



HOUSE OF LORDS

House of Lords
Gender Pay Gap
Report 2022



Introduction

Our gender pay gap is typically more stable than our ethnicity pay gap, and this year is no exception. The median gap has reduced from 3.3% at the 2021 snapshot date, to 3.1% at the 2022 snapshot date. This is movement in the right direction, however, the persistence of the gender pay gap shows that the representation of women and men throughout the Administration is not even.

Despite parity between female and male colleagues on most themes within the House of Lords People Survey 2022, there were notable differences in some key areas. For example, one in five female colleagues reported being 'talked down to', compared to one in seven male colleagues, and a 19% of female colleagues responded negatively to the question 'I feel confident to challenge inappropriate behaviour' compared to just 9% of male colleagues.

Female colleagues were also more likely to show a preference for home working, with 63% of women indicating that they would prefer a maximum of 2 days a week on-site, compared with less than half of male colleagues (47%). As our organisational approach to hybrid working continues to develop, we must consider the gender differences in relation to preferred working arrangements and ensure that we do not create unconscious barriers for female colleagues.

Our 2022 pay gap

A gender pay gap shows the difference in average pay between women and men within an organisation, it is a group comparison which looks at the diversity of the organisation across all levels. As of 2017 all employers who employ 250 or more employees must report on the gender pay gap. The legislation outlined what employers were required to declare and the way in which employers calculate the pay gaps. This report outlines the following:

- the mean and median gender gaps in hourly pay & bonus pay
- the proportion of female and male colleagues in each pay quartile

Headlines

Median Gender Pay Gap: 3.1%

Median Gender Bonus Gap: 0%

Mean Gender Pay Gap: 10.5%

Mean Gender Bonus Gap: 16.3%

Hourly rates

	Female	Male	Pay gap
Median hourly rate	£15.00	£15.48	3.1%
Mean hourly rate	£17.46	£19.50	10.5%

Pay quartiles

	Female	Male
Lowest quartile	56%	44%
Second quartile	56%	44%
Third quartile	57%	43%
Highest quartile	44%	56%

Causes of our pay gap

When broken down by pay quartile, women are over-represented in every quartile but the highest paid. Female colleagues make up 53% of all colleagues within the House of Lords Administration, however they occupy only 35% of our senior leadership roles. In fact, senior leadership grades have the highest representation of male colleagues when compared to every single other grade within the Administration, with 65% of these roles occupied by men.

Grades	Female	Male
HL1	58%	42%
HL2	69%	31%
HL3	40%	60%
HL4	47%	53%
HL5	58%	42%
HL6	63%	37%
HL7	54%	46%
HL8	50%	50%
Senior Leadership	35%	65%

Figure 3

Reducing our pay gap

Reforming our pay structure

The 2022 HLI–9 pay award set the tone for pay reform moving forward. The House of Lords Management Board committed to key principles, including;

- The removal of spinal column points, simplifying pay progression within grades
- Merging grades HLI, HL2, and HL3. HLI and HL2 were previously “spot rates” meaning that colleagues in these grades had no pay progression available to them. HL3 is a wider pay range, providing more opportunity for colleagues to progress through the grade

Additionally, this pay award was focused on ensuring that colleagues in our lowest paid grades received the greatest proportional increase to their take home pay.

Female colleagues make up 58% and 69% of HLI and HL2 respectively. These grades were both paid on spot rates which prevents progression within a pay grade. The merging of these grades into HL3 means that colleagues are now paid within a range, giving them a greater amount of flexibility in their pay, as well as opportunities for pay progression outside of promotion or regarding exercises. This level of flexibility exists within the rest of the grading structure already.

Targeted Inclusion & Diversity activities

We have recently launched a multi-year action plan designed to help us take sustainable steps to reduce both our ethnicity and gender pay gaps. We have created this action plan in partnership with our Workplace Equality Networks and industry leading organisations. This action plan will help us to address the underlying issues that cause our pay gaps as well as reduce the headline figures.

The Action Plan broadly divides activity into three pillars:

- Outreach & recruitment activity
- Developing & retaining our people
- Reviewing internal processes & procedures

There are several activities under each pillar we will be delivering over the next 12 months. Within the outreach and recruitment pillar we will be conducting a review of our Employer Brand to ensure it is aligned to the House of Lords values and behaviours, align our existing

outreach programmes and develop resources that promote career opportunities across the House of Lords. The overarching aim is to raise the profile of the House of Lords as an employer of choice and raise awareness of the breadth of roles available at the House of Lords, whilst ensuring we target our approach and engage communities that are currently underrepresented in certain teams or grades.

We have launched a new Shadow Board, to help bring individuals from across the House of Lords with different and new perspectives to the Management Board to contribute to decision making and to nurture talent by providing them with exposure to senior leadership and strategic management. We will also introduce tailored development opportunities for colleagues within our Facilities Department, who are predominantly within HLI – HL6. We will be conducting a review of central and local support provided as part of the Keeping in Touch process and implement a standardised offer for those on maternity and adoption, leave or those who have been away from work for over six months for other reasons.

The final area of focus over the next 12 months is reviewing our recruitment practices and policies to ensure they are in line with external best practice and ensure we are mitigating any potential gender related biases within our recruitment processes, particularly within our senior recruitment.

