations – the Government of Jersey and Non-Ministerial departments. Together, we deliver a wide range of central and local government, legal and parliamentary functions, and services. We also employ a diverse range of employment groups and professions, spanning a wide array of strategic and delivery activities.

¹ The same calculations applied to teachers has been applied for headteachers hourly pay.

Some of these professions or employment groups have traditionally employed and attracted one gender more than another. For example, teachers and nurses are predominately female, while manual workers and those working in uniformed services (like Police and Fire and Rescue service) are predominantly male.

Pay transparency

Transparency of pay and reward provides information to help assess how pay is allocated. This prompts a review and assessment of any contributing factors towards the gender pay gap. To ensure transparency, the States of Jersey annual report publishes a remuneration and staff report of the numbers of employees paid above £100,000 per annum. Salary and allowances of the Executive Leadership team ² is published. The 2022 and 2021 Annual Reports and Accounts can be accessed [here](#).

Gender pay gap data

Tier 1 and 2

2022 Data

Tier	Number of male employees	Number of female employees	% female	Median hourly pay gap	Mean hourly pay gap
Tier 1	10	5	33.3%	6.1%	-0.9%
Tier 2	25	9	26.4%	0%	7.7%

2021 Data

Tier	Number of male employees	Number of female employees	% female	Median hourly pay gap	Mean hourly pay gap
Tier 1	9	3	25%	3.3%	2.3%
Tier 2	21	8	27.5%	-1.8%	-1.6%

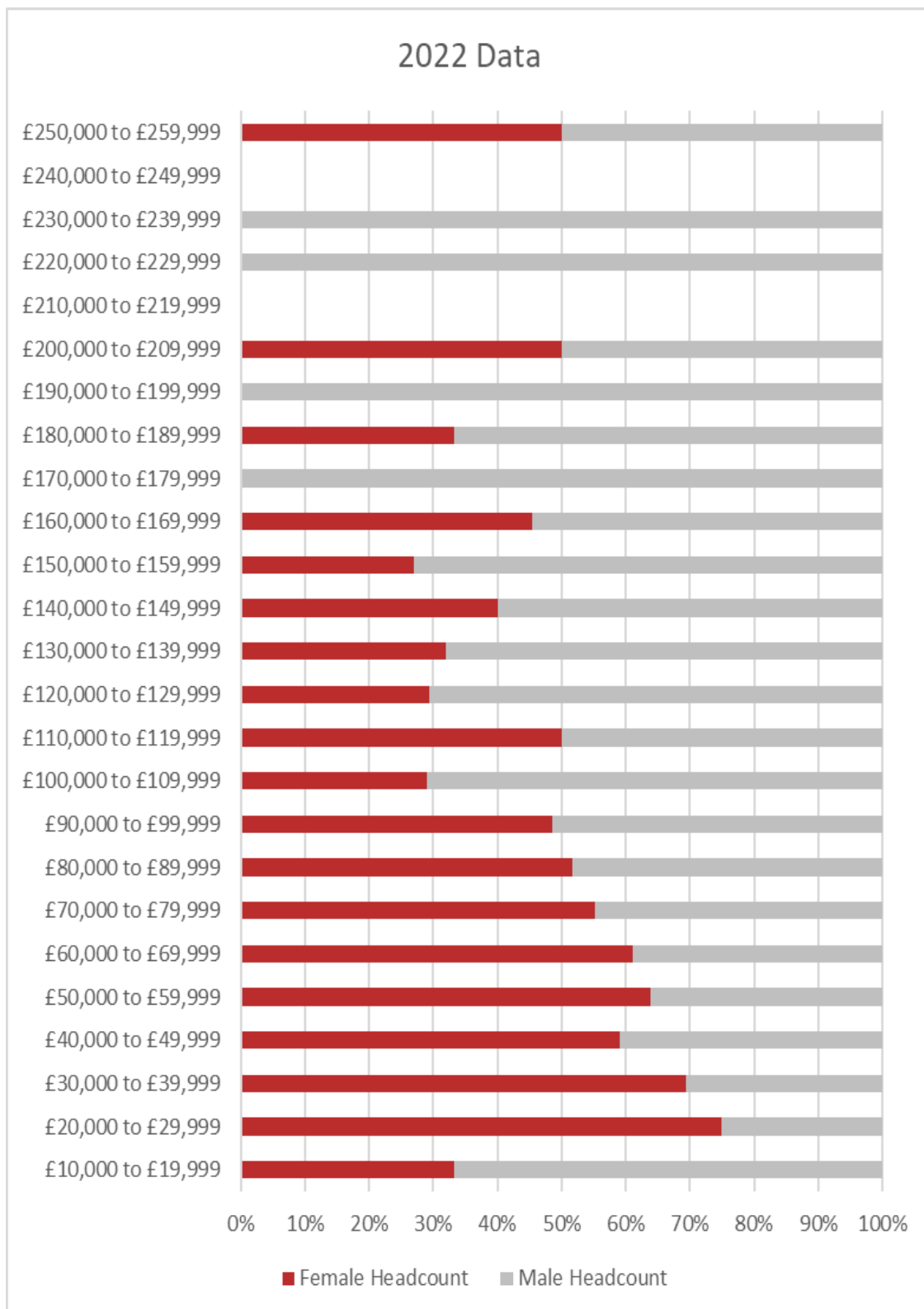
Observations

- The number of female employees at tier 1 has increased from 2021 to 2022, which has resulted in a reduction in the “mean” pay gap. This is indicative of the number of females who are earning more on average than their male counterparts.
- the number of male employees has increased at tier 2, which has resulted in a slight increase in the median gender pay gap. This does however represent a nil gender pay gap, which is an overall positive outcome at a senior level.

