

2017 report

---

# Gender pay gap

---

LEGAL  
OMBUDSMAN

## Overview

The Legal Ombudsman (LeO) is committed to the fair treatment and pay of all its employees regardless of gender. We have a clear policy of paying employees equally for the same or equivalent work regardless of their sex (or any other characteristic).

The Gender Pay Gap legislation introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap for workers which are in scope as of 5 April 2017.

We have decided to publish our data in the interests of transparency even though our headcount was less than 250 at the reporting date. At the time of reporting 67% of our employees were women.

LeO is an independent Non Departmental Public Body which acts autonomously in carrying out its statutory functions. For pay purposes, we are covered by the Ministry of Justice's pay remit and are subject to current public sector pay rules and pay restraint.

## Gender pay gap data

### Average pay gap

Mean gender pay gap in hourly pay 10.0%

We have a positive mean gender pay gap of 10% in favour of men. The key reason for this is that there are more men than women in senior roles and more women than men in junior roles. Separate equal pay analysis has shown there isn't a significant gender pay gap within specific grades.

Median gender pay gap in hourly pay 0.0%

The median gender pay gap is 0.0% as a result of us having a large number of people employed as Investigators on the same pay grade.

### Bonus payments

No bonus payments were made during the reporting period.

## Pay quartiles

Quartile	Men	Women
First (lowest)	31.6%	68.4%
Second	33.3%	66.7%
Third	31.8%	68.3%
Fourth (highest)	40.6%	59.4%

## Commentary

The gender pay gap of **10% in favour of men** is similar to the civil service average of 11%, as per the Office of National Statistics, March 2017 (although this uses a slightly different methodology for calculation).

It is recognised that it may not be possible to reduce the gap to zero in the short term. Because of the relatively low number of employees the pay gap ratios are sensitive to any changes to the make-up of the organisation. Also, the current pay constraints make it difficult to make significant changes to pay.

The current implementation of a new staffing model as part of our change programme, together with the appointment of new CEO, Chief Ombudsman and pool Ombudsmen, may have a significant impact on the pay gap as a large number of employees are changing roles. For this reason we have not implemented any specific initiatives to reduce the gap.

We are however continuing to build on current actions and initiatives including:

- Support for all staff to work flexibly including women returning to work after maternity leave. This includes part time hours, working from home arrangements, compressed hours and our family leave policies. We are planning on signing up to the Working Families initiative.
- Monitoring our pay at Grade level to highlight any differences and taking action if appropriate.
- Growing our own people by ensuring we have effective career pathways and succession plans.

- Improvement of the recruitment process to reduce the potential for unconscious bias.
- Monitoring our recruitment process to ensure opportunities are available to all, regardless of working pattern, where possible.
- Commitment to reporting our gender pay gap in the future.
- Reviewing any future bonus payments to ensure there is minimal gender pay gap.

Rob Powell  
CEO, Legal Ombudsman.