



UK Parliament
Digital Service

Parliamentary Digital Service pay gap report 2019

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Foreword from Tracey Jessup

As Chief Information Officer and Managing Director of the Parliamentary Digital Service (PDS) I am pleased to publish our gender pay gap figures for 2019. This is our third year of reporting these figures since statutory reporting requirements were introduced in 2017.

This year, for the first time and in common with our colleagues in the House of Commons and House of Lords, we are also voluntarily publishing our ethnicity pay gap (EPG) figures alongside our gender pay gap statistics. As with gender pay, transparency is the first step in tackling the inequality revealed by this EPG data and this is a key area for us to improve. As part of Parliament, our aim is to be representative of the society we serve, and we are committed to ensuring a diverse, inclusive and welcoming team.

Publication of this data is not an end in itself but must be supported by action to make positive change. I am pleased to see that the action we have taken over the last three years have resulted in this year's encouraging gender pay figures showing close to pay parity in PDS. This year's result is in part due to increasing the number of women working in PDS since 2017, particularly in senior roles, and we continue to have a much higher proportion of women working here than the technology industry average. We are not complacent, and this report sets out the actions we continue to take to build and maintain a positive gender balance in PDS.

Our EPG data shows where more action is needed to tackle inequality in PDS. Our pay gap in this area is driven by underrepresentation of BAME people in our more senior pay bands, something that we must take more action to change. This data also helps us to consider how individuals might be disadvantaged through a mix of gender, ethnicity and other protected characteristics and we commit to working together with the House of Commons and House of Lords to understand and address the impact of that more complex picture of inequality.

So while there is much to celebrate there is also a lot more to do. This report outlines the work we have done so far to make PDS a place where all staff are valued equally and this work will expand and continue in 2020.

A handwritten signature in black ink that reads "Tracey Jessup".

Tracey Jessup

CIO and Managing Director of the Parliamentary Digital Service

Background

At the Parliamentary Digital Service (PDS) we aim to provide a positive, inclusive working environment where people are valued for the skills and experience that they bring to work. Our aim is to be representative of the society we serve. This means making Parliament more accessible, diverse and free from discrimination. Our corporate [Diversity and Inclusion Strategy](#) outlines how we plan to achieve this.

PDS is a joint department of both Houses of Parliament. However, as a separate employing body to the House of Commons and House of Lords, we are required to report and publish our own GPG figures. This is the third time PDS has published a full report on GPG data, and the first time we have published, on a voluntary basis, our ethnicity pay gap (EPG) data.

We believe transparency drives accountability, and EPG reporting is an important step towards ensuring our workforce is diverse, inclusive and fair for everyone.

What is a gender pay gap?

The GPG is the difference between the average earnings of men and women, expressed relative to men's earnings. Organisations are required to publish:

- Mean gender pay gap (%)
- Median gender pay gap (%)
- Proportion of males and females in each quartile band (%)
- Mean bonus pay gap (%)
- Median bonus pay gap (%)
- Proportion of males and females receiving a bonus payment (%)

If an organisation has a particularly high GPG, this can indicate a number of concerns, and the individual calculations may help to identify what those issues are. The GPG is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

GPG regulations require PDS to report using data based on a 'snapshot' of relevant employees taken on 5 April 2019. At the time the data below was collected, the gender divide amongst our staff was 38.0% women and 62.0% men.

How have we calculated the ethnicity pay gap?

Our EPG calculations are based on the same methodology as the GPG calculations, however if reporting becomes mandated it may require us to report differently in the future. Our response rates for ethnicity at the same time was 61.2%, so we have only partial confidence in the accuracy of our data. We continue to work with colleagues to improve response rates to ensure next year's figures are more robust.

