

# Parliamentary Digital Service

## Gender Pay Gap Report 2018

### Introduction

As CIO and Managing Director of the Parliamentary Digital Service, I am pleased to publish our gender pay gap figures for 2018.

I am proud to lead an organisation committed to ensuring equality and diversity in staff, including gender equality. We have more men than women working here but our 38% women and 62% men split is significantly higher than the national average for the technology industry which is 20% women and 80% men. We continue to make great progress in attracting women this year in all areas of our business which is clearly shown in the figures below. We pay fairly across both genders, with an average pay gap of only 0.63%.

Last year's data revealed that, unusually, we had a gender pay gap favouring women due to our success in recruiting women into more senior roles. This year we have moved to a more balanced pay framework with the data showing a gap of less than 1%. We have a split of 40% women and 60% men at the most senior level and we have also made some progress this year in attracting more women to work in what have been traditionally male-dominated roles on our service desk, in engineering and in more specialised technical roles.

However, there is still more to be done to make sure women are well represented at all levels. We continue to build a supportive and inclusive workplace where our staff can work flexibly, supported by tangible policies to help them such as part-time working and flexible working. We are also mindful that gender pay inequality is only part of the picture and must be tackled alongside other factors which have an impact on equality of opportunity in the workplace.

As part of Parliament, the Digital Service should be a leader in offering equality of opportunity for all staff. Whilst these figures are encouraging, we are not complacent and will continue work to make PDS a place where all staff are valued equally.

A handwritten signature in black ink, appearing to read 'T Jessup'.

**Tracey Jessup**  
CIO and Managing Director of the Parliamentary Digital Service

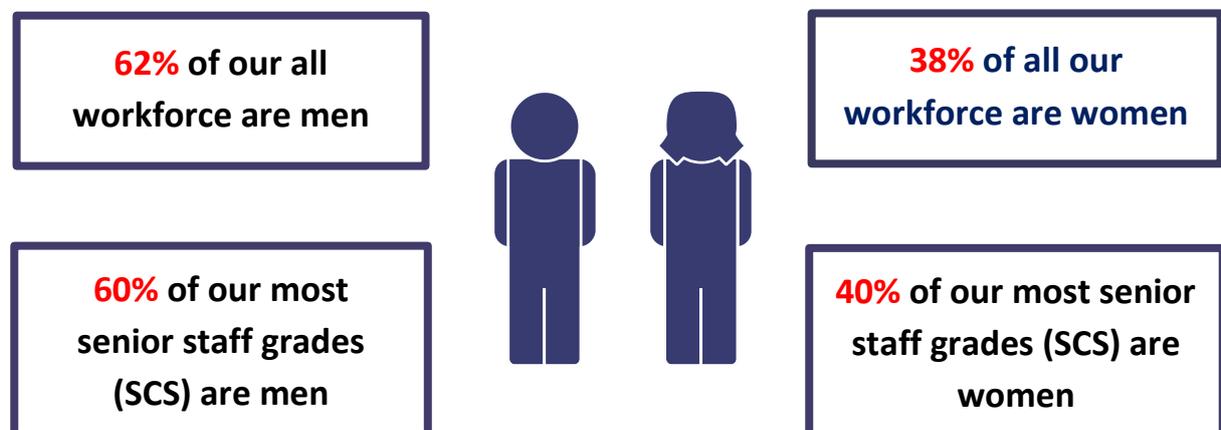
## Parliamentary Digital Service Pay gap figures

In 2017 the government introduced new legislation which means that organisations employing more than 250 people must publish their gender pay gap figures yearly. The gender pay gap is the difference between the average earnings of men and women in the organisation.

The Parliamentary Digital Service is a joint department of both Houses of Parliament. We provide digital services to staff and Members of both Houses and Members' staff, and we're helping to make Parliament digital-first. As of April 2018 we employ approximately 450 people working across a range of roles.

