Gender Pay Gap report

The Money and Pensions Service

March 2022

Money & Pensions Service

Introduction

This report sets out the gender pay gap statistics for the Money and Pensions Service, in relation to the 2021/22 reporting year. The information presented in this report has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and is legally compliant.

Organisational context

We are an arm's-length body, sponsored by the Department for Work and Pensions, with a joint commitment to ensuring that people throughout the UK have guidance and access to the information they need to make effective financial decisions over their lifetime.

We help people – particularly those most in need – to improve their financial wellbeing and build a better, more confident future. Working collaboratively across the UK, we make sure customers can access high-quality money and pensions guidance and debt advice throughout their lives, how and when they need it.

Foreword

At the Money and Pensions Service, our vision is for everyone to make the most of their money and pensions. We are here to help people make the best financial choices available to them throughout their lifetime.

Although the prevalence of Covid-19 continues to decline in the UK, the last few years has brought the importance of financial wellbeing to the forefront and people will continue to require our services now than ever.

It is vital that we continue to understand the range of disproportionate impacts and associated needs of people across the UK as people transition back into a 'normalised' way of life. We want to understand and use findings about material causes of financial inequalities, barriers and challenges that specific groups have to achieving financial wellbeing.

Equality, Diversity and Inclusion (EDI) is fundamental to achieving our vision and mission and we are committed to building an organisation that is diverse, fair and inclusive, underpinned by our values of caring, connecting and transforming.

The diversity of our people is a strength that we embrace and continue to build upon because as an organisation; we must represent the diversity of our customers.

As part of our commitment to social equity, and in line with our equality, diversity and inclusion (ED&I) strategic objectives, we recognise the importance of publishing pay gap information.

We are now in our second year of reporting, and I am pleased to see that we have closed the slight gender pay gap in favour of women from last year from -4.1 percent to zero percent mean pay gap. Although our median pay gap has shifted this year from -2.1 percent in favour of women to 1.1 percent in favour of men.

We are committed to providing opportunities for all genders at all levels across the organisation. Our Executive leadership team has an equal split of men and women, and our Senior Management Team is comprised of 58 percent women.

We will keep driving this agenda to ensure that we continue to be representative and pay fairly across gender.

Caroline Siarkiewicz

Chief Executive Officer

What is the gender pay gap?

The gender pay gap is a high-level difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

The gender pay gap has many contributing factors which will differ from organisation to organisation, across sectors and across geographical locations. These factors may or may not be unlawful or discriminatory, guided by society or cultural aspects, or as a result of internal organisational practices.

It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.

The snapshot date for this report is 31 March 2021 and includes all employees of MaPS (and legacy organisations).

Measures included in the report

- **mean gender pay gap** – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- **median gender pay gap** – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- **mean bonus gap** – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
- **median bonus gap** – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
- **bonus proportions** – the proportions of male and female relevant employees who were paid bonus pay during the relevant period.
- **quartile pay bands** – the proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

The mean or median pay gap - ordinary and bonus - must be expressed as a percentage of the mean or median bonus pay of employees who are men. Where a result is negative, this indicates that the pay gap is in favour of women.

By monitoring the diversity profile of our workforce, we can identify issues and plan accordingly to close any emerging gaps. The data allows us to understand the levels of gender equality in our organisation and the balance of male and female employees at different levels.

We confirm that data presented in this report is accurate and has been calculated according to the requirements and methodology set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

This report outlines details of our pay gap report for 2022, which we will publish annually, in line with the regulations.

Gender composition

Our data indicates that our workforce is broadly proportional in terms of gender balance, with women representing just under half of the workforce as at the snapshot date of 31 March 2021.

49% women | **51%** men

Gender pay gap in hourly pay

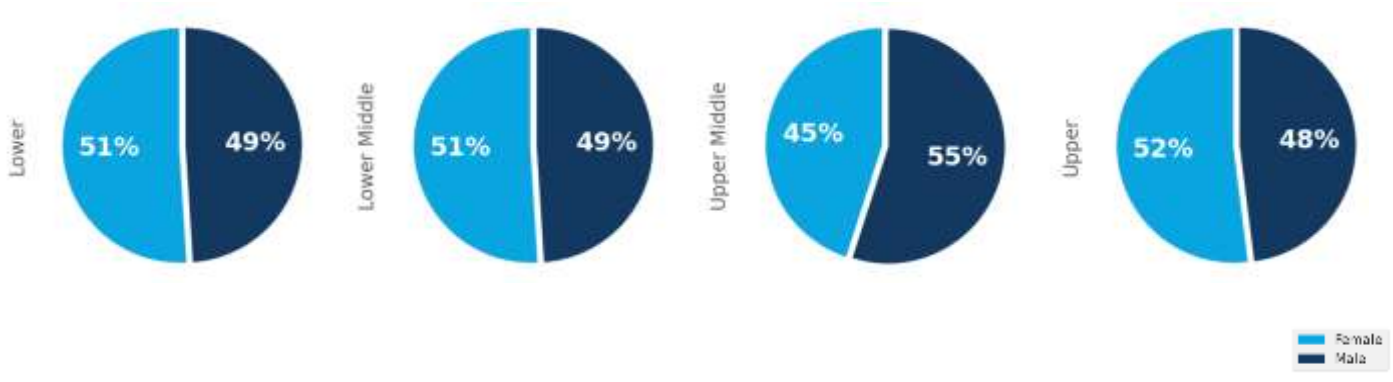
Our data indicates that whilst we do not have a pay gap in mean ordinary pay, we do have a marginal pay gap of 1.1 percent in median ordinary pay in favour of men. This is a slight difference from our 2021 gender pay gap report, which indicated a mean of -4.0% and median of -2.1% both in favour of women.

