

## 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 2026 and will be reviewed and updated in April 2027.

### 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 8% more than men. This means that for every £1 a man earns, a woman earns £1.08.
- When using the mean (average), women at the ICO are paid 18% more than men. This means that for every £1 a man earns, a woman earns £1.18. This is because women occupy more of the senior/high-paid roles in the organisation.