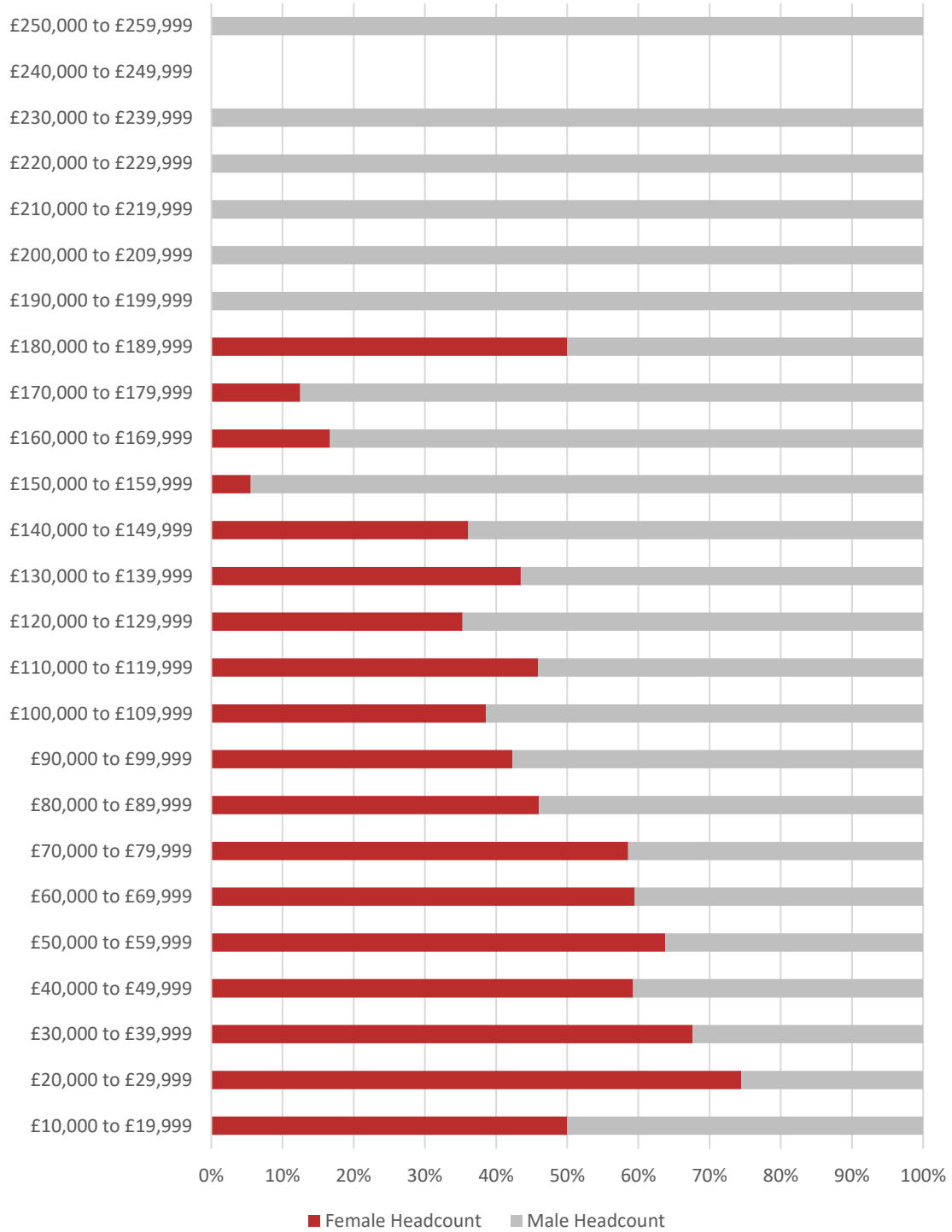
² The Executive Leadership team are responsible for the leadership across Government and Non-Ministerial Departments

Headcount by salary band and gender

The following data indicates the distribution of the workforce by annual salary and gender. This data includes the salary for part-time employees.





2021 Data



Differences from 2021 to 2022

Salary Band	Difference in %*	Difference in Female Headcount	Difference in Male Headcount
£250,000 to £259,999	50%	1	-1
£240,000 to £249,999	0%	0	0
£230,000 to £239,999	0%	0	1
£220,000 to £229,999	0%	0	0
£210,000 to £219,999	0%	0	-2
£200,000 to £209,999	50%	2	0
£190,000 to £199,999	0%	0	2
£180,000 to £189,999	-17%	-1	2
£170,000 to £179,999	-13%	-1	9
£160,000 to £169,999	29%	2	-9
£150,000 to £159,999	21%	6	2
£140,000 to £149,999	4%	1	-2

2021 data

Department	 % Female part-time	 % Male part-time
Chief Operating Office	21.5%	0.6%
Children, Young People, Education & Skills	54.6%	19.7%
Customer and Local Services	25.4%	7.3%
Health and Community Services	28.6%	9%
Infrastructure, Housing and Environment	35.7%	3.9%
Justice and Home Affairs	13.4%	2.6%
Non-executives and legislature	22.4%	4.9%
Office of the Chief Executive	16.6%	4.3%
Strategic Policy, Planning and Performance	19.3%	2.6%
Treasury and Exchequer	18.1%	1.6%

£130,000 to £139,999	-11%	-2	4
£120,000 to £129,999	-6%	-2	2
£110,000 to £119,999	4%	9	6
£100,000 to £109,999	-10%	-11	-8
£90,000 to £99,999	6%	18	9
£80,000 to £89,999	6%	8	-12
£70,000 to £79,999	-3%	18	34
£60,000 to £69,999	2%	93	31
£50,000 to £59,999	0%	136	77
£40,000 to £49,999	0%	-101	-67
£30,000 to £39,999	2%	-92	-103
£20,000 to £29,999	0%	-91	-34
£10,000 to £19,999	-17%	0	1

Observations

- In 2022, 54.8% of female employees earned less than £50,000 per annum, in contrast to 45.8% of male employees.
- In 2021, 60.8% female employees earned less than £50,000 per annum, compared to 52.2% of male employees, meaning that in 2021 both medians would fall into this band whereas in 2022 only the females would;
- There is a high volume of differences for salaries of £40,000 per annum and less which represents employees either leaving or moving to a higher pay band, due to pay awards.
- While there has been an overall increase of female employees earning £100,000 or above from 2021 to 2022, there are still a higher number of male employees earning in this higher salary bracket which affects the gender pay gap.

