



UK Civil Service Pay Equity Trend

Salary band

All

Function of post

All

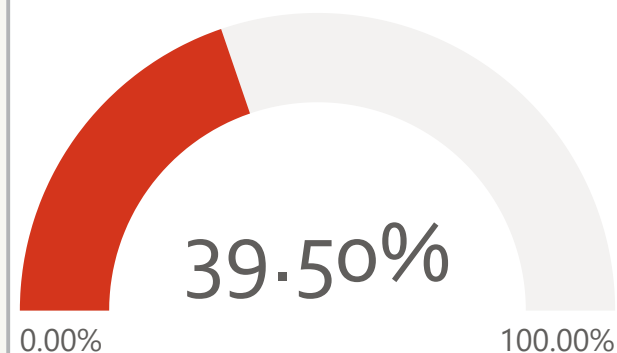
Year

All

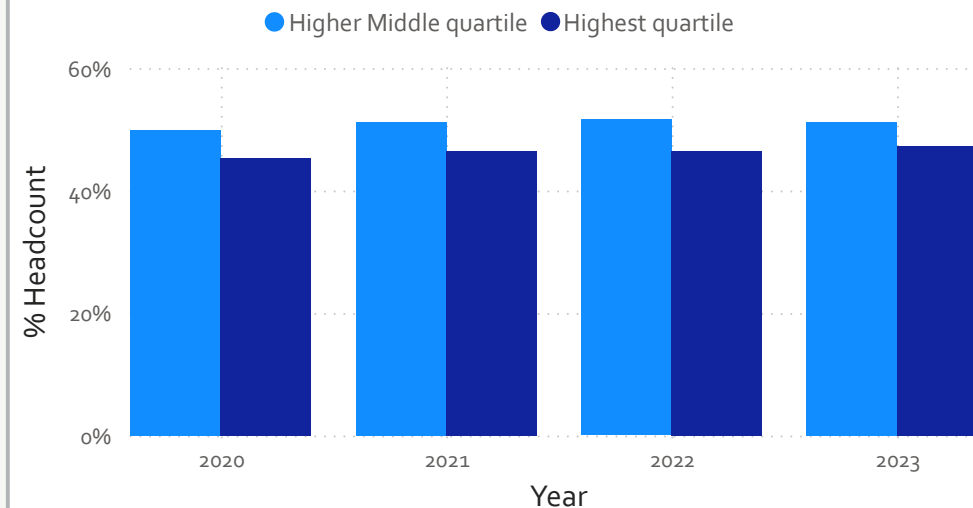
Responsibility level

All

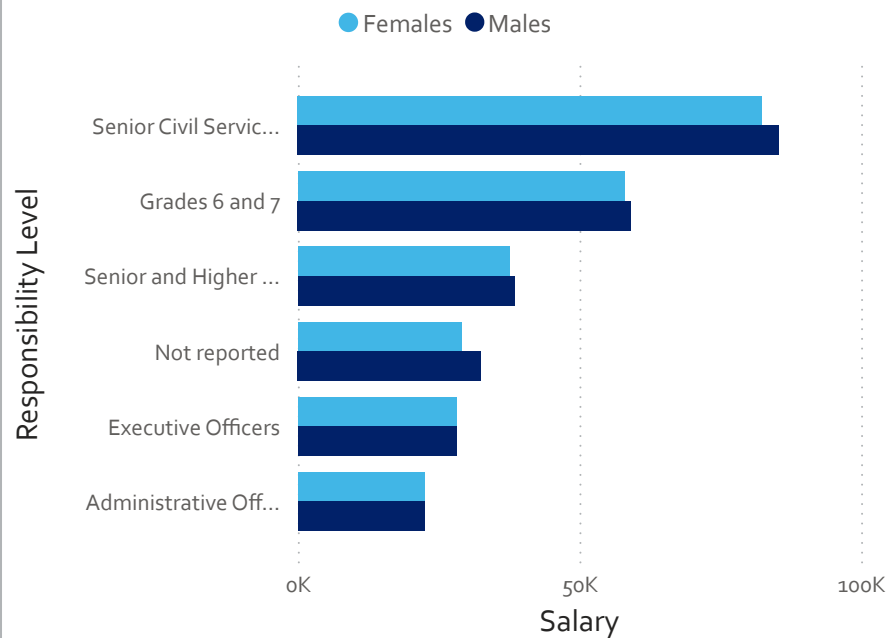
Gender Pay Gap



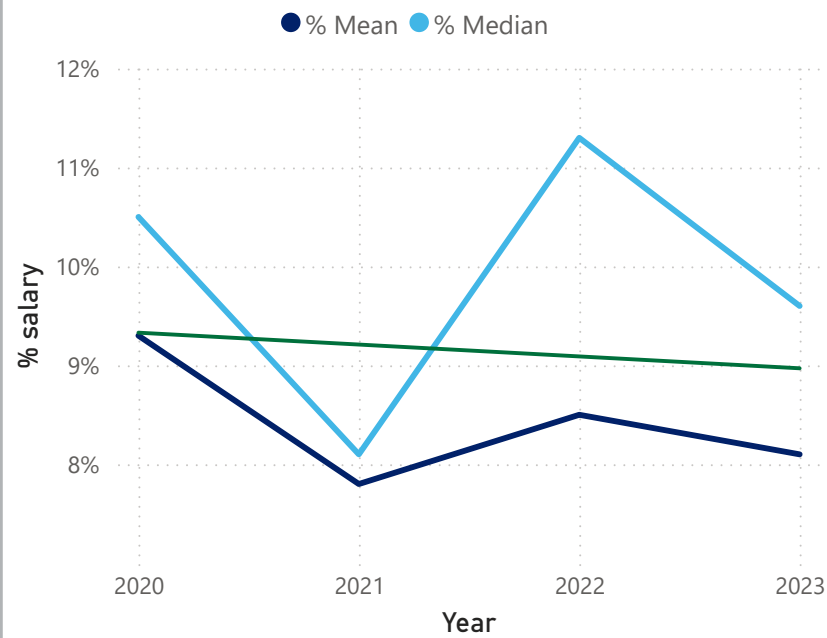
% Female civil servants in top salary quartiles



