

ICO Gender Pay Gap reporting requirements as at 31 March 2022



Measure		%
1. Mean Gender Pay Gap (Ordinary Pay)		7.9%
2. Median Gender Pay Gap (Ordinary Pay)		7.9%
3. Mean Gender Pay Gap (Bonus Pay in the 12 months ending 31 March)		0%
4. Median Gender Pay Gap (Bonus Pay in the 12 months ending 31 March)		0%
5. Proportion of male and female employees paid a bonus in the 12 months ending 31 March	Female	98%
	Male	96%
6. Proportion of male and female employees in each pay quartile:		
Quartile	Female %	Male %
First (lower) quartile	64.7%	35.3%
Second (lower middle) quartile	66.9%	33.1%
Third (upper middle) quartile	62.7%	37.3%
Fourth (upper) quartile	53.8%	46.2%
Organisation	62.0%	38.0%

The average (mean) salary for female staff in the ICO is £39,147 (this equates to **£20.35 per hour**).

The average salary for male staff is £42,495 (this equates to **£22.09 per hour**). This represents a gap of **7.9%**.

The median salary for female staff is £34,948 (this equates to **£18.16 per hour**).

The median salary for male staff is £37,964 (this equates to **£19.73 per hour**). This represents a pay gap of **7.9%**.

A further breakdown of salaries by grade and gender is provided below.

Job Level B

	Proportion of staff	Average time in grade (years)	Average pay	Average female vs average male salary
Female	82.8%	4.8	£22,264	1.8%
Male	17.2%	4.4	£21,874	

Job Level C

	Proportion of staff	Average time in grade (years)	Average pay	Average female vs average male salary
Female	60.9%	2.4	£24,725	2.1%
Male	39.1%	1.4	£24,218	

Job Level D

	Proportion of staff	Average time in grade (years)	Average pay	Average female vs average male salary
Female	69.2%	2.7	£31,692	1.3%
Male	30.8%	2.0	£31,291	

Job Level E

	Proportion of staff	Average time in grade (years)	Average pay	Average female vs average male salary
Female	59.7%	3.4	£42,063	0.4%
Male	40.3%	3.6	£41,884	

Job Level F

	Proportion of staff	Average time in grade (years)	Average pay	Average female vs average male salary
Female	57.3%	3.3	£55,168	0.0%
Male	42.7%	2.6	£55,152	

Job Level G

	Proportion of staff	Average time in grade (years)	Average pay	Average female vs average male salary
Female	50.0%	1.5	£68,182	-1.5%
Male	50.0%	2.1	£69,204	

Job Level G2

	Proportion of staff	Average time in grade (years)	Average pay	Average female vs average male salary
Female	52.6%	1.8	£87,100	0.1%
Male	47.4%	2.1	£86,992	

Job Level H

	Proportion of staff	Average time in grade (years)	Average pay	Average female vs average male salary
Female	33.3%	1.1	£111,400	-16.3%
Male	66.7%	4.2	£133,043	