



Gender Pay Gap Report 2023



Money &
Pensions
Service

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Introduction



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.

Organisational context

We are an arm's-length body of Government, sponsored by the Department for Work and Pensions. Our vision is everyone making the most of their money and pensions, and through our MoneyHelper services we ensure that people throughout the UK have guidance and access to the information they need to make the right financial choices for them, throughout 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.

The importance of financial wellbeing is at the forefront, particularly in the current climate where increasing cost of living pressures continues to put a strain on people across the UK. As need for our services is expected to increase, it is vital that we understand the range of different impacts and associated needs of people across the UK so that we can develop and provide high quality services that consider people's protected characteristics, vulnerabilities and support individual needs.

Equality, Diversity & Inclusion at MaPS

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.

We value the diversity we have at MaPS and see it as key to our ambition, and so the diversity of our workforce must reflect our customers and communities to truly understand their needs.

We want MaPS to be fully inclusive, attracting and retaining diverse talent where colleagues thrive and deliver their best performance.

We will continue to provide opportunities for all genders at all levels across the organisation. There is good gender balance across MaPS overall with a composition of 48% women and 52% men. At our leadership level, which is comprised of our Executive Leadership Team (ELT), Senior Management Team (SMT) and Leadership Forum (LF), the composition is 58% women and 42% men.

Background of our pay gap reporting

In accordance with the Public Sector Equality Duty, MaPS published its first Gender Pay Gap report in March 2021. This report enabled us to understand the position that MaPS was in and what further work needed to be done to close the gap. We are now in our third year of reporting.

The Public Sector Equality Duty also requires us to publish our Equality, Diversity & Inclusion (EDI) Strategic objectives every four years, this was published for the first time in March 2021 also and can be found in a separate report¹. These objectives provide us with a roadmap over four years and reflect our ambitions on building an organisation that is diverse, fair and inclusive.

One of the underlying actions to support our EDI strategic objectives is to achieve an 0% pay gap. We were pleased to report in 2022 that we achieved a mean pay gap of 0% in ordinary pay. There was a marginal pay gap of 1.1% in median ordinary pay and data for bonus pay indicated a mean of -2.9% and median of -10.3% both in favour of women.

¹ <https://moneyandpensionservice.org.uk/wp-content/uploads/2021/03/equality-diversity-inclusion-strategic-objectives-march-2021.pdf>



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 across different organisations, sectors and 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 2022 and includes all employees of MaPS.

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 2023, which we 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 2022.



Gender pay gap in hourly pay

Our data indicates that we have a very slight pay gap of 3.6% (median hourly pay) and an even lower gap in mean ordinary pay of 1.4%.

The pay gap data across MaPS has remained largely positive since our first pay gap report in 2021, with slight shifts in mean and median hourly pay during this time. Based on historical data, we are confident that our pay structures are fair and continue to be reflected in our pay gap data for gender.

	MaPS 2023	MaPS 2022	MaPS 2021
Mean	1.4%	0.0%	-4.0
Median	3.6%	1.1%	-2.1

How we compare against the Department for Work & Pensions, Civil Service and UK ONS data

	DWP 2022	Civil Service 2022	UK 2022 (ONS*)
Mean	5.9%	8.5%	-
Median	0.0%	11.3%	14.9%

* ONS source: [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/gender-pay-gap)

We compare favourably with the overall median pay gap across the UK according to the ONS data – 14.9% in 2022.

We also compare favourably to the mean gender pay gap for the Department for Work & Pensions – 5.9% in 2022.

We compare favourably with the mean (8.5%) and median (11.3%) gender pay gap for the Civil Service in 2022.

Bonus payments

We made a one-off discretionary recognition payment (bonus) for all eligible colleagues across all levels – including our Executive Leadership Team – in the August 2021 pay cycle. This payment relates to organisational performance during the previous financial year 2020/21.

The bonus amount is based on the length of service in the 2020/21 performance year and payment was paid to anyone who completed at least one month's service between 1 April 2020 and 31 March 2021.

Colleagues with 12 months of service or more received 4.8 percent of base salary (excluding any allowances) and those with less than 12 months received a proportion of this based on the number of full months of service completed in the 2020/21 performance year.

Colleagues who were deemed to be either a poor performer or underperforming were not eligible for the one-off discretionary payment.

Bonus payments - gender pay gap

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

The reason why some people are reported as not having received a bonus is due to turnover between August 2021 (when the bonuses were paid) and the snapshot date of 31 March 2022. Some colleagues who received a bonus in August were not in post as of snapshot date of March 2022. Similarly, some new colleagues who joined after April 21 have not qualified to receive a bonus due to their length of service.

