

# Gender Pay Gap Report

2023



---

# Foreword from C

Today we publish our seventh Gender Pay Gap report. At SIS we recognise that this level of transparency is important in holding us to account and demonstrating our commitment to close the gap. The pay gap is one of a number of metrics that we regularly monitor to identify and explore inequality, and drive accountability and delivery across the Service. In a fully representative and inclusive organisation, the pay gap would be zero. This is something we are striving to deliver, both because it makes us more effective, and because it is the fair thing to do.

This year, there has been little change in the mean gender pay gap, but an increase in the median gap; so we are not where we should be. We need to focus on the interventions that will have a positive impact in narrowing this gap next year.

We have an ambitious set of plans to tackle some of the barriers to women having long and fulfilling careers in the Service. We will also continue to work on our key priorities of attracting, recruiting and developing talent at all levels given that women continue to be under-represented at some grades and roles.



---

# Background

In early 2017, the government passed legislation to make it a statutory requirement for organisations with 250 or more employees to report annually their gender pay gap.

The gender pay gap report shows the difference in the average pay between all men and all women in a workforce. If a workforce has a gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

The gender pay gap is different to Equal Pay.

Equal Pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. SIS promotes the equitable treatment of all employees in its pay and reward.

Our mean gender pay gap this year remains stable, but our median pay gap has increased. The analysis of our pay data shows that the main cause of the pay gap is a disproportionate number of women in lower to middle grades. But other factors such as recruitment, retention, and progression have also contributed to these changes.

---

## Percentages

As at 31st March 2023, SIS' workforce headcount was made up of:

- 38.4% women
- 61.6% men



\* Mean is the sum of all employees' hourly pay, divided by the total number of employees

\*\* Median is the middle-ranked pay when you line all salaries in ascending order

## Mean Gap

The mean\* gender pay gap is the difference between mean pay for female and male employees. In SIS, the mean pay for men is 7.6% higher than for women (in 2022 it was 7.7%) signifying no real improvement.

## Median Gap

The median\*\* gender pay gap is the difference between median pay for female and male employees. In SIS, the median pay for men is 12.9% higher than for women – this is a noticeable increase from 7.1% in 2022.

## Bonuses

The mean gender pay gap for bonuses is the difference between mean bonuses paid to female and male employees. In SIS, the mean gender pay gap for bonuses is 0.7% higher for women than men.

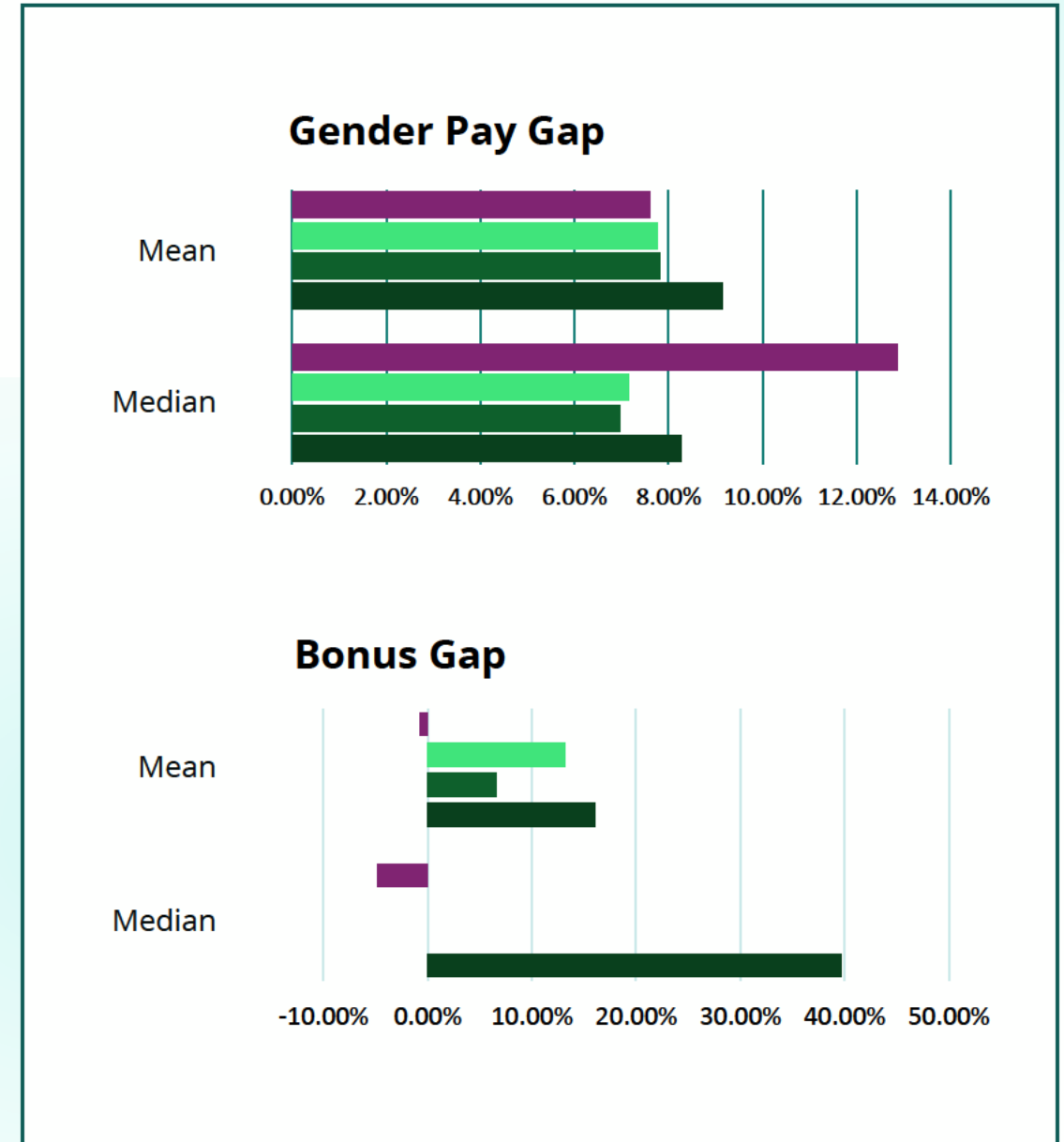
The median gender pay gap for bonuses is the difference between the median bonuses paid to female and male employees. In SIS, median pay for bonuses is 4.8% higher for women than men.