As a separate employing body to the House of Commons and House of Lords, we are required to report and publish our own gender pay gap figures. The data is based on a 'snapshot' of employees taken on 5 April 2018, when the gender divide amongst our staff was 38% women and 62% men.

Our data shows that men in the Parliamentary Digital Service are paid on average slightly more than women.



## 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:

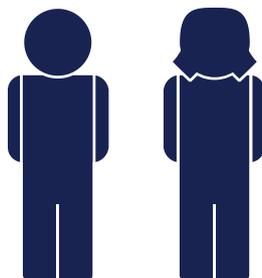
- mean gender pay gap (%);
- median gender pay gap (%);
- proportion of males and females in each quartile band (%).
- mean bonus pay gap (%);
- median bonus pay gap (%);
- proportion of males and females receiving a bonus payment (%);

## Parliamentary Digital Service Pay Gap Data

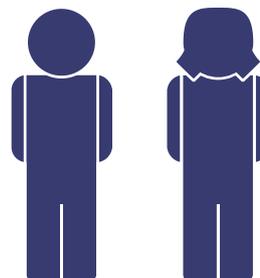
Men's hourly pay is on average 0.63% higher than women's average hourly pay. This figure is not unexpected since the proportion of female to male employees fluctuates across the quartiles and is highest in the lower middle quartile (41% to 59%). However, it is clear from the figures that there is more to be done, in particular around gender distribution in the upper middle quartile pay band.

A comparison between the 2017 and 2018 average pay gap figures shows a move towards balance with a change from 5.21% bias in favour of women to a 0.63% bias in favour of men. This may be accounted for by a greater proportion of male employees being appointed to higher pay bands between the two disclosure periods, illustrated by a 3% fall in the proportion of women in the upper quartile pay band.

