

ICO Gender Pay Gap Summary

At the ICO, there are salary bands which are pay ranges for each specific level. When a new job is designed it is assigned to a level. Please see the next page for more information.

Below you can find data relating to pay and gender at the ICO. The data was collected in April 2025 and will be reviewed and updated in April 2026.

Hourly Pay Gap

- When using the median (the middle hourly pay of men in the organisation and the middle hourly pay of women in the organisation), at the ICO women earn 2% less than men. This means for every £1 a man earns, a woman earns 98p. This is because there are more (60%) women at junior/lower paid roles in the organisation.
- When using the mean (average), women at the ICO are paid 11% more than men. This means for every £1 a man earns, a woman earns £1.11. This is because women occupy more (75%) of the senior/higher paid roles in the organisation.

ICO Staff Payscale

April 2025 – March 2026

- Trainee level £22,495 - £24,651
- Assistant level £24,808 - £29,047
- Co-ordinator level £29,047 - £32,563
- Officer level £32,563 - £40,945
- Manager level £40,945 - £46,516
- Senior manager level £46,516 - £54,277
- Head of Department £54,277 - £62,050

Level	Grade	Trainee	Assistant	Coordinator	Officer	Manager	Senior manager	HOD
Trainee – real living wage	0							
National	0	22,495						
London	0	24,651						
Assistant	1		24,808					
	2		27,289					
Coordinator	3		29,047	29,047				
	4			30,806				
Officer	5			32,563	32,563			
	6				34,660			
	7				36,755			
	8				38,851			
Manager	9				40,945	40,945		
	10					42,800		
	11					44,655		
Senior manager	12					46,516	46,516	
	13						49,103	
	14						51,688	
HOD	15						54,277	54,277
	16							56,857
	17							59,439
	18							62,050