Gender Pay Gap by Department

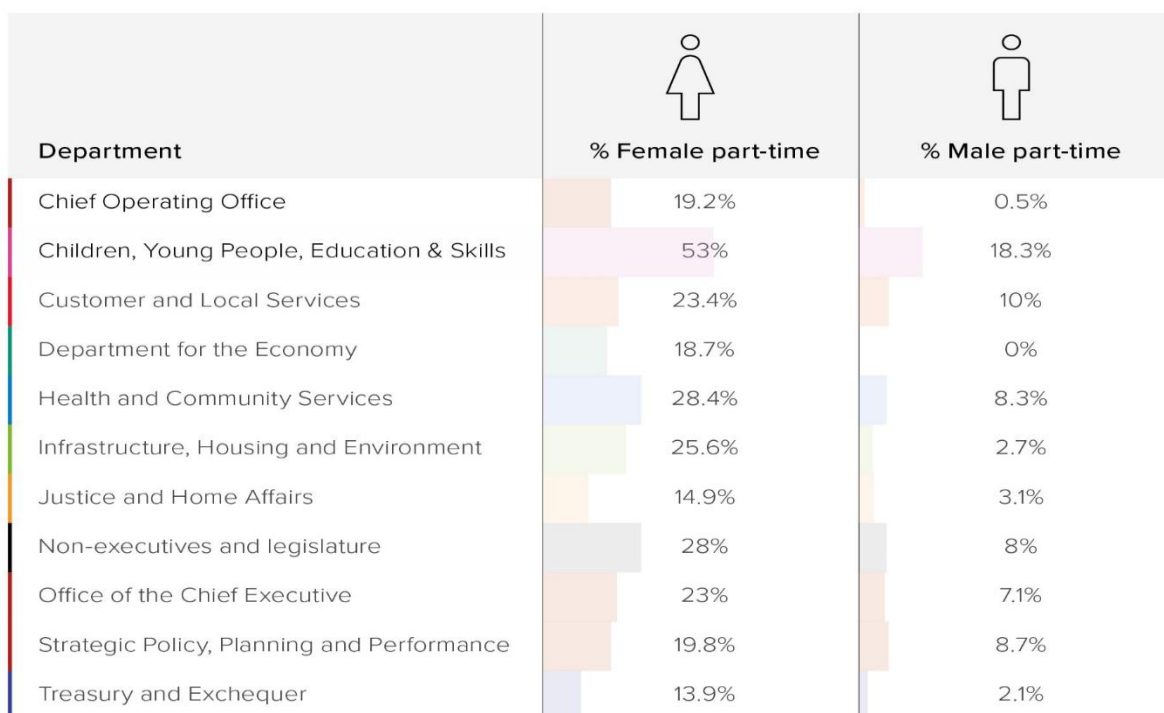
2022 Data

Department	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Children, Young People, Education & Skills	1750	562	75.7%	£23.38	£31.18	33.4%
Treasury and Exchequer	187	139	57.4%	£29.05	£36.12	24.4%
Non-executives and legislature	157	99	61.3%	£30.51	£37.45	22.8%
Office of the Chief Executive	46	28	62.2%	£33.62	£41.16	22.4%
Strategic Policy, Planning and Performance	106	69	60.6%	£31.88	£37.45	17.4%
Department for the Economy	16	22	42.1%	£50.09	£53.33	6.5%
Justice and Home Affairs	234	449	34.3%	£29.03	£30.47	4.9%
Chief Operating Office	130	172	43.0%	£32.55	£33.62	3.3%
Customer and Local Services	209	109	65.7%	£23.22	£23.22	0%
Health and Community Services	1677	625	72.8%	£27.69	£26.41	-4.6%
Infrastructure, Housing and Environment	82	404	16.9%	£31.01	£26.72	-13.8%

Departmental part-time data 2022

The gender pay gap is based on hourly rates of pay; however, the following indicates the percentage of males and females who work part-time. Anyone working less than 1 full time equivalent (FTE) across all roles held in any department, are counted as part-time.

2022 data



2021 Data

Department	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Children, Young People, Education & Skills	1695	547	75.6%	£23.38	£31.18	33.4%
Treasury and Exchequer	165	124	57.1%	£26.87	£33.87	26%
Non-executives and legislature	156	104	60%	£29.65	£36.39	22.8%
Office of the Chief Executive	60	46	56.6%	£32.67	£40.00	22.4%
Strategic Policy, Planning and Performance	57	38	60%	£36.39	£39.38	8.2%
Justice and Home Affairs	294	489	37.5%	£27.12	£28.30	4.3%
Chief Operating Office	107	147	42.1%	£32.67	£32.67	0%
Customer and Local Services	208	109	65.6%	£22.57	£22.57	0%
Health and Community Services	1741	666	72.3%	£25.68	£25.58	-0.4%
Infrastructure, Housing and Environment	112	461	19.5%	£25.58	£25.16	-1.7%

Observations

- The highest gender pay gap is in Children, Young People, Education and Skills (CYPES), where the proportion of females in lower paid roles is higher;
- the next biggest department by headcount is Health and Community Services (HCS) where the gender pay gap has reduced by 4.2 from 2021 to 2022 which would indicate that female median pay is almost equal to male pay;
- the transfer of the covid workforce team from Justice and Home Affairs to Strategic Policy, Planning and Performance in 2022 has resulted in an increase in the number of female employees within the department, many of whom are in lower paid roles;
- within Infrastructure, Housing and Environment ³ the gender pay gap has reduced further by 12.1 which represents an increase in female employees paid at a higher rate than their male counterparts. This is also indicative of the higher volume of male employees within manual worker roles who are paid at a lower rate.

