

ICO Gender Pay Gap reporting requirements as at 31 March 2023



Measure		%
1. Mean Gender Pay Gap (Ordinary Pay)		7.6%
2. Median Gender Pay Gap (Ordinary Pay)		7.3%
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	Female	97%
	Male	97%
6. Proportion of male and female employees in each pay quartile:		
Quartile	Female %	Male %
First (lower) quartile	69%	31%
Second (lower middle) quartile	65%	35%
Third (upper middle) quartile	62%	38%
Fourth (upper) quartile	58%	42%
Organisation	63%	37%

The average (mean) salary for female staff in the ICO is £40,613 (this equates to **£21.11 per hour**).

The average salary for male staff is £43,965 (this equates to **£22.85 per hour**). This represents a gap of **7.6%**.

The median salary for female staff is £35,996 (this equates to **£18.71 per hour**).

The median salary for male staff is £38,818 (this equates to **£20.18 per hour**). This represents a pay gap of **7.3%**.

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

Job Level B

	Proportion of staff	Average time in grade (years)	Average pay	Average female vs average male salary
Female	77.5%	2.5	£22,313	-0.4%
Male	22.5%	2.7	£22,231	

Job Level C

	Proportion of staff	Average time in grade (years)	Average pay	Average female vs average male salary
Female	67.3%	1.6	£25,363	-0.8%
Male	32.7%	1.3	£25,157	

Job Level D

	Proportion of staff	Average time in grade (years)	Average pay	Average female vs average male salary
Female	67.6%	1.9	£32,768	-1.0%
Male	32.4%	1.8	£32,438	

Job Level E

	Proportion of staff	Average time in grade (years)	Average pay	Average female vs average male salary
Female	59.7%	3.0	£42,904	0.2%
Male	40.3%	3.3	£42,978	

Job Level F

	Proportion of staff	Average time in grade (years)	Average pay	Average female vs average male salary
Female	61.7%	2.7	£56,225	0.4%
Male	38.3%	2.5	£56,442	

Job Level G

	Proportion of staff	Average time in grade (years)	Average pay	Average female vs average male salary
Female	49.2%	1.5	£70,476	3.7%
Male	50.8%	2.1	£73,156	

Job Level G2

	Proportion of staff	Average time in grade (years)	Average pay	Average female vs average male salary
Female	61.9%	1.9	£92,649	0.8%
Male	38.1%	2.6	£93,394	

Job Level H

	Proportion of staff	Average time in grade (years)	Average pay	Average female vs average male salary
Female	50.0%	1.3	£112,047	15.7%
Male	50.0%	2.1	£132,948	