



**GCHQ**  
GENDER PAY GAP

**2018**



# GCHQ Gender Pay Gap Report 2018

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Diversity and inclusion are mission critical to GCHQ. Diverse teams drive ingenuity and ensure we are making the most of the UK's talent. It is vital that we create a workplace where each and every one of our staff can be themselves, fulfil their potential, and be rewarded for their dedicated work to keep the UK safe.

## Background

In early 2017 the Government announced legislation making it statutory for organisations with 250 or more employees to report annually their gender pay gap. We believe it is important to be open about our progress, how important equality is to us, and our plans.

The **Gender Pay Gap** shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high 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.

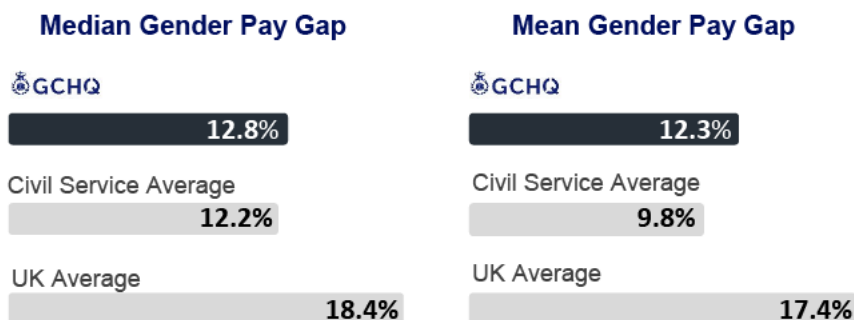
GCHQ promotes the fair treatment of all employees in its pay and reward, irrespective of gender.

## Data

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As at 31 March 2018, the GCHQ headcount is made up of **35%** Women and **65%** Men.

### Ordinary Pay<sup>12</sup>



#### Ordinary Gender Pay Gap 2017-2018

<sup>1</sup> The median gender pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women

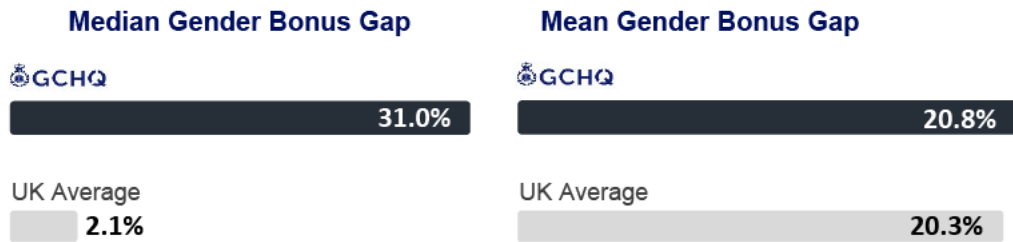
<sup>2</sup> The mean gender pay gap is the difference between average male and female pay

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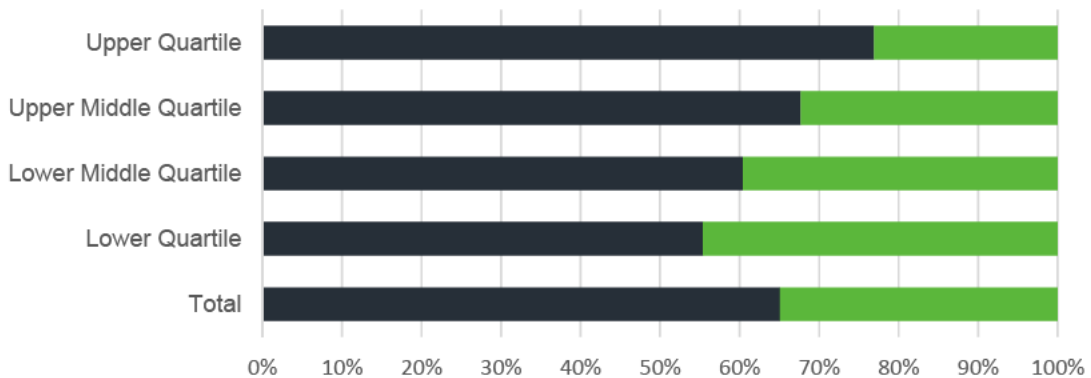
## Bonuses

The proportion of employees paid a bonus is **35.2%** of men and **35.8%** of women.

### Gender Bonus Gap<sup>34</sup>



### Proportion of men and women in each pay quartile:



	Total	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
■ Male	65.1%	55.4%	60.4%	67.7%	76.9%
■ Female	34.9%	44.6%	39.6%	32.3%	23.1%

### Pay Quartile Data 2017-2018

<sup>3</sup> The median gender bonus gap is the difference between the midpoints in the ranges of bonus earnings of men and women

<sup>4</sup> The mean gender bonus gap is the difference between average male and female bonus awards

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## Strategy

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To achieve our mission, we need a blend of skills that include problem solving, technical skills and languages. Such skills are in ever-growing demand. Our Board-endorsed Diversity and Inclusion strategy, and specifically our Gender Equality strategy, set out clear intent and action to improve the way we recruit, retain, and support the progression of women in GCHQ.

## Our Gap

We are proud of the work we are already doing, but the data show there is more to do. Our Gender Pay Gap is caused by two main factors:

- We have a disproportionate number of women in lower grades;
- We have fewer women in our higher paid technical professions.

We are determined to break UK technology industry norms by attracting and training more women into our highest paying professions, and then supporting progression within those professions.

## Progress

- At the end of October 2018 **38% of our senior leaders** are women, an increase on 26% at the end of March 2017.
- We are now putting concentrated effort into **breaking down barriers to progression** by improving our processes.
- We run targeted development programmes to bring on talented women, such as the **Inspiring Future Women Leaders programme**
- We offer tailored development for women in technical professions through our **Catalyst programme**.
- We now have **equal promotion rates for men and women**, we will continue to encourage talented women to apply for promotion to strengthen our pipeline at all levels.
- We support our **active gender networks**, raising awareness of maternity/paternity support, men's mental health and awareness raising events such as equaliTEA.

## Next steps

- Action in our attraction, selection, training and progression, especially for our specialist professions.
- Ongoing analysis of our pay and reward figures to ensure we are taking the right action to address the pay gap.

We believe that great minds don't think alike, so we are working harder than ever to ensure our organisation offers a rewarding career for people with a range of backgrounds and perspectives. We are committed to being world-class at supporting and promoting women in tech, and enabling women at all levels of GCHQ to achieve their potential.