Gender Pay Gap by Pay Group

2022 Data

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Doctors and Consultants	69	106	39.4%	£51.04	£79.42	55.6%
Fire & Rescue	1	62	1.6%	Redacted		
Civil Servants	2043	1121	64.6%	£26.32	£31.51	19.7%
Manual Workers	256	494	34.1%	£18.44	£20.85	13.1%
Crown States & Legal Appointment	27	30	47.4%	£67.19	£75.28	12.1%
Prison Officers	18	92	16.4%	£25.73	£28.11	9.3%
Teaching Assistants	549	57	90.6%	£19.17	£19.82	3.4%
Heads & Deputies	44	34	56.4%	£51.78	£53.48	3.3%
WFM Groups	103	62	62.4%	£26.38	£27.04	2.5%
Personal Contract Holders	17	31	35.4%	£79.35	£80.00	0.8%
Police	54	141	27.7%	£34.91	£34.91	0%
Teachers	623	281	68.9%	£33.81	£33.81	0.0%
Nurses and Midwives	798	166	82.8%	£32.75	£32.73	-0.1%

2021 Data

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Doctors and Consultants	70	109	39.1%	£50.68	£77.18	52.3%
Fire and Rescue Service	1	65	1.5%	Redacted		
Crown States & Legal Appointment	22	17	56.4%	£68.54	£81.68	19.2%
Prison Officers	22	91	19.5%	£24.30	£28.29	16.5%

³ At the time of writing this report, the department has been renamed Infrastructure and Environment

Civil Servants	1998	1138	63.7%	£25.58	£29.65	15.9%
Manual Workers	276	535	34%	£17.92	£20.26	13.1%
WFM Groups	109	60	64.5%	£24.42	£27.11	11%
Teaching Assistants	538	55	90.7%	£18.63	£19.92	6.9%
Personal Contract Holders	19	29	39.6%	£76.76	£81.48	6.2%
Nurses and Midwives	838	188	81.7%	£30.28	£31.44	3.8%
Heads & Deputies	42	34	55.3%	£50.32	£51.56	2.4%
Police Officers	62	143	30.2%	£33.92	£33.92	0%
Teachers	607	266	69.5%	£33.81	£33.81	0%



Observations

- There are significant gender pay gaps within paygroups such as Doctors and Consultants where the proportion of females at the highest paid grade is smaller than those at junior grade level. The payscales for doctors and consultants is broad, ranging from foundation level doctors to medical consultants which also creates a significant gender pay gap;
- The largest number of employees are within the civil servants paygroup, and the gap has increased, whereas the gap has reduced in several other areas, e.g., Prison. Despite the higher volume of male employees compared to female, it is evident that efforts have been made to appoint more females in higher paid roles. This is a positive outcome; however, it is acknowledged that where a specific paygroup is confined to one department or area, the increase in the median pay gap for civil servants is more challenging to address as this paygroup is based across all departments.
- Police Officers and Teachers have consistently retained a zero gender pay gap during 2021 and 2022. This means that although there are higher percentages of male and female staff (respectively), the pay rates applied are equal.



Headcount by Gender and Salary Quartile

The pay quartile shows the proportion of males and females in each quartile, when employees are arranged in order of their hourly rate of pay.

2022 data

Quartile Group	Female Headcount	Male Headcount	 % Female	 % Male
1st Quartile - £0 - £20.85	1309	495	73%	27%
2nd Quartile - £20.85 - £28.20	1116	732	60%	40%
3rd Quartile - £28.20 - £36.82	1168	670	64%	36%
4th Quartile - £36.82+	1044	824	56%	44%

2021 data

Quartile Group	Female Headcount	Male Headcount	 % Female	 % Male
1st Quartile - £0 - £20.04	1327	490	73%	27%
2nd Quartile - £20.04 - £26.87	1094	754	59%	41%
3rd Quartile - £26.87 - £35.45	1185	702	63%	37%
4th Quartile - £35.45+	1042	830	56%	44%

Observations

- The proportion of females and males in each quartile has a considerable effect on the median
- over both years, 73% of employees in the lower quartile are female, compared to only 27% of males.

Annex:

Measures of the gender pay gap

Pay gap	Represents the difference in the average pay between male and female
Mean	The sum of the values, divided by the number of values (average)
Median	The middle value in a sorted list of values. It is the middle value of the pay distribution, the numerical value which splits the top 50% of the population from the bottom 50% of the list of all the values.
Quartile	divides a population into 4 equal parts, created by dividing the total number of full-time equivalent employees into 4 equal parts
Quartile pay bands	The proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands
Exclusions	Data does not include: <ul style="list-style-type: none"> • Employees who started or ended employment during the month of June; • Employees on parental leave; • Employees on career breaks/prolonged period of unpaid leave; • Employees on zero pay due to long term sick leave.
Redacted data	Where data has been redacted within the report, this is to ensure employees individual salaries are not identifiable.

The reporting methodology differed from 2019 and 2020, as reporting was on hourly base pay, and we have now moved to reporting on ordinary hourly pay, in line with UK reporting methodology. As a result, data will not be comparable due to the change in methodology.