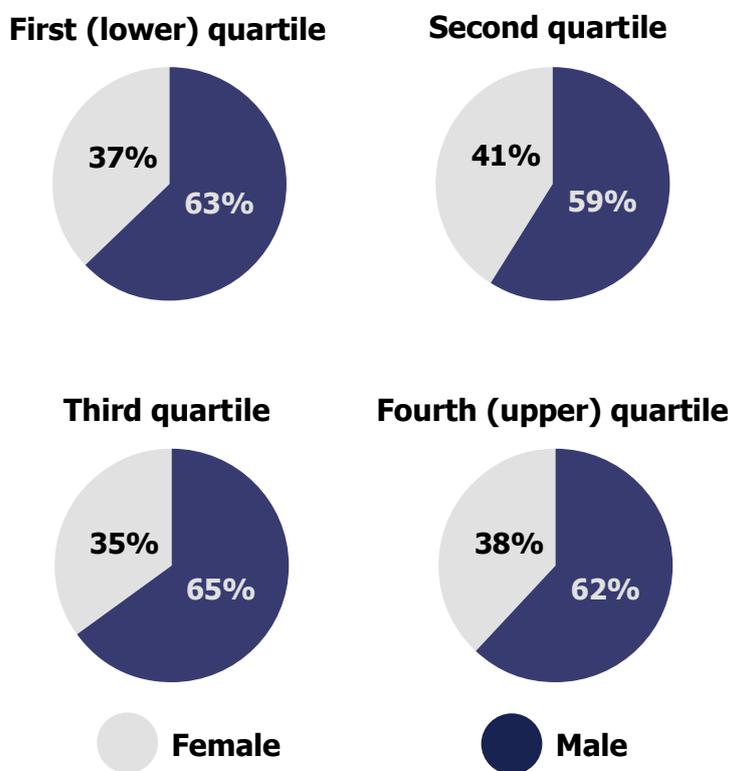
Mean Pay Gap: **0.63 %**



Median Pay Gap: **2.57%**



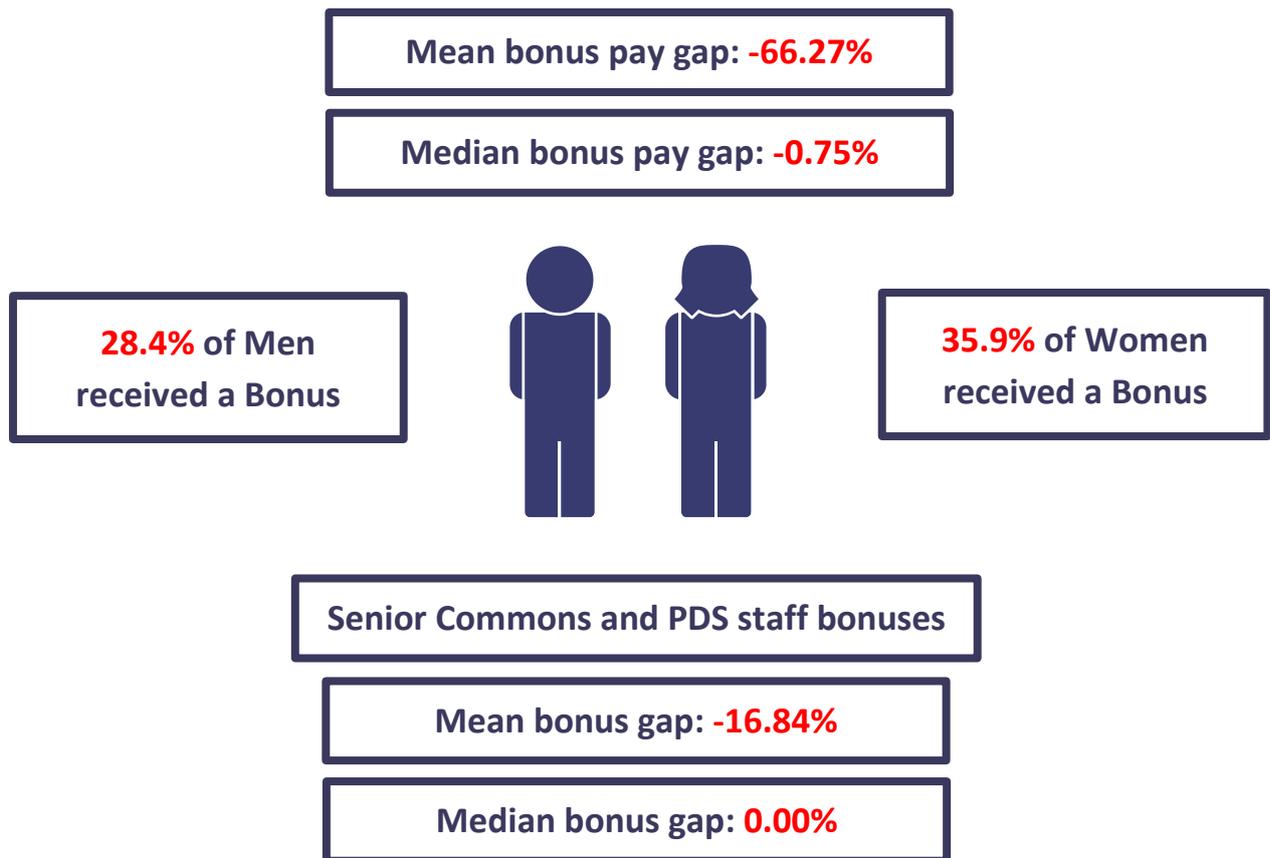
## The Proportion of Our Male and Female Employees in Each Pay Quartile



## Parliamentary Digital Service Bonus Gap Data

Our data on bonus payments is more complex. The data includes a variety of one-off payments which may not traditionally be considered bonuses, including a range of lump-sum pay awards (resulting from changes to pay for all staff rated as 'fully-effective'), recognition awards (including £25 vouchers awarded to staff for excellent work) as well as performance bonuses paid to staff in the Senior Commons (SCS) pay bands.