---

# Summary

The mean gender pay gap from 2022 to 2023 has remained stable. The median pay gap has increased due to a range of factors such as recruitment, retention, promotion and changes to some specialist salaries. We have an ethnicity and diversity action plan which reflects this complexity.

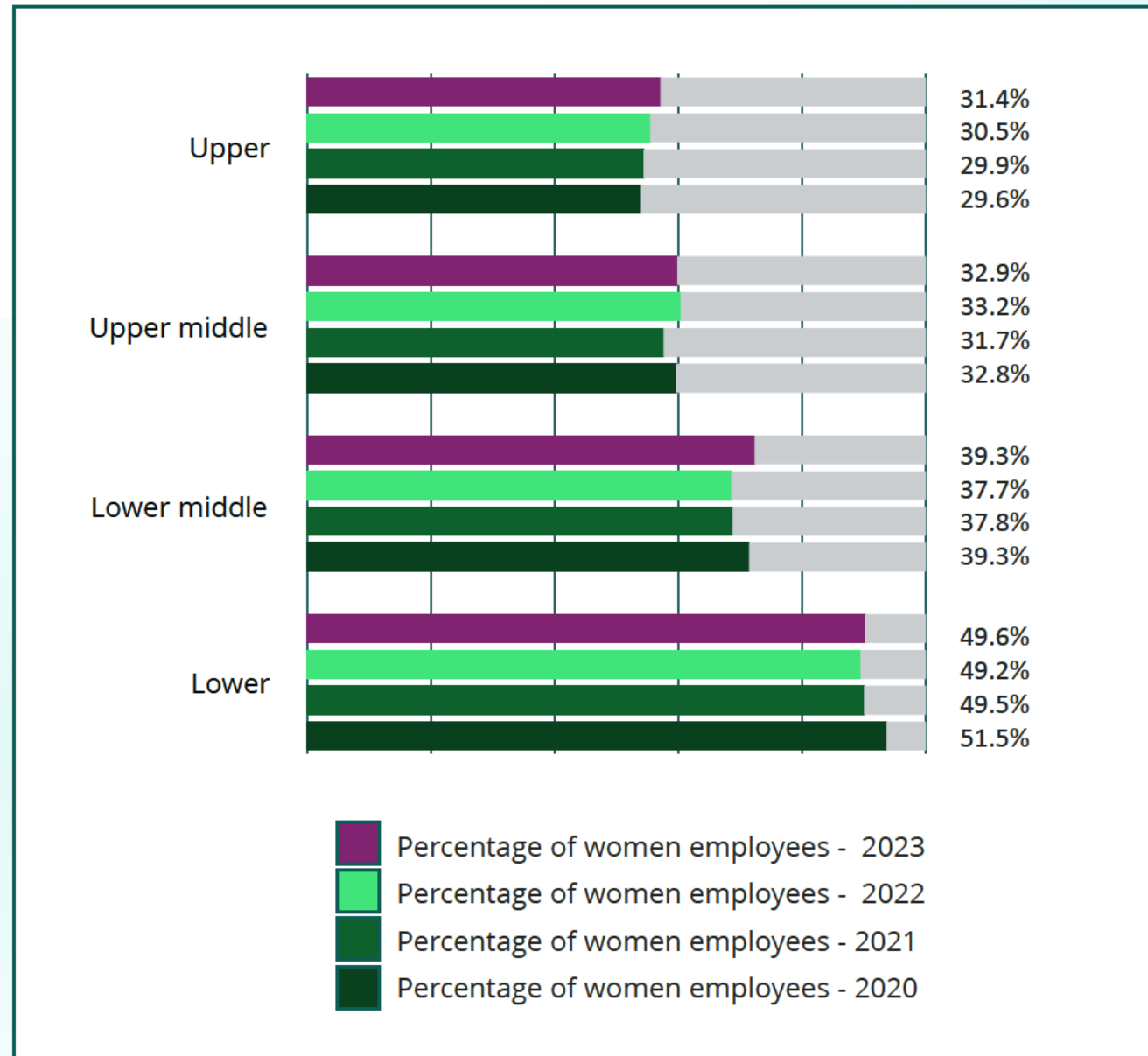
In 2023, median pay for bonuses was 4.8% higher for women than men. The median pay gap for bonuses was 0% in 2021 and 2022.



# Pay Quartiles

These figures highlight the percentage of women across all pay quartiles, compared with recent years.

The percentage of women in the upper quartiles is gradually improving through promotions. The percentage of women in the lower quartile remains steady, close to parity.



---

# Next Steps

The SIS Culture, Diversity and Inclusion Strategy has four thematic pillars, with workstreams across all of them:

- Attraction and recruitment of diverse talent at all levels
- Fostering talent by removing barriers and increasing opportunities at all levels
- Improving inclusion by making SIS a great place to work
- Encouraging accountable leadership and management

For more information about working for SIS, please visit [www.sis.gov.uk](http://www.sis.gov.uk)