Departmental reports

Chief Operating Office

2022 Breakdown by Pay Group

Pay Group – Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Civil Servants	126	165	43.3%	£32.55	£33.62	3.3%
Nurses and Midwives	4	3	57.1%	Redacted		
Personal Contract Holders	0	4	0%	N/A	£85.69	100%

2021 Breakdown by Pay Group

Pay Group – Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Civil Servants	105	144	42.2%	£32.67	£32.67	0%
Personal Contract Holders	2	3	40%	Redacted		

2022 Breakdown by Salary Band

Salary Band	Female Headcount	Male Headcount	% Female
£180,000 to £189,999	0	1	0%
£140,000 to £149,999	0	2	0%
£130,000 to £139,999	0	1	0%
£120,000 to £129,999	1	1	50%
£110,000 to £119,999	1	2	33%
£100,000 to £109,999	1	1	50%
£90,000 to £99,999	4	4	50%
£80,000 to £89,999	2	12	14%
£70,000 to £79,999	19	10	66%
£60,000 to £69,999	14	36	28%
£50,000 to £59,999	45	44	51%
£40,000 to £49,999	24	29	45%
£30,000 to £39,999	17	26	40%
£20,000 to £29,999	2	3	40%

2021 Breakdown by Salary Band

Salary Band	Female Headcount	Male Headcount	% Female
£170,000 to £179,999	0	1	0%
£160,000 to £169,999	1	0	100%
£130,000 to £139,999	1	2	33%
£120,000 to £129,999	1	1	50%

£110,000 to £119,999	1	2	33%
£90,000 to £99,999	4	3	57%
£80,000 to £89,999	2	14	13%
£70,000 to £79,999	19	7	73%
£60,000 to £69,999	15	30	33%
£50,000 to £59,999	16	29	36%
£40,000 to £49,999	26	27	49%
£30,000 to £39,999	18	26	41%
£20,000 to £29,999	3	5	38%

Observations

There was a slight increase in the median gender pay gap from 2021 to 2022, which is representative of the minor reduction in the number of female employees and an increase in male employees both of whom were paid at a higher rate.

Children, Young People, Education and Skills

2022 Breakdown by Pay Group

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Civil Servants	400	83	82.8%	£24.21	£27.65	14.2 %
Heads & Deputies	44	34	56.4%	£51.78	£53.48	3.3%
Manual Workers	56	64	46.7%	£16.30	£18.88	15.8%
Nurses and Midwives	6	2	75%	Redacted		
Personal Contract Holders	1	2	33.3%	Redacted		
Teachers	623	281	68.9%	£33.81	£33.81	0%
Teaching Assistants	549	57	90.6%	£19.17	£19.82	3.4%
WFM Groups	84	40	67.7%	£25.88	£24.46	-5.5%

2021 Breakdown by Pay Group

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Civil Servants	366	84	81.3%	£22.57	£28.94	28.2%
Heads & Deputies	42	34	55.3%	£50.32	£51.56	2.4%
Manual Workers	58	68	46%	£15.84	£18.34	15.8%
Nurses and Midwives	7	2	77.8%	Redacted		
Personal Contract Holders	2	3	40%	Redacted		
Teachers	607	266	69.5%	£33.81	£33.81	0%
Teaching Assistants	538	55	90.7%	£18.63	£19.92	6.9%
WFM Groups	89	36	71.2%	£23.86	£24.87	4.2%

Children, Young People, Education and Skills

2022 Breakdown by Salary band

Salary Band	Female Headcount	Male Headcount	% Female
£160,000 to £169,999	0	1	0%
£140,000 to £149,999	1	1	50%
£130,000 to £139,999	1	0	100%
£120,000 to £129,999	0	1	0%
£110,000 to £119,999	3	4	43%
£100,000 to £109,999	3	6	33%
£90,000 to £99,999	9	10	47%
£80,000 to £89,999	31	13	70%
£70,000 to £79,999	50	36	58%
£60,000 to £69,999	235	122	66%
£50,000 to £59,999	369	127	74%
£40,000 to £49,999	219	91	71%
£30,000 to £39,999	700	174	80%
£20,000 to £29,999	189	23	89%
£10,000 to £19,999	1	0	100%

2021 Breakdown by Salary band

Salary Band	Female Headcount	Male Headcount	% Female
£180,000 to £189,999	0	1	0%
£130,000 to £139,999	1	2	33%
£120,000 to £129,999	1	0	100%
£110,000 to £119,999	1	1	50%
£100,000 to £109,999	3	8	27%
£90,000 to £99,999	4	7	36%
£80,000 to £89,999	34	17	67%
£70,000 to £79,999	52	36	59%
£60,000 to £69,999	216	126	63%
£50,000 to £59,999	318	115	73%
£40,000 to £49,999	215	69	76%
£30,000 to £39,999	668	186	78%
£20,000 to £29,999	246	30	89%
£10,000 to £19,999	1	0	100%

Observations

- The gender pay gap for Teaching Assistants has reduced by 3.5 from 2021 to 2022;
- The gap for personal contract holders has increased from 2021 to 2022, which represents an increase in the number of male employees who are paid at a higher rate of pay;
- The median gap % for civil servants overall has reduced by 14 from 2021 to 2022. There has not been a significant increase or reduction in female or male headcount respectively, however, this may be attributed to the retention strategy and payment of an additional allowance for social workers during 2022.
- The gender pay gap for Nurses and midwives within this department has reduced 2021 to 2022, which is attributed to the low number of males employed and at the lower rate of pay.

Customer and Local Services

2022 Breakdown by Paygroup

Pay Group – Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Civil Servants	199	103	65.9%	£23.22	£23.22	0%
Manual Workers	9	3	75%	Redacted		
Personal Contract Holders	1	3	25%	Redacted		

2021 Breakdown by Paygroup

Pay Group – Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Civil Servants	198	106	65.1%	£22.57	£22.57	0%
Manual Workers	9	1	90%	Redacted		
Personal Contract Holders	1	3	25%	Redacted		

2022 Breakdown by Salary band

Salary Band	Female Headcount	Male Headcount	% Female
£150,000 to £159,999	0	1	0%
£120,000 to £129,999	1	1	50%
£100,000 to £109,999	0	1	0%
£80,000 to £89,999	3	1	75%
£70,000 to £79,999	5	2	71%
£60,000 to £69,999	9	7	56%
£50,000 to £59,999	38	24	61%
£40,000 to £49,999	26	13	67%
£30,000 to £39,999	111	56	66%
£20,000 to £29,999	16	3	84%

2021 Breakdown by Salary band

Salary Band	Female Headcount	Male Headcount	% Female
£140,000 to £149,999	0	1	0%
£110,000 to £119,999	1	1	50%
£100,000 to £109,999	0	1	0%
£80,000 to £89,999	3	0	100%
£70,000 to £79,999	4	3	57%
£60,000 to £69,999	7	2	78%
£50,000 to £59,999	16	10	62%
£40,000 to £49,999	44	31	59%
£30,000 to £39,999	117	60	66%
£20,000 to £29,999	16	1	94%

Observations

Customer and Local Services have maintained a zero gender pay gap over 2021 and 2022, which is representative of the females employed at a higher rate of pay.