Our gender pay gap figures compare favourably to the 2021 Civil Service mean of 7.8% and median 8.1%.

	MaPS 2022	MaPS 2021	DWP 2021	Civil Service 2021	UK 2021 (ONS*)
Mean	0.0%	-4.0	4.2%	7.8%	-
Median	1.1%	-2.1	0.0%	8.1%	15.4%

** ONS Labour Force Survey 2021 source:* Gender pay gap in the UK - Office for National Statistics (ons.gov.uk)

Proportion of men and women in each pay quartile



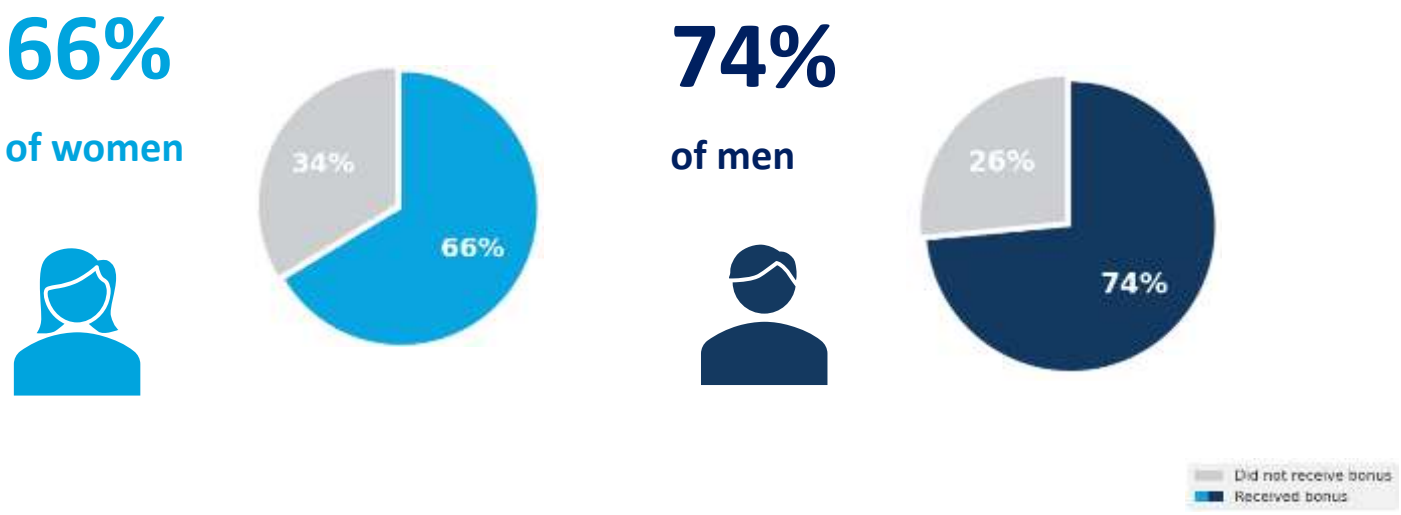
Bonus payments gender pay gap

The data shows that whilst a greater proportion of men received a bonus, the bonus payments received by women were higher, on average.

The reason why the data shows that fewer women that received a bonus than men is due to turnover between August 2020 (when the bonuses were paid) and the snapshot date of 31 March 2021.

	MaPS 2022	MaPS 2021	DWP 2021	Civil Service 2021	UK 2021 (ONS)
Mean	-2.9%	-55.9%	14.7%	29.3%	N/A
Median	-10.3%	-145.4%	13.5%	40.5%	N/A

Proportion receiving a bonus payment by gender



In 2020/21, bonuses were paid to everyone as a percentage of base pay, pro-rated for the length of service in the performance year. Therefore, we'd expect that all men and all women received a bonus (apart from a few cases who were on poor performance measures). However, as at the snapshot date, 66% of women and 74% of men received a bonus in the prior 12 months.

The reason why this is the case is because the population as at the snapshot date (31 March 2021) was different, as it excluded people who received a bonus in August 2020 but left before March 2021, and it included new people who joined after April 2020 and did not qualify for a bonus. The turnover of men and women is roughly the same (51% women, 49% men) but we hired more women between April 2020 and March 2021 (55% women, 45% men). As the new hires did not receive a bonus for the previous performance year, the overall population who haven't received a bonus as at the snapshot date was unbalanced.

Summary

In our commitment to create a diverse and inclusive workforce, we are confident that our pay structures are not discriminatory in their design.

This is our second gender pay analysis and shows that we continue to have a good gender balance at every level and that we do not have a mean gender pay gap, but a slight median gender pay gap in favour of men.

It is important that we capture any learning and good practice to ensure we continue to be representative and pay fairly across gender.

In 2021, we committed to extending and publishing our pay gap analysis for (i) ethnicity and (ii) disability and neurodiversity, which will be available in Q1 2022/23.

More detailed information is available in our **Equality Information 2022** and our **Equality, Diversity & Inclusion Strategic Objectives**, which can be found at https://www.moneyandpensionsservice.org.uk/public-information/.