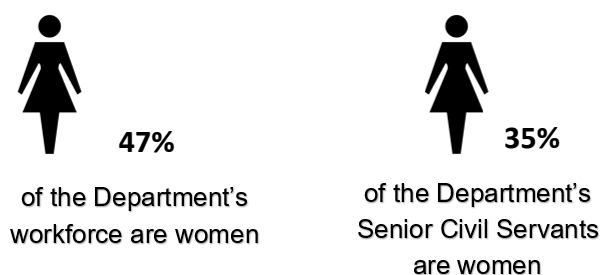


Gender Pay Gap

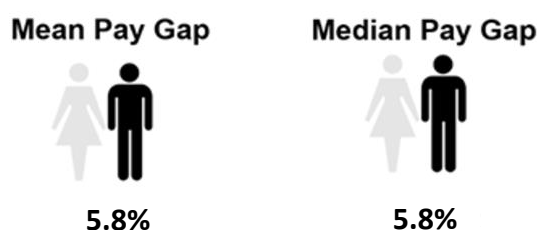
Gender Pay Gap legislation (developed by the Government Equalities Office) introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap for workers in scope as of 31 March 2017.

Ofgem's pay approach supports the fair treatment and reward of all staff irrespective of gender.

Gender Make-up of the Department



Ofgem's Gender Pay Gap



Ofgem uses Senior Civil Service grades. For those levels below the SCS, Ofgem uses bands A-E which are equivalent to AA/AO to grade 6.

Ofgem	Civil Service
Band A	AA/AO
Band B	EO
Band C	HEO
Band D	SEO/G7
Band E	G7/G6

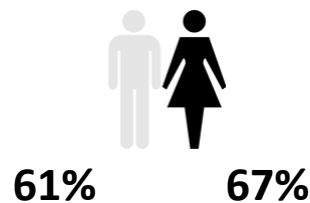
Grades vary according to the level of responsibility that staff have. Each grade has a set pay range. The longer period of time that someone has been in a grade the more we would expect them to earn irrespective of their gender.

Ofgem’s pay gap compares favourably when compared with the Civil Service pay gap of 11.9% (mean), 13.6% (median) as published by the Office for National Statistics (ONS) in March 2016.

Bonus Pay

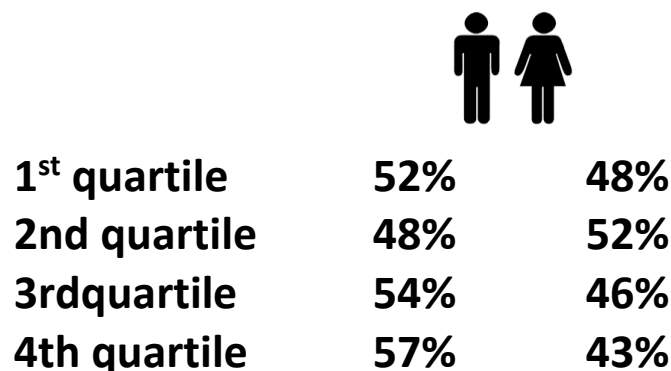


Proportion of males/females paid a bonus



Ofgem’s performance related pay awards were paid as a set percentage of salary based on individual performance. This is calculated irrespective of gender. The bonus gaps show that there is approximately an 11% difference between men and women using both the mean and the median average. This indicates that whilst more women than men receive a bonus, women’s bonuses are smaller.

Pay by Quartiles



The 1st and 2nd quartile demonstrate the more balance of men and women at lower grades in the organisation. Representation of women reduces in the higher

grades – with 35% in the SCS. This is reflected in the greater difference between men and women in the higher quartiles.

Staff included in the Gender Pay Gap data

Included in the data are the department's employed staff. There are no contractors paid via the payroll and therefore no contractor information has been included in the calculations.

Work on eradicating the Gender Pay Gap

Ofgem is committed to ensuring a workplace where every member of staff is rewarded fairly for their efforts.

As part of this, Ofgem has a well established Women's Network which affords an opportunity to raise and address issues in the organisation. The Women's Network, and our other diversity networks, are currently developing a diversity and inclusion strategy which will drive forward work on addressing issues of inequality where they arise.