Key Figures

Proportion of female and male employees

	Male	Female
All staff	62.0%	38.0%
Most senior staff (SCS) only	77.8%	22.2%

Proportion of white and BAME employees

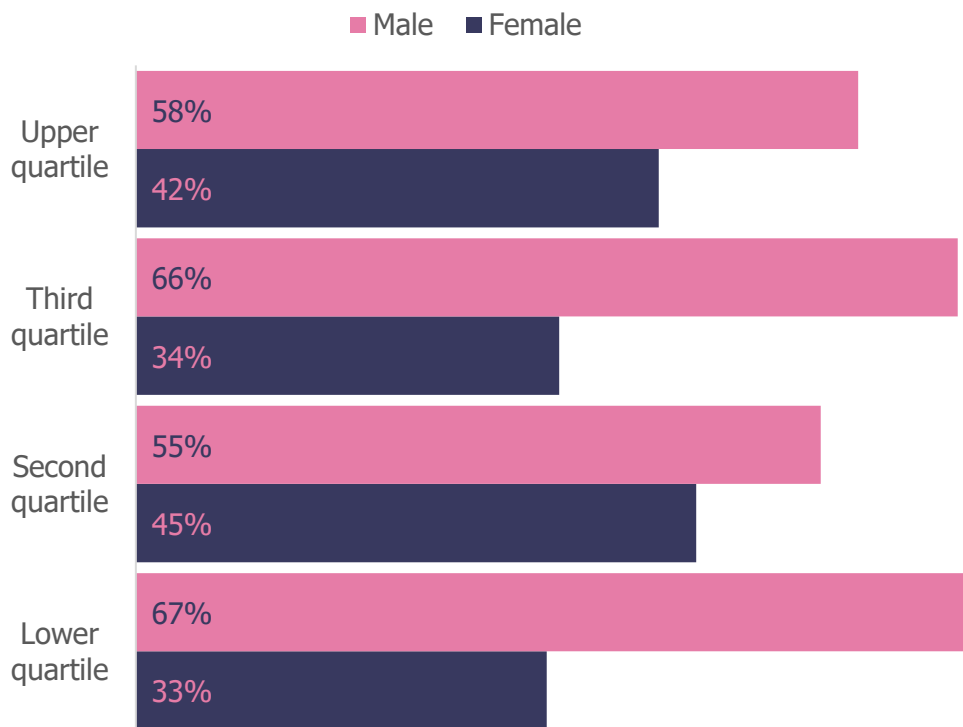
	White	BAME
All staff	73.0%	27.0%
Most senior staff (SCS) only *

*Percentages not shown as we do not publish data which may identify individuals.

