

The Gender Pay Gap at the Home Office

# Exploring the gender pay gap during my time as a data fellow at the Home Office

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The Home Office is based at 2 Marsham Street in London, where I spent the majority of my data fellowship

## Overview of the Data Fellowship

Over 8 weeks I worked within the Central Analysis and Insight Team at the Home Office, based at 2 Marsham Street in London. I was lucky enough to go into the office 1-2 days per week during this time. I was the project lead on two interlinking projects, both focused on the gender pay gap.

1. The first project used the Home Office internal data to study the variation of the gender pay gap when considering other protected characteristics including ethnicity, disability, caring responsibilities and sexuality. I compared these differences by splitting the data by grade, region and team.
2. The second project compared the Home Office gender pay gap with other government departments and public bodies, as well as FTSE 100 companies to understand how they were performing to other comparable organisations.

## Data Analysis

To access the data I needed for my analysis I had to be granted security clearance. I then had access to the internal Home Office data to begin my analysis using both R and Excel

- I used R to observe how the gender pay gap varied when each of the protected characteristics were considered. Creating new code and scripts.
- I transferred my findings into Excel to create data visualisations, including graphs and tables
- I gathered data in excel on each of the government departments, public bodies and FTSE 100 companies
- I used Excel to create summary tables of my findings for each of the variables, ensuring others could easily understand the data without prior knowledge

## Findings

Due to the confidential nature of the work I was conducting I cannot explicitly state the findings of my projects. Additionally, I was provided with a laptop during my project which means I do not have access to my findings as they remained in the internal Home Office systems. I was very lucky to have the opportunity to present my project to the head of statistics at the Home Office as well as the wider team which was a great experience that helped develop my public speaking skills as well

as my presentation skills. I think that the biggest finding of the project is that there is significantly more that needs to be done to combat the gender pay gap, both at the Home Office and at other organisations.

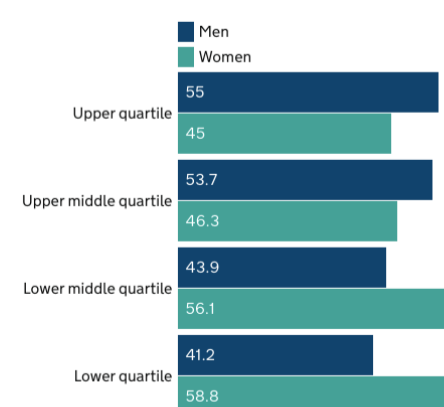
## Key Skills Learnt

My data fellowship taught me so much, and I am extremely grateful to have been given this opportunity. I feel I have improved both my professional skills and my analytical and research skills through this hugely beneficial experience.

- I improved my R skills by developing code to suit my research needs and explored data in ways not previously completed
- I improved my Excel skills to a point where I feel confident using Excel to analyse and visualise data
- I developed my presentation and public speaking skills
- I learnt that acknowledging caveats and expressing the limits of data and findings is not a weakness, and is actually very important when conducting research
- I improved my time management and my ability to meet deadlines
- I had the opportunity to be creative and suggest alternative ways of completing tasks
- I learnt the importance of being able to justify the decisions that I make to others, explaining my reasoning behind these decisions in a clear and concise manner
- I improved my ability to work on a project independently but also know when it was necessary to reach out and ask for help.
- I learnt to trust myself and my decisions, and to have confidence in my work
- I discovered that working with more experienced colleagues can feel intimidating but they are great sources of guidance and are usually very happy to help. I had the chance to reach out to other employees at the Home Office and discover more about their roles and experience which was invaluable to my career development and knowledge of potential future roles of interest to me

Table 3: Percentage of male and female employees in each pay quartile, 2021/22

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2021/22 published Home Office data on the gender split in each pay quartile