“As Corporate Officer for the House of Commons, I am pleased to be the first Clerk of the House of Commons responsible for publishing our gender pay gap figures under the new reporting requirements. Transparency, reporting and monitoring are an important step in recognising inequality, and we are committed to working to removing any inequity and creating a diverse and inclusive workplace.

Whilst our gender pay gap figures are encouraging, we are not complacent. We recognise that there is more to be done, in particular to increase female representation at senior levels and around the bonus pay gap. We are proud to have introduced a range of measures to address the problem, including a talent management programme, embedding flexible working within our day to day processes, and we are committed to doing more.

As the facilitator of our democracy, the House of Commons must lead the way in offering equal opportunities to all staff, and of course pay is a significant element of that.”

David Natzler
Clerk of the House of Commons
House of Commons pay gap figures

In 2017 the government introduced new legislation requiring organisations employing more than 250 people to annually publish their gender pay gap figures. This is the first time the House of Commons has published a full report on gender pay gap data.

The House of Commons takes pride in being a responsible and supportive employer and is committed to ensuring equality at all levels. We employ over 2,200 people across a huge range of specialisms. From clock makers, cleaners, and clerks to researchers, baristas and locksmiths; our staff team is diverse and unique.

Gender pay gap regulations require the House of Commons to report using data based on a ‘snapshot’ of relevant employees taken on 5 April 2017. At the time the data below was collected, the gender divide amongst our staff was 44.6% women and 55.4% men.

<table>
<thead>
<tr>
<th>55.4% of all our workforce are men</th>
<th>44.6% of all our workforce are women</th>
</tr>
</thead>
<tbody>
<tr>
<td>59.2% of our most senior staff (SCS) are men</td>
<td>40.8% of our most senior staff (SCS) are women</td>
</tr>
</tbody>
</table>

What is a gender pay gap?

The gender pay gap 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 (%).
House of Commons pay gap data

The mean and median figures for pay show a small gap between the average earnings of men and women. The mean and median figures show that men are paid on average 1.7% and 1% more than women. Across all pay grades in the House of Commons, the overall male to female ratio is broadly replicated across each pay quartile. However, it is clear from the figures that there is more to be done, in particular to increase female representation in senior roles.

Mean pay gap: 1.7%
Median pay gap: 1.0%

The proportion of our male and female employees in each pay quartile
House of Commons bonus gap data

Our data on bonus payments is more complex. The data shows that more men than women receive bonus payments, and that the payments received are on average 17.1% higher for men than they are for women. The median difference is higher at 42.7%, however, the data includes a variety of one-off payments which may not traditionally be considered ‘bonuses’. These include lump-sum pay awards (resulting from changes to pay across all fully effective staff), recognition awards (including £25 vouchers awarded to staff for good work) as well as performance bonuses paid to staff in the Senior Commons (SCS) pay bands.

Performance related bonus payments are only paid to senior House of Commons staff (SCS grade), and higher pay bands have historically received higher bonus payments. To give a more accurate picture of the pay gap relating to bonuses paid as a result of good performance, the House has disclosed information about the bonus pay gap for senior (SCS) House staff. This voluntary disclosure includes bonus payments made to the most senior (SCS) staff of the Parliamentary Digital Service. The Parliamentary Digital Service 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 data shows that SCS men were paid 13.1% more than SCS women in bonus payments. The median gap for SCS bonuses was 0%. The discrepancy between the SCS bonus mean and the median is as a result of the way the averages are calculated – median figures tend to be less affected by outliers, resulting in a very different picture. However, we recognise that more work is needed to understand why last year men in the SCS received higher bonus payments than women.

Mean bonus pay gap: 17.1%
Median bonus pay gap: 42.7%
42.4% of men received a bonus
35.0% of women received a bonus

Senior Commons & PDS staff bonuses
Mean bonus gap: 13.1%
Median bonus gap: 0%
What do these figures mean?

In comparison with the national median average of 9.1%¹, the House of Commons pay gap is small. However, there is much more to be done to reach gender pay parity. Our bonus pay gap clearly demonstrates this. Since this data was captured, the House has reviewed its performance related bonus policy. Bonuses are no longer tiered according to seniority, but are consistent across all levels. We expect this to narrow the gap between men and women’s bonus earnings and will monitor this carefully.

The House is committed to providing a workplace where all staff are valued equally. We are a London Living Wage employer, rated as the 23rd best UK employer in the Stonewall workplace equality index and have a silver disability standard accreditation. In 2015/16, the Speaker established an advisory group to look into the recruitment and retention of BAME staff within the House of Commons workforce and we are now listed by Business in the Community as one of the UK’s best employers for BAME people. Over recent years the House of Commons and UK Parliament have championed workplace equality initiatives – introducing policies including shared parental leave, flexible working and childcare vouchers, which have been shown to help break down the barriers to true gender equality in the workplace.

Our Diversity and Inclusion strategy has set ambitious objectives for ensuring equality within the House of Commons. Our excellent Workplace Equality Networks (including ParliGender, which works to promote gender equality in Parliament) mean we have taken significant strides to achieving a more equal work environment.

However, we recognise that there is more to be done. Gender pay gap data reveals only part of the picture, and we recognise that whilst our GPG information is encouraging, we must not be complacent.

“It is encouraging to see that House of Commons data reveals a relatively small pay gap of 1.7%. But of course, there is much more to be done. We must lead the way in ensuring that we deliver equal pay across different genders and other protected characteristics, and while we are working hard to get there we have more to do. In this historic institution, we must strive to provide the most modern of workplaces – one in which inequality is non-existent and diversity is celebrated”.

Myfanwy Barrett,
Managing Director of Corporate Services and Director of Finance

¹ ONS figures referenced in Commons Briefing Paper 7068 “The Gender Pay Gap”