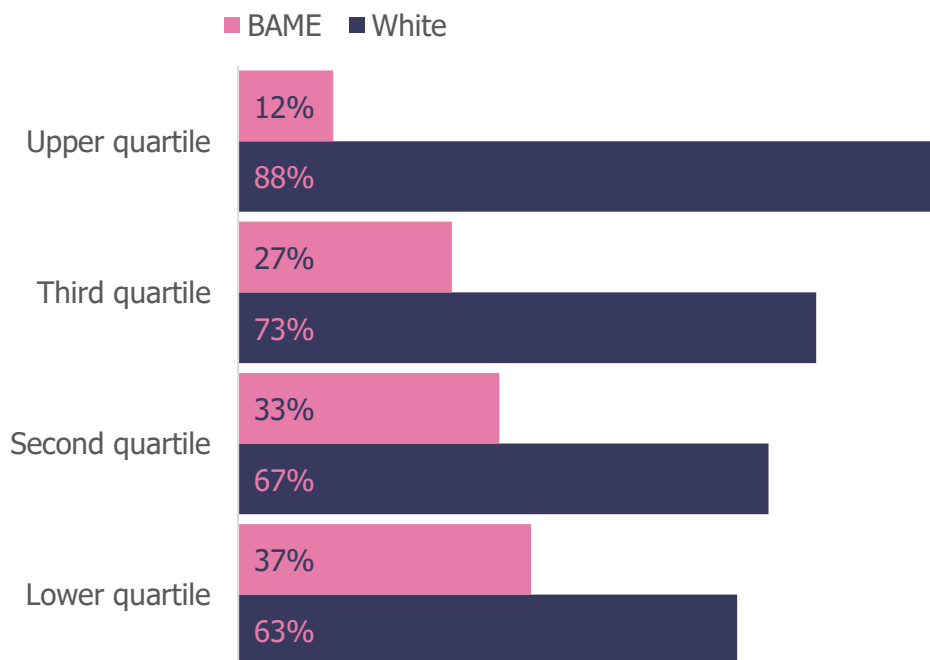
Hourly pay gap

	Mean	Median
GPG	0.7%	0.0%
EPG	14.9%	10.2%

Percentage of males and females in each pay quartile



Percentage of white and BAME people in each pay quartile



Bonus pay gaps

	Mean	Median
GPG	-132.8%	0.0%
EPG	88.1%	0.0%

Proportion receiving a bonus

Male	Female
9.7%	9.3%

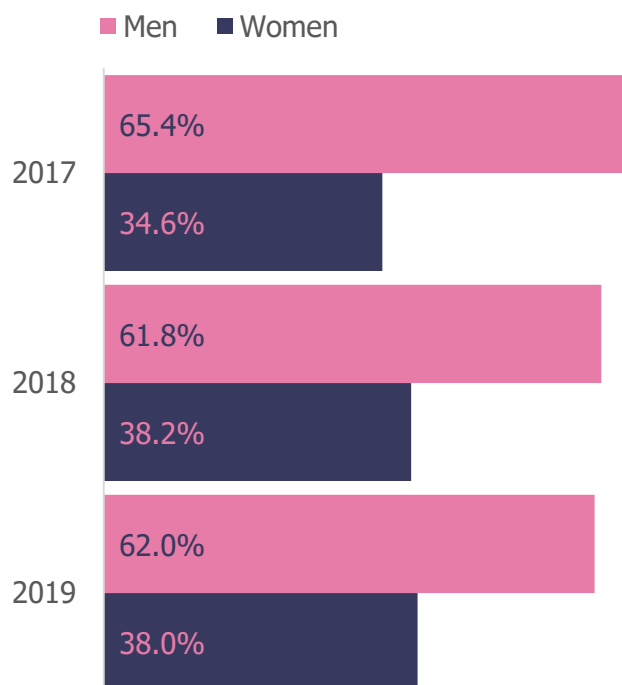
White	BAME
11.2%	12.3%

Parliamentary Digital Service Pay Gap Data

At 5 April 2019, PDS employed a total of 441 employees, of which 9 were SCS staff¹.

Proportion of female and male employees

The proportion of staff who are women in PDS (38.0%) is much higher than the proportion of people working in STEM (Science, Technology, Engineering and Mathematics) roles across the UK² (23%) and represents a 4.4 ppt increase since 2017. Compared to employers in non-technology sectors, particularly our closest comparators the House of Commons and House of Lords, we employ significantly more men, with 62.0% compared to 54.1% for the House of Commons and 48.4% for the House of Lords.



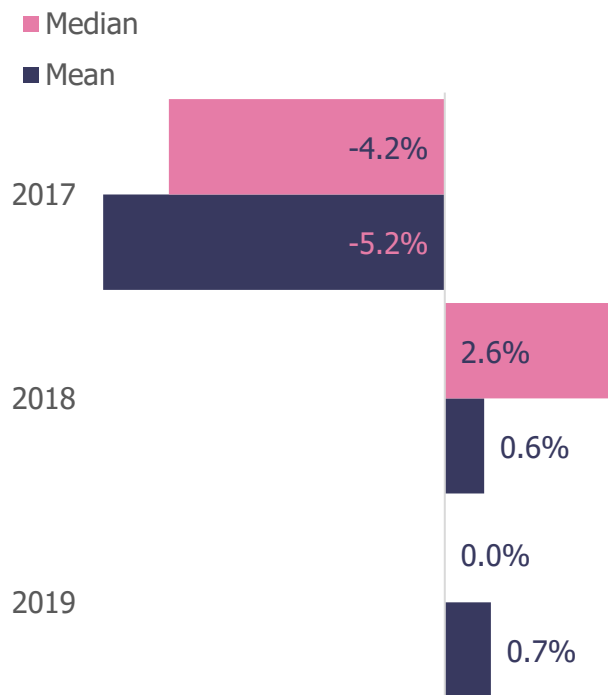
¹ For the purposes of gender pay reporting, the definition of who counts as an employee is defined in The Equality Act 2010. Using this 'extended' definition and a 'snapshot date' means that there is some inconsistencies compared with data in our annual Diversity Monitoring reports.