Health and Community Services

2022 Breakdown by Paygroup

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Doctors and Consultants	69	105	39.7%	£51.04	£79.42	55.6%
Manual Workers	173	180	49%	£18.44	£20.73	12.4%
Civil Servants	654	182	78.2%	£24.34	£26.99	10.9%
Nurses and Midwives	776	158	83.1%	£32.75	£32.36	-1.2%
Personal Contract Holders	5	0	100%	£79.35	N/A	N/A
WFM Groups	1	0	100%	Redacted		

2021 Breakdown by Paygroup

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Doctors and Consultants	70	108	39.3%	£50.68	£77.18	52.3%
Manual Workers	181	178	50.4%	£17.92	£20.15	12.4%
Civil Servants	654	193	77.2%	£22.57	£24.54	8.7%
Nurses and Midwives	831	186	81.7%	£30.23	£31.36	3.8%
Personal Contract Holders	5	0	100%	£76.76	N/A	N/A
WFM Groups	1	1	50%	Redacted		

2022 Breakdown by Salary band

Salary Band	Female Headcount	Male Headcount	% Female
£220,000 to £229,999	0	2	0%
£200,000 to £209,999	2	0	100%
£190,000 to £199,999	0	2	0%
£180,000 to £189,999	3	5	38%
£170,000 to £179,999	0	14	0%
£160,000 to £169,999	2	3	40%
£150,000 to £159,999	6	14	30%
£140,000 to £149,999	7	15	32%
£130,000 to £139,999	3	4	43%
£120,000 to £129,999	5	14	26%
£110,000 to £119,999	9	6	60%

£100,000 to £109,999	3	6	33%
£90,000 to £99,999	12	6	67%
£80,000 to £89,999	36	10	78%
£70,000 to £79,999	101	34	75%
£60,000 to £69,999	312	77	80%
£50,000 to £59,999	316	71	82%
£40,000 to £49,999	190	90	68%
£30,000 to £39,999	576	206	74%
£20,000 to £29,999	101	50	67%

2021 Breakdown by Salary band

Salary Band	Female Headcount	Male Headcount	% Female
£220,000 to £229,999	0	1	0%
£210,000 to £219,999	0	2	0%
£180,000 to £189,999	4	3	57%
£170,000 to £179,999	1	4	20%
£160,000 to £169,999	2	15	12%
£150,000 to £159,999	1	16	6%
£140,000 to £149,999	7	14	33%
£130,000 to £139,999	4	5	44%
£120,000 to £129,999	5	9	36%
£110,000 to £119,999	4	10	29%
£100,000 to £109,999	10	8	56%
£90,000 to £99,999	11	7	61%
£80,000 to £89,999	21	8	72%
£70,000 to £79,999	76	20	79%
£60,000 to £69,999	276	80	78%
£50,000 to £59,999	315	75	81%
£40,000 to £49,999	227	90	72%
£30,000 to £39,999	654	245	73%
£20,000 to £29,999	131	58	69%

Infrastructure, Housing and Environment

2022 Breakdown by paygroup

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Civil Servants	69	171	28.8%	£32.55	£35.04	7.6%
Crown States Legal Appointment	1	0	100%	Redacted		
Manual Worker - Energy From Waste	0	28	0%	N/A	£31.34	100%
Manual Workers	10	202	4.7%	£19.04	£20.96	10.1%
Personal Contract Holders	2	3	40%	Redacted		

2021 Breakdown by paygroup

Pay Group – Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Civil Servants	89	189	32%	£28.33	£32.67	15.3%
Crown States Legal Appointment	1	0	100%	Redacted		
Manual Worker - Energy From Waste	0	29	0%	N/A	£30.46	100%
Manual Workers	22	240	8.4%	£21.23	£20.37	-4.1%
Personal Contract Holders	1	3	25%	Redacted		

2022 Breakdown by salary band

Salary Band	Female Headcount	Male Headcount	% Female
£160,000 to £169,999	0	1	0%
£130,000 to £139,999	1	0	100%
£120,000 to £129,999	0	1	0%
£110,000 to £119,999	2	1	67%
£90,000 to £99,999	3	7	30%
£80,000 to £89,999	1	15	6%
£70,000 to £79,999	6	20	23%
£60,000 to £69,999	19	45	30%
£50,000 to £59,999	13	85	13%
£40,000 to £49,999	12	73	14%
£30,000 to £39,999	22	138	14%
£20,000 to £29,999	3	16	16%
£10,000 to £19,999	0	2	0%

2021 Breakdown by salary band

Salary Band	Female Headcount	Male Headcount	% Female
£140,000 to £149,999	0	1	0%
£130,000 to £139,999	0	1	0%
£120,000 to £129,999	1	1	50%
£110,000 to £119,999	1	0	100%
£100,000 to £109,999	0	1	0%
£90,000 to £99,999	2	7	22%
£80,000 to £89,999	1	19	5%
£70,000 to £79,999	8	18	31%
£60,000 to £69,999	12	34	26%
£50,000 to £59,999	15	69	18%
£40,000 to £49,999	22	104	17%
£30,000 to £39,999	44	171	20%
£20,000 to £29,999	7	34	17%
£10,000 to £19,999	0	1	0%