Median Salary by Responsibility Level



% Mean and % Median Gender Pay Gap Trend



Highest vs. Lowest Salary Quartile - Females





Beyond Gender: Diversity Metrics

Responsibility level

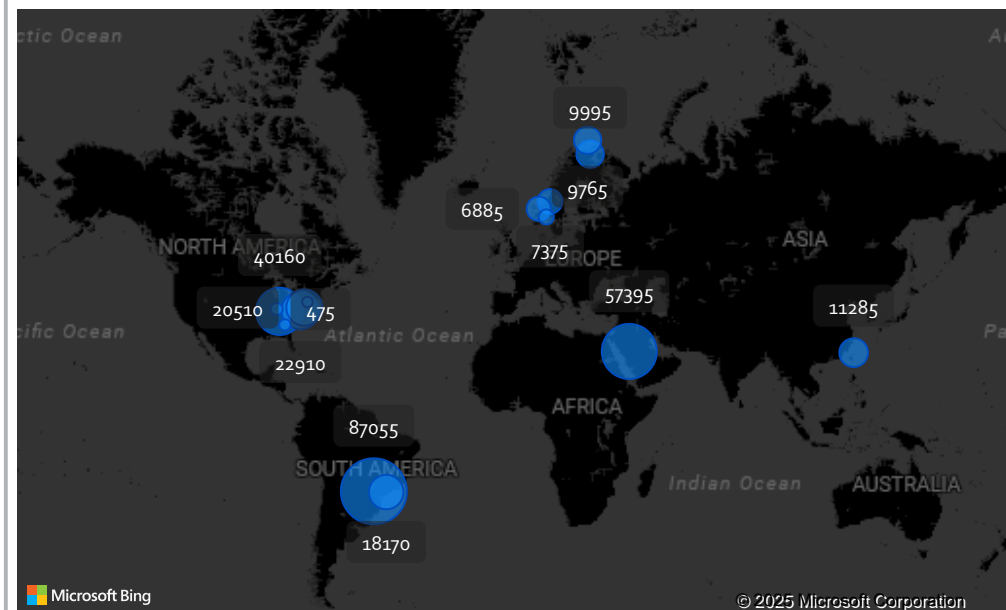
- ☐ Administrative Officers a...
- ☐ Executive Officers
- ☐ Grades 6 and 7
- ☐ Not reported

520K
Total Headcount

424K
Total headcount with ethnic bac...