² <https://www.wisecampaign.org.uk/statistics/women-in-stem-workforce-2017/>

Hourly pay

Gender Pay Gap

The mean³ GPG (the difference between men's and women's average hourly pay) is 0.7% (0.6% in 2018 report) and the median⁴ GPG is 0.0% (2.6% in 2018 report).



In comparison to last year's published figures, there has been a small increase in the mean GPG (0.1 percentage point⁵) and a 2.6 ppt fall in the median GPG to achieve a figure showing pay parity.

The PDS median GPG compares favourably with the UK 2019 GPG of 17.3% and the Public Sector overall median GPG of 16.8%⁶.

The median pay gap reduction may be primarily attributed to an increased representation of women in the upper quartile, particularly at the Band A level.

³ The "mean" is the average of a set of numbers.

⁴ The "median" is the middle number in a list of numbers ordered from smallest to largest.

⁵ A percentage point (ppt) is the unit for the arithmetic difference of two percentages.

⁶ Source: Annual Survey of Hours and Earnings, Office for National Statistics.

Ethnicity Pay Gap

The EPG mean pay gap (the difference in average hourly pay of Black, Asian and Minority Ethnic and white people) is 14.9% and the median EPG is 10.2%.

	Mean	Median
EPG	14.9%	10.2%

Our EPG is driven by an imbalance of BAME and white people across different levels of the organisation, including an underrepresentation of BAME people at the more senior pay bands.

Hourly pay quartiles

The hourly pay quartiles data shows the proportion of: i) male and female; and ii) white and BAME people that are in each pay quartile, when we arrange staff in order of hourly pay rate.

Gender

There is a higher proportion of females in the second (4 ppt increase) and upper (4 ppt increase) quartiles compared with 2018 and a lower proportion of females in the lowest quartile (4 ppt decrease) over the same period. These variations across the quartiles may have resulted in a broadly positive impact on the hourly pay gap figures.

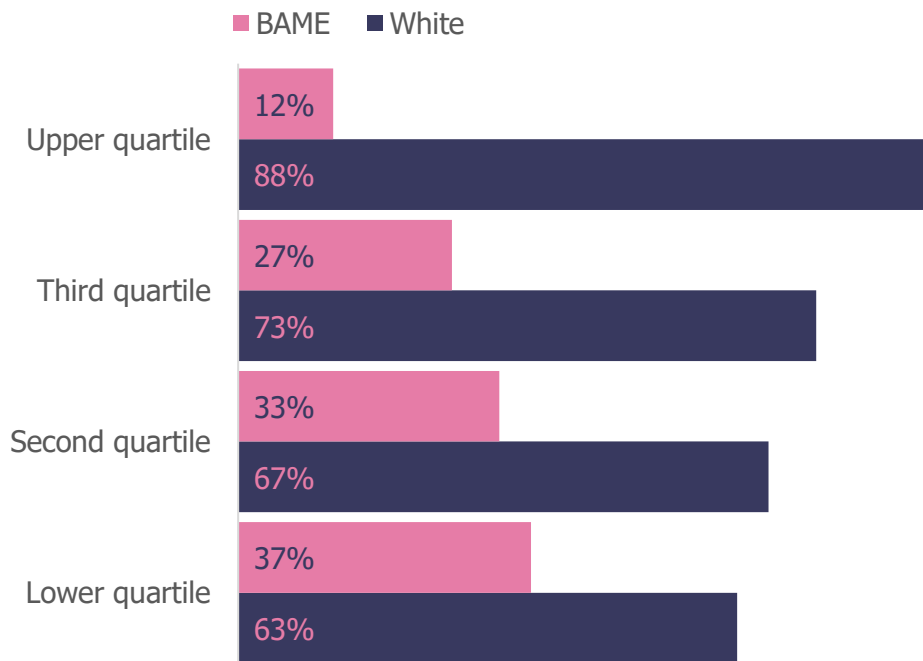
% point change of females in each pay quartile: 2018 to 2019