Justice and Home Affairs

2022 Breakdown by paygroup

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Civil Servants	132	119	52.6%	£27.27	£32.13	17.8%
Fire	1	62	1.6%	Redacted		
Manual Workers	9	11	45%	£18.15	£18.15	0%
Personal Contract Holders	2	2	50%	Redacted		
Police	54	141	27.7%	£34.91	£34.91	0%
Prison	18	92	16.4%	£25.73	£28.11	9.3%
WFM Groups	18	22	45%	£32.57	£33.62	3.2%

2021 Breakdown by paygroup

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Civil Servants	180	152	54.2%	£25.58	£29.65	15.9%
Fire	1	65	1.5%	Redacted		
Manual Workers	9	13	40.9%	£17.31	£17.64	1.9%
Personal Contract Holders	2	2	50%	Redacted		
Police	61	143	29.9%	£33.92	£33.92	0%
Prison	22	91	19.5%	£24.30	£28.29	16.5%
WFM Groups	19	23	45.2%	£32.68	£32.68	0%

2022 Breakdown by Salary band

Salary Band	Female Headcount	Male Headcount	% Female
£150,000 to £159,999	1	0	100%
£140,000 to £149,999	0	1	0%
£110,000 to £119,999	1	3	25%
£100,000 to £109,999	1	4	20%
£90,000 to £99,999	1	2	33%
£80,000 to £89,999	2	16	11%
£70,000 to £79,999	9	36	20%
£60,000 to £69,999	45	107	30%
£50,000 to £59,999	51	136	27%
£40,000 to £49,999	63	83	43%
£30,000 to £39,999	56	59	49%
£20,000 to £29,999	4	2	67%

2021 Breakdown by Salary band

Salary Band	Female Headcount	Male Headcount	% Female
£140,000 to £149,999	0	2	0%
£120,000 to £129,999	1	1	50%
£110,000 to £119,999	1	1	50%
£100,000 to £109,999	2	6	25%
£90,000 to £99,999	2	2	50%
£80,000 to £89,999	5	12	29%
£70,000 to £79,999	9	31	23%
£60,000 to £69,999	49	104	32%
£50,000 to £59,999	54	124	30%
£40,000 to £49,999	86	132	39%
£30,000 to £39,999	78	67	54%
£20,000 to £29,999	7	7	50%

Observations

The median pay gap for Prison Officers has reduced by 7.2 from 2021 to 2022. Although there are fewer female employees, the median hourly rate of pay has increased, acknowledging there has been an improvement in the number of females paid at a higher rate of pay than their male counterparts.

Non-executives and Legislature

2022 Breakdown by Paygroup

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Civil Servants	130	62	67.7%	£29.05	£28.7	-1%
Crown States Legal Appointment	26	30	46.4%	£63.26	£75.2	19%
Manual Workers	2	6	25%	Redacted		
Personal Contract Holders	0	1	0.00%	Redacted		

2021 Breakdown by Paygroup

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Civil Servants	134	80	62.6%	£26.87	£31.76	18.2%
Crown States Legal Appointment	21	17	55.3%	£67.65	£81.86	21%
Manual Workers	2	6	25%	Redacted		
Personal Contract Holders	0	1	0%	Redacted		

2022 Breakdown by Salary band

Salary Band	Female Headcount	Male Headcount	% Female
£250,000 to £259,999	0	1	0%
£230,000 to £239,999	0	2	0%
£200,000 to £209,999	0	1	0%
£190,000 to £199,999	0	1	0%
£160,000 to £169,999	2	1	67%
£150,000 to £159,999	0	2	0%
£140,000 to £149,999	3	0	100%
£130,000 to £139,999	2	5	29%
£120,000 to £129,999	0	3	0%
£110,000 to £119,999	6	4	60%
£100,000 to £109,999	1	5	17%
£90,000 to £99,999	7	7	50%
£80,000 to £89,999	5	3	63%
£70,000 to £79,999	3	5	38%
£60,000 to £69,999	32	12	73%
£50,000 to £59,999	28	7	80%
£40,000 to £49,999	31	17	65%
£30,000 to £39,999	33	19	63%
£20,000 to £29,999	5	4	56%

2021 Breakdown by Salary band

Salary Band	Female Headcount	Male Headcount	% Female
£250,000 to £259,999	0	1	0%
£230,000 to £239,999	0	1	0%
£220,000 to £229,999	0	1	0%
£200,000 to £209,999	0	1	0%
£190,000 to £199,999	0	1	0%
£140,000 to £149,999	4	3	57%
£130,000 to £139,999	2	1	67%
£120,000 to £129,999	1	7	13%
£110,000 to £119,999	5	2	71%
£100,000 to £109,999	4	5	44%
£90,000 to £99,999	1	4	20%
£80,000 to £89,999	4	11	27%
£70,000 to £79,999	10	3	77%
£60,000 to £69,999	15	13	54%
£50,000 to £59,999	24	3	89%
£40,000 to £49,999	39	18	68%
£30,000 to £39,999	41	25	62%
£20,000 to £29,999	7	4	64%

Office of the Chief Executive and Department for the Economy

The Department for the Economy was set up in 2022. As such, data for 2021 is not available. The Department was previously part of the Office of the Chief Executive and figures provided for 2021 include both departments.