	MaPS 2023	MaPS 2022	MaPS 2021
Mean	2.6%	-2.9%	-55.9%
Median	-0.8%	-10.3%	-145.4%

How we compare against the Department for Work & Pensions, Civil Service and UK ONS data

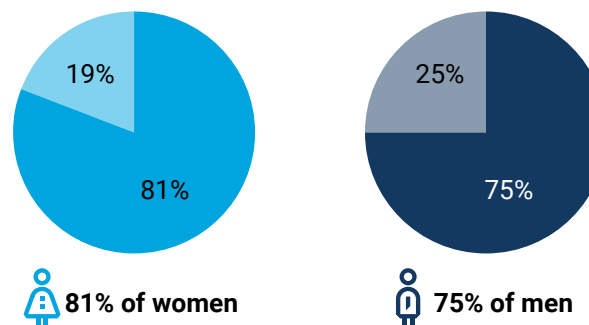
	DWP 2022	Civil Service 2022	UK 2022 (ONS*)
Mean	14.6%	27.4%	N/A
Median	14.7%	37.1%	N/A

We compare favourably to the overall median bonus (14.7%) and the mean bonus pay gap (14.6%) for the Department for Work & Pensions in 2022.

We also compare favourably to the overall median bonus (37.1%) and the mean bonus pay gap (27.4%) for the Civil Service in 2022.

Proportion receiving a bonus payment by gender

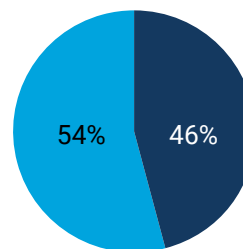
81% of women received a bonus whilst 75% of men received a bonus.



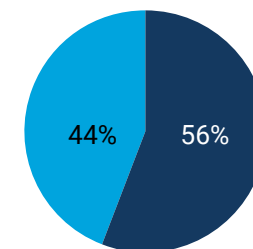
Proportion of men and women in each pay quartile

The below charts show the percentage of women and men in each pay quartile across MaPS. The quartiles are roughly aligned to our gender composition, where we have a higher percentage of women at leadership level roles, versus MaPS overall, which has a composition of 48% women and 52% men.

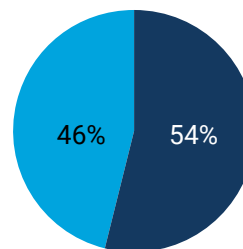
Lower



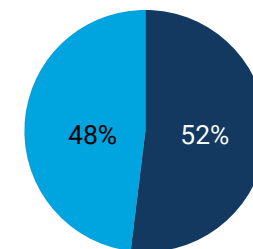
Lower Middle



Upper Middle



Upper



Actions

We are committed to achieving an 0% gender pay gap and will continue to provide opportunities for all genders at all levels across the organisation. There are some areas that we will drive forward and have targeted actions to support this agenda and our EDI strategic objectives:

- **Leadership development – Remarkable Women:** we are trialling a 12-month leadership programme, which is centred around women only. Our trial candidates include members of our Executive and Senior Management Teams, and several members of our Ethnic Diversity and Allyship Network (Edan). This programme looks at leadership mindset, creating connections, developing relationships, creating change through changing habits and unlocking individual missions. This is a twelve-month programme that includes a monthly live and interactive masterclass, bonus masterclasses and additional working groups. We want to ensure that colleagues are confident that we will invest and support women at all levels to progress, develop and strive towards leadership level.
- **Flexible Working policy:** we are currently working alongside our Colleague Consultative Group, Prospect (Trades Union), and our colleague network groups to complete and publish our Flexible Working policy and corresponding Equalities and Vulnerability Impact Assessment.
- **Colleague Networks:** we have established and embedded the Women's Health Network, whose goals are to design, facilitate, and deliver organisation-wide activities under three streams - events, education and social. And to focus on the Women's health agenda, including but not limited to targeted action and education on menopause, endometriosis, fibroids, periods and menstruation, etc. Awareness days will include International Women's Day, Mental Health Awareness Week, Menopause Awareness Day, Ovarian Cancer Awareness Month, Breast Cancer Awareness Month and Caesarean Section Awareness Day, etc. We have also established a Neurodiversity Network who has an additional working group that focuses on parents and carers.

Summary



As part of our commitment to social equity, and in line with our equality, diversity and inclusion (EDI) strategic objectives, we recognise the importance of analysing and publishing pay gap information and will keep driving this agenda to ensure that we continue to be representative and pay fairly across gender.

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 third gender pay analysis and shows that we continue to have a good gender balance at every level.

More detailed information is available in our:

- **Equality Information 2023** <https://www.moneyandpensionsservice.org.uk/public-information/>
- **Equality, Diversity & Inclusion Strategic Objectives** <https://moneyandpensionsservice.org.uk/wp-content/uploads/2021/03/equality-diversity-inclusion-strategic-objectives-march-2021.pdf>

