

## Gender Pay Gap reporting requirements as at 31 March 2020

		%
1. Mean Gender Pay Gap (Ordinary Pay)		7.5%
2. Median Gender Pay Gap (Ordinary Pay)		12.5%
3. Mean Gender Pay Gap (Bonus Pay in the 12 months ending 31 March)		0%
4. Median Gender Pay Gap (Bonus Pay in the 12 months ending 31 March)		0%
5. Proportion of Male and Female employees paid a bonus in the 12 months ending 31 March	Male	0%
	Female	0%
6. Proportion of Male and Female employees in each pay quartile		
Quartile	Female %	Male %
First (lower) quartile	62.9%	37.1%
Second quartile	67.5%	32.5%
Third quartile	61.9%	38.1%
Fourth (upper) quartile	55.7%	44.3%
Organisation	62.3%	37.7%

The average (mean) salary for women in the ICO is £34,687 (this equates to £18.03 per hour).

The average salary for men is £37,499 (this equates to £19.49 per hour). This represents a gap of 7.3%.

The median salary for women is £30,626 (£15.92 per hour). The median salary for men is £35,013 (£18.20 per hour). This represents a pay gap of 12.5%.

A further breakdown of salaries by grade and gender is provided below.

### Job Level B

	<b>Proportion of staff</b>	<b>Average time in grade</b>	<b>Average pay</b>	<b>Average female vs average male salary</b>
Female	66.7%	3.63 yrs	£19,957	-1.27%
Male	33.3%	4.14 yrs	£20,213	

### Job Level C

	<b>Proportion of staff</b>	<b>Average time in grade</b>	<b>Average pay</b>	<b>Average female vs average male salary</b>
Female	62.3%	2.37 yrs	£22,805	+1.84%
Male	37.7%	1.5 yrs	£22,394	

### Job Level D

	<b>Proportion of staff</b>	<b>Average time in grade</b>	<b>Average pay</b>	<b>Average female vs average male salary</b>
Female	68.5%	2.77 yrs	£29,369	+1.3%
Male	31.5%	2.04 yrs	£28,993	

### Job Level E

	<b>Proportion of staff</b>	<b>Average time in grade</b>	<b>Average pay</b>	<b>Average female vs average male salary</b>
Female	60%	3.53 yrs	£38,870	-0.13%
Male	40%	3.12 yrs	£38,921	

### Job Level F

	<b>Proportion of staff</b>	<b>Average time in grade</b>	<b>Average pay</b>	<b>Average female vs average male salary</b>
Female	59.2%	3.32 yrs	£50,435	+0.79%
Male	40.8%	3.87 yrs	£50,035	

### Job Level G

	<b>Proportion of staff</b>	<b>Average time in grade</b>	<b>Average pay</b>	<b>Average female vs average male salary</b>
Female	54.8%	1.65 yrs	£62,902	-3.2%
Male	45.2%	3.27 yrs	£64,981	

### Job Level G2

	<b>Proportion of staff</b>	<b>Average time in grade</b>	<b>Average pay</b>	<b>Average female vs average male salary</b>
Female	50%	1.17 yrs	£80,984	-0.49%
Male	50%	1.52 yrs	£81,385	

### Job Level H

	<b>Proportion of staff</b>	<b>Average time in grade</b>	<b>Average pay</b>	<b>Average female vs average male salary</b>
Female		-		N/A
Male	100%	2.58 yrs	£113,684	