2022 Breakdown by Paygroup – Office of the Chief Executive

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Civil Servants	57	39	59.4%	£32.55	£41.16	26.5%
Personal Contract Holders	3	7	30%	Redacted		

2022 Breakdown by Paygroup – Department for the Economy

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Ordinary Hourly Pay	Median Hourly Pay Gap
Civil Servants	16	16	50%	£50.09	£45.06	-10%
Personal Contract Holders	0	6	0%	-	£78.72	100%

2021 Breakdown by Paygroup – Office of the Chief Executive

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Civil Servants	43	27	61.4%	£32.67	£40.00	22.4%
Personal Contract Holders	3	1	75.00%	Redacted		

2022 Breakdown by Salary band - Office of the Chief Executive

Salary Band	Female Headcount	Male Headcount	% Female
£240,000 to £249,999	1	0	100%
£140,000 to £149,999	2	0	100%
£120,000 to £129,999	0	1	0%
£100,000 to £109,999	0	2	0%
£90,000 to £99,999	0	2	0%
£80,000 to £89,999	3	2	60%
£70,000 to £79,999	0	5	0%
£60,000 to £69,999	12	7	63%
£50,000 to £59,999	13	4	76%
£40,000 to £49,999	9	3	75%
£30,000 to £39,999	6	1	86%
£20,000 to £29,999	0	1	0%

2022 Breakdown by Salary band – Department for the Economy

Salary Band	Female Headcount	Male Headcount	% Female
£200,000 to £209,999	0	1	0%
£140,000 to £149,999	0	1	0%
£130,000 to £139,999	0	2	0%
£120,000 to £129,999	0	1	0%
£110,000 to £119,999	1	0	100%
£100,000 to £109,999	0	1	0%
£90,000 to £99,999	7	3	70%
£80,000 to £89,999	0	3	0%
£70,000 to £79,999	2	5	29%
£60,000 to £69,999	2	4	33%
£50,000 to £59,999	2	1	67%
£40,000 to £49,999	1	0	100%
£30,000 to £39,999	1	0	100%

2021 Breakdown by Salary band - Office of the Chief Executive

Salary Band	Female Headcount	Male Headcount	% Female
£250,000 to £259,999	0	1	0%
£200,000 to £209,999	0	1	0%
£140,000 to £149,999	1	1	50%
£130,000 to £139,999	1	0	100%
£120,000 to £129,999	0	2	0%
£110,000 to £119,999	0	1	0%
£100,000 to £109,999	2	4	33%
£90,000 to £99,999	3	2	60%
£80,000 to £89,999	6	4	60%
£70,000 to £79,999	3	5	38%
£60,000 to £69,999	13	13	50%
£50,000 to £59,999	10	5	67%
£40,000 to £49,999	11	1	92%
£30,000 to £39,999	10	6	63%

Strategic Policy, Planning and Performance

2022 Breakdown by paygroup

Pay Group – Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Civil Servants	94	60	61%	£31.95	£34.23	7.1%
Doctors and Consultants	0	1	0%	Redacted		
Nurses and Midwives	12	3	80%	Redacted		
Personal Contract Holders	0	5	0%	N/A	£82.70	100%

2021 Breakdown by paygroup

Pay Group – Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Civil Servants	56	34	62.2%	£36.39	£38.76	6.5%
Doctors and Consultants	0	1	0%	Redacted		
Personal Contract Holders	0	3	0%	Redacted		
Police	1	0	100%	Redacted		

2022 Breakdown by salary band

Salary Band	Female Headcount	Male Headcount	% Female
£160,000 to £169,999	1	0	100%
£150,000 to £159,999	0	2	0%
£140,000 to £149,999	0	1	0%
£130,000 to £139,999	0	3	0%
£120,000 to £129,999	1	0	100%
£110,000 to £119,999	1	2	33%
£100,000 to £109,999	1	0	100%
£90,000 to £99,999	2	4	33%
£80,000 to £89,999	3	3	50%
£70,000 to £79,999	8	6	57%
£60,000 to £69,999	25	16	61%
£50,000 to £59,999	25	12	68%
£40,000 to £49,999	18	15	55%
£30,000 to £39,999	18	4	82%
£20,000 to £29,999	3	1	75%

2021 Breakdown by salary band

Salary Band	Female Headcount	Male Headcount	% Female
£150,000 to £159,999	0	1	0%
£140,000 to £149,999	0	1	0%
£130,000 to £139,999	0	2	0%
£120,000 to £129,999	1	0	100%
£90,000 to £99,999	4	6	40%
£70,000 to £79,999	4	3	57%
£60,000 to £69,999	22	13	63%
£50,000 to £59,999	8	6	57%
£40,000 to £49,999	6	6	50%
£30,000 to £39,999	12	0	100%

Treasury and Exchequer

2022 Breakdown by paygroup

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Civil Servants	184	135	57.7%	£29.05	£34.85	20%
Personal Contract Holders	3	4	42.9%	Redacted		

2021 Breakdown by paygroup

Pay Group - Refined	Female Headcount	Male Headcount	% Female	Female Median Hourly Pay	Male Median Hourly Pay	Median Hourly Pay Gap
Civil Servants	162	120	57.4%	£26.87	£33.87	26.1%
Personal Contract Holders	3	4	42.9%	Redacted		

2022 Breakdown by salary band

Salary Band	Female Headcount	Male Headcount	% Female
£170,000 to £179,999	0	2	0%
£140,000 to £149,999	1	0	100%
£130,000 to £139,999	1	2	33%
£120,000 to £129,999	2	1	67%
£110,000 to £119,999	2	4	33%
£100,000 to £109,999	1	1	50%
£90,000 to £99,999	6	9	40%
£80,000 to £89,999	3	5	38%
£70,000 to £79,999	3	8	27%
£60,000 to £69,999	35	39	47%
£50,000 to £59,999	31	17	65%
£40,000 to £49,999	35	20	64%
£30,000 to £39,999	58	23	72%
£20,000 to £29,999	9	8	53%

2021 Breakdown by salary band

Salary Band	Female Headcount	Male Headcount	% Female
£170,000 to £179,999	0	2	0%
£140,000 to £149,999	1	0	100%
£130,000 to £139,999	1	0	100%
£120,000 to £129,999	1	1	50%
£110,000 to £119,999	3	2	60%
£100,000 to £109,999	1	2	33%
£90,000 to £99,999	2	7	22%
£80,000 to £89,999	5	10	33%

£70,000 to £79,999	3	7	30%
£60,000 to £69,999	22	26	46%
£50,000 to £59,999	19	15	56%
£40,000 to £49,999	53	23	70%
£30,000 to £39,999	48	23	68%
£20,000 to £29,999	6	6	50%