Quartile	% point change
Upper quartile	4%
Third quartile	-1%
Second quartile	4%
Lower quartile	-4%

Ethnicity

The EPG figures shows that the under-representation of BAME people progressively increases – quartile to quartile - from the lowest to the highest quartile.

Percentage of white and BAME people in each pay quartile



Bonus Pay

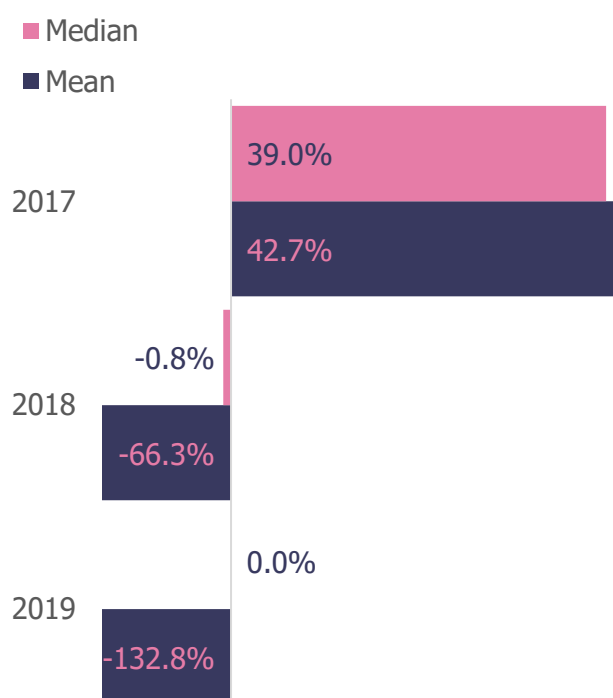
The bonus gap is based on the gross bonus paid in the period from 1st April 2018 to 31st March 2019.

Our data on bonus payments is more complex as the data includes a variety of one-off payments which may not traditionally be considered 'bonuses'. These include recognition awards (including £25 vouchers awarded to staff for good work) as well as performance bonuses paid to staff in the Senior Commons Service (SCS) pay bands.

Our mean gender bonus gap is -132.8% and the median gap is 0%. The large discrepancy between mean and median bonus percentages is because the mean figure has been significantly affected by outliers, specifically the allocation of bonuses to a small group of senior (SCS) staff.

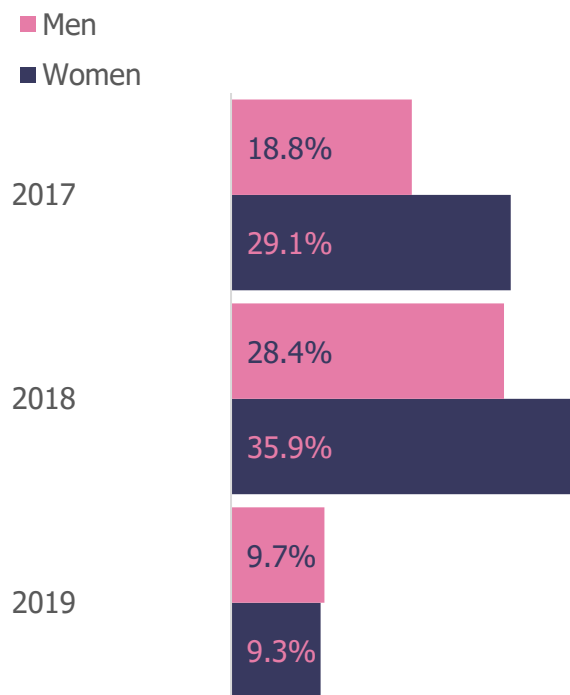
There a 0.8 ppt decrease in the median bonus gap and a 66.5 ppt increase in the mean bonus gap compared with 2018 figures.