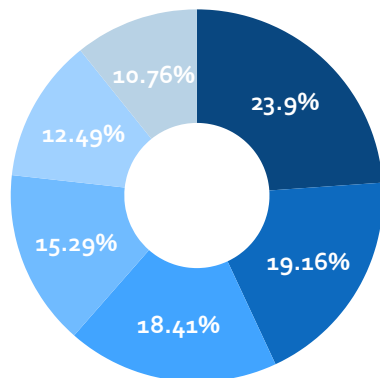
14.57%
Total Ethnic Minority

LGBO headcount across different locations



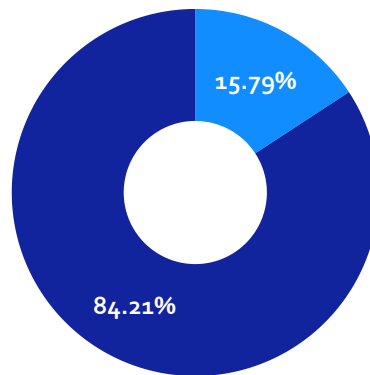
Distribution of Disabled Employees

Responsibility l... ● Not repo... ● Executiv... ● Adminis... ● Senior a... ▶

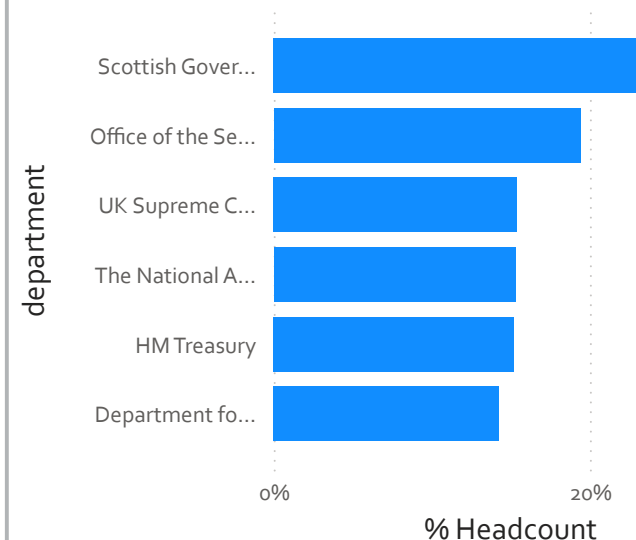


Disabled and Non-disabled

● Disabled ● Non-disabled



Top departments with LGBO representation





GOV.UK

Workforce Pay Structure and Cost Distribution Overview