The mean and median bonus gaps are both in favour of women. The very large difference of the mean bonus gap is attributable to the size of bonuses for our SCS staff compared with the other bonuses and the unequal gender distribution of these bonuses (only one individual - a woman - received an SCS bonus). However, the median bonus gap is only slightly in favour of women – a significant swing from the 2017 disclosure which was strongly in favour of men (the median is less liable to be distorted by outliers, such as SCS bonus payments, than the mean).



A voluntary disclosure about bonus payments made to the most senior staff of the Parliamentary Digital Service in the Senior Commons Service (SCS) pay bands has been combined with bonus payments made to SCS employees in the House of Commons gender pay report. The number of SCS graded staff within the Parliamentary Digital Service is too small to report on separately. The Parliamentary Digital Service use 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 SCS women were paid 16.84% more than SCS men in bonus payments. The median gap for SCS bonuses was 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, resulting in a very different picture.

There remains a mean bonus gap for both the House and PDS despite changes for bonus payments in 2017/18, which means that bonuses are now paid at a fixed rate for all SCS pay bands (higher pay bands within SCS - predominately men - have historically received higher bonus payments). However, for this disclosure it may be explained that for some, bonus payments were pro-rata'd for the period in post during the performance year, which in this instance only affected men.

## What do these figures mean

These figures show that the Parliamentary Digital Service has a gender pay gap which favours men of less than 1%.

The proportion of staff who are women in the Parliamentary Digital Service (38%) is much higher than the technology industry average of 20%<sup>1</sup>. But 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 55.5% for the House of Commons. House of Lords figures will be published shortly, but last year 51% of their employees were men.

Women are well-represented on the Senior Management Team where four out of 13 members are women. At the most senior level – the Senior Leadership Group – two out of five are women, including the CIO and Managing Director of the Parliamentary Digital Service, Tracey Jessup. Through our work on attracting women for our vacancies we have now managed to increase the representation of women in roles and grades which have traditionally been filled by men.

The Parliamentary Digital Service is committed to ensuring equality and diversity in our organisation, including gender equality. We worked with Equal Approach on an inclusion audit of our recruitment process to identify and remove any barriers to women and diverse talent. Other positive interventions to promote gender pay equality include:

- Continuous monitoring of recruitment and selection data, ensuring we review and adjust our processes in order to attract a diverse candidate field.
- Checking all our adverts, job descriptions and recruitment literature for gender neutral language.
- Aiming to use Digital, Data and Technology (DDaT) Profession Capability Framework role descriptors from the Government Digital Service (GDS), where appropriate.
- We continue to attend and promote the Parliamentary Digital Service and Digital and technology trade fairs and events.
- We encourage staff to write blog posts about working in PDS and our diversity initiatives.
- We work closely with the House of Commons in supporting career progression across Parliament.

Our work with advertising and gender neutrality has paid off and now we are attracting more women across our grades. We continue to do well with the number of women at senior roles,

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<sup>1</sup> Figure taken from the Evening Standard 15 January 2019

with our most senior grades showing a 50/50 male and female split. This year 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 43% of our successful job candidates have been women, with 51 women and 68 men starting new jobs with us.

More broadly, our staff work under the terms and conditions of the House of Commons who have set ambitious objectives for ensuring equality within the workplace. The House of Commons is a London Living Wage employer, rated in 2018 as the 23rd best UK employer in the Stonewall workplace equality index, and has a silver disability standard accreditation. It has made significant policy decisions around the recruitment of senior staff in the past year, specifically to require both diverse interview panellists and shortlists when recruiting for a group of the most senior roles.

In addition to work around attracting more diverse new talent, the Commons Executive Board has endorsed the need to improve internal talent development through a leadership development programme with ring-fenced places for women and those from a BAME background. Over recent years the House of Commons has championed workplace equality initiatives – introducing policies including shared parental leave, flexible working and flexitime, which have been shown to help break down the barriers to true gender equality in the workplace.

However, we recognise that there is more to be done. Gender pay gap data reveals only part of the picture, and must be tackled alongside other factors which have an impact on equality of opportunity in the workplace.