Bonus gender pay gap



In the last 12 months 9.3% of women received a bonus compared to 9.7% of men, this was a reduction in the number receiving a bonus for both genders, 26.6 ppts less for women and 18.7 ppts less for men. The drop in overall bonuses is due to a change in pay and reward policy which removed bonuses previously linked to the annual performance assessment process.

Proportion receiving a bonus: Gender



Bonus ethnicity pay gap (2019)

The large discrepancy between the BAME mean (88.1%) and median (0%) bonus percentages is because the mean figure has been significantly affected by outliers, specifically the allocation of bonuses to a small group of senior (SCS) staff.

Bonus pay gap	Mean	Median
EPG	88.1%	0.0%

The decision that bonuses should no longer be a feature of SCS pay with effect from the 2019/20 financial year, should reduce significantly the mean bonus gap figures for both GPG and EPG reporting from 2021 onwards.

Proportion receiving a bonus: Ethnicity

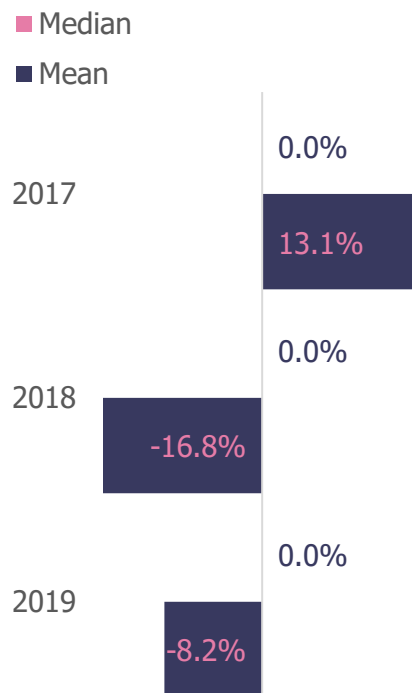
White	BAME
11.2%	12.3%

SCS bonuses

To give a more accurate picture of the GPG relating to bonuses paid as a result of good performance, we have disclosed information about the gender bonus pay gap for senior (SCS) staff. This voluntary disclosure includes bonus payments made to the most senior (SCS) staff of the House of Commons Service. PDS uses the same pay policies as the House of Commons and decisions about senior pay for both employers are made by the Senior Remuneration Committee of the House of Commons Commission.

The combined SCS mean data shows that our mean SCS gender bonus gap is 8.2% in favour of women and the median bonus gap is 0%. The discrepancy between the SCS mean bonus and the median bonus is as a result of the way the averages are calculated – median figures tend to be less affected by outliers, which may result in a very different picture.

SCS gender bonus gap: House of Commons and PDS



What steps are being taken to address these figures?

While in comparison with the national median average of 17.3%, the PDS gender pay gap is small. We are pleased to see that the action we have taken over the last three years have resulted in this year's encouraging gender pay figures showing close to pay parity in PDS. However, our EPG data shows there is still much more to be done to address the inequality experienced by BAME colleagues. PDS is committed to providing a positive, inclusive working environment, in which people are valued for the skills and experiences that they bring to work. In partnership with the House of Commons, we are a London Living Wage employer, rated in the top 100 best employers in the Stonewall workplace equality index, have achieved the Action on Hearing Loss 'Louder than Words' Charter Mark and are accredited as a disability confidence leader.