Salary band

All

Function of post

All

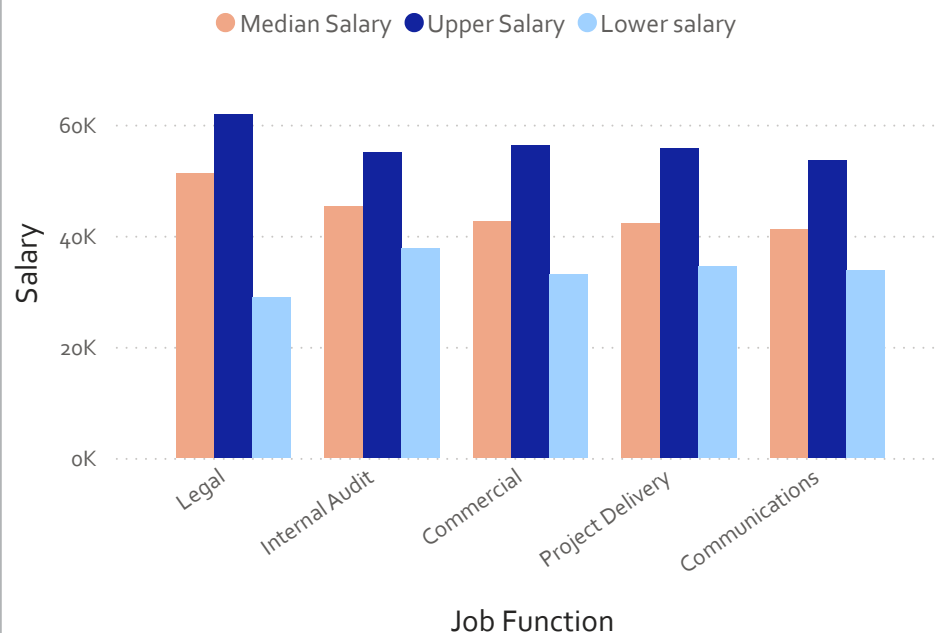
Year

All

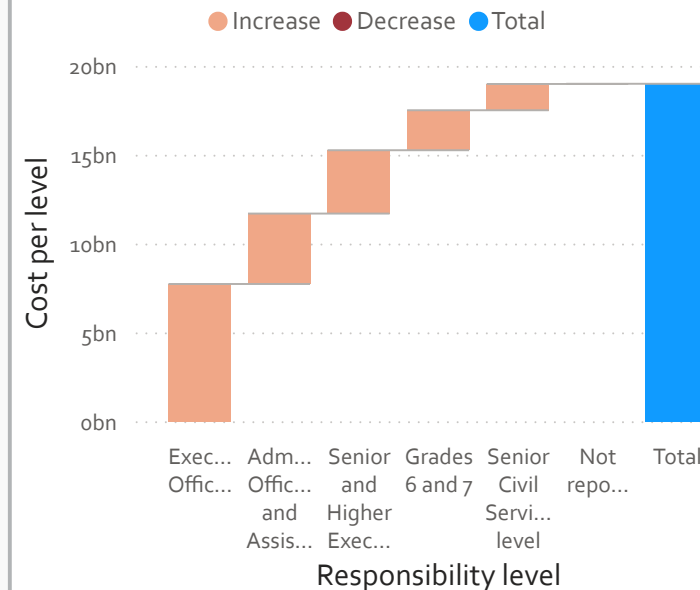
Responsibility level

All

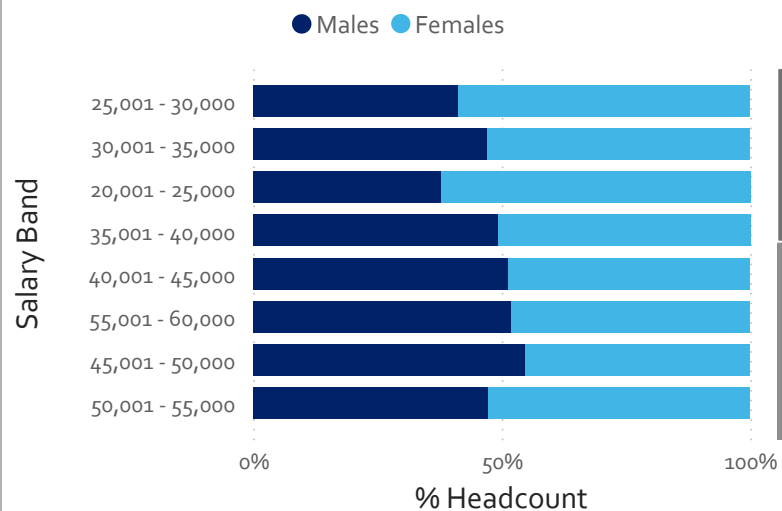
Top 5 Pay Bands by Job Function



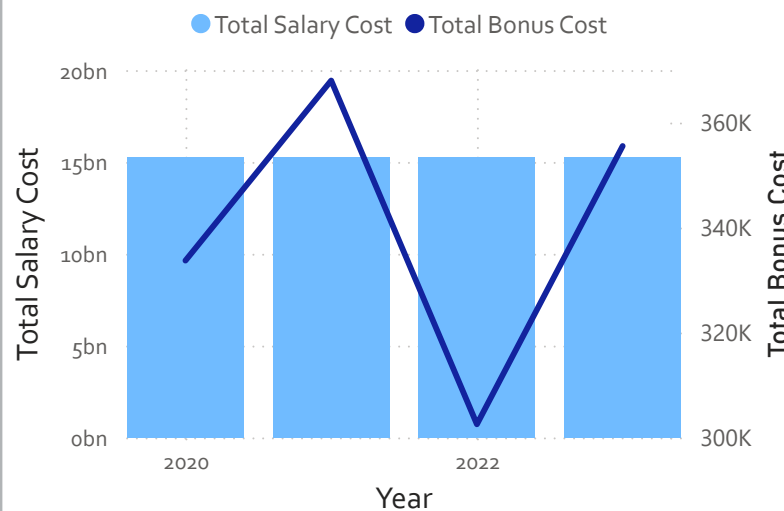
Organizational Cost Concentration by Responsibility Level



Gender Distribution Across Salary Bands



Bonus Pay impact on Total Costs



Top 5 Salary Bands by Number of Employees