Over the past three years, working with the House of Commons and House of Lords, we have made significant policy decisions around the recruitment of senior staff and delivering representation targets at senior levels, including:

- Starting to tackle the barriers for women and BAME people into senior roles through the Diversifying Leadership Programme. Since the last report, targets have now been set for increased representation as part of the new Diversity and Inclusion strategy.
- In June 2019, signing up to the Race at Work Charter with its actions designed to ensure ethnic minority employees are represented at all levels.
- Making significant policy decisions around the recruitment of senior staff, specifically to require both diverse panellists and shortlists when recruiting for a group of the most senior roles. A default commitment to external recruitment will also ensure that we are targeting a diverse recruitment market to appoint to these key roles.
- Using a "pressing pause" approach after each stage of the recruitment cycle (application deadline, long list, short list) to help ensure that our recruitment campaigns for senior roles have the best chance of reaching diverse audiences and continue to be fair and open. This allows any stages of the cycle to be revisited following the pause to help deliver this objective.
- Introducing the Reverse Mentoring (ParliREACH) initiative. This allows staff from minority ethnic backgrounds to act as reverse mentors to more senior staff, in which they share their experiences of being an ethnic minority with senior figures to help inform policy and leadership decisions in an effective and mutually beneficial way.
- A Talent Management Programme with ring-fenced places for women and those from a BAME background.

- Launching a pilot sponsorship programme for people from a BAME background to help them progress from pay band A into SCS posts.
- Regular succession planning discussions to help identify potential successors from non-traditional internal pathways.
- Implementing the BAME Internship and Graduate recruitment programmes.

Other recruitment actions specific to PDS are taking place. For example, we are following good practice and reviewing adverts, job descriptions and recruitment literature for gender neutral language. We are also looking to use Digital, Data and Technology (DDaT) Profession Capability Framework role descriptors from the Government Digital Service (GDS), where appropriate.

Our work with advertising and gender neutrality has paid off and we attract considerably more women compared with the technology industry as a whole. The proportion of women in PDS is increasing year-on-year and we continue to do well with the number of women at senior roles, with our most senior grades (SCS and A1) showing a 58/42 % gender split on favour of men. We have also worked hard to attract more women to work in teams and in roles which have been traditionally dominated by men on our service desk, in engineering roles and to our more specialised technical roles. Over the last year 40% of our successful job candidates have been women, with 23 women and 35 men starting new jobs with us.

We are also taking action aimed at building an inclusive culture:

- Embedding our shared values of Care, Community, Curiosity and Confidence throughout PDS, led by a Culture and Values group including staff from different roles and areas of PDS.
- Using our PDS blog to share stories from staff about working in PDS and Parliament and the impact and benefits of our diversity initiatives.
- Encouraging positive, inclusive and respectful behaviour through the House of Commons 'Valuing Everyone' training and PDS 'Winning Behaviours' training
- Setting up our Team Health initiative – a regular snapshot survey of how teams are functioning and feeling which empowers managers and teams to work together to act on the findings to make positive change.
- Taking action on the results of Commons and PDS-wide surveys including the recent Culture survey focusing on culture and behaviours and a Wellbeing and Stress survey

Sharing terms and conditions of service with the House of Commons, we annually review pay for staff, focusing on what steps might be taken to reduce identified disparities.

Internally, we have also introduced unconscious bias training and developed a new workplace adjustment process. PDS also champions workplace equality initiatives – including shared parental leave, flexible working and flexitime – and our excellent Workplace Equality Networks (WENs) mean we have taken significant strides to achieving a more equal work environment.

Our completion rates for diversity monitoring data need significant improvement to meet our targets. We regularly encourage staff to complete their diversity monitoring forms and this is captured through the induction and followed up throughout the employee lifecycle. However, supporting activities may be needed to deliver the improvement required.

Our [Diversity and Inclusion Strategy](#) has set ambitious objectives for the next three years for ensuring equality within both the House of Commons and PDS. In delivering this, we will continue to collaborate with the House of Lords on D&I activities as well as working with expert stakeholders. A steering group will be monitoring the action plan to ensure progress is made.

While reporting pay gap figures is important, we recognise the need to look behind the numbers, and form clear, targeted action plans to address them. The EPG figures and our expectations to deliver on cultural transformation, in particular, illustrate the extent of the work still to be undertaken to address the inequality that many BAME colleagues experience in their everyday working lives at Parliament.