



National Audit Office

The UK's independent public spending watchdog

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Reference FOI-1516

Date 29 April 2022

NAO'S GENDER PAY GAP REPORT

Thank you for your request of 31 March 2022 for information relating to the National Audit Office's (NAO)'s annual gender pay gap report. The specific information you requested is set out at Annex A, where you will also find our full response.

Your request is being handled under the terms of the Freedom of Information Act 2000 (FOIA).

While we do not hold the specific information to answer your questions, we hope that the additional information we provide in our response is helpful. Annex B sets out the steps you may wish to take if you are not satisfied with the way we have handled your request for information under the FOIA.

Yours sincerely

NAO FOI Team



Annex A

Request for information relating to NAO's gender pay gap report

(Your request in italics, NAO response in plain text)

This is an information request relating to the cost of producing an annual gender pay gap report.

Please include the information for each of the following periods; 2019-20; 2020-21, 2021-22:

- The cost of producing each gender pay gap report, including a breakdown of the cost such as the number of FTE staff working on the report. This should cover the full process of producing the report including research, drafting, proof-reading, communications etc.*
- Any internal assessments of the costs and benefits of producing the report*

If it is not possible to provide the information requested due to the information exceeding the cost of compliance limits identified in Section 12, please provide advice and assistance, under the Section 16 obligations of the Act, as to how I can refine my request.

NAO response

We can confirm that we do not hold information in scope of your request.

With regards to the first point of your request, the NAO does not hold information about the annual costs to produce each gender pay gap report, or a breakdown of the costs in relation to the number of FTE staff involved in working on the reports. Therefore, since we do not record this information, we are unable to supply you with the details you requested.

Additionally, it might be helpful to explain that in our 2020 report we included details of our ethnicity pay gap, and in the 2021 report we incorporated data on our disability pay gap.

Teams involved in producing the report include Human Resources to complete the analysis and draft the report; Internal Audit for quality assurance, and the Communications team to produce and publish the document. The final document is reviewed by Senior Management.

We do not hold any further information that we can provide in response to this question.

In response to the second point of your request, where you ask for *any internal assessments of the costs and benefits of producing the report*, reporting on our gender pay gap ensures we remain compliant with the statutory requirement to do so. Our diversity pay gap reporting provides a key indicator of the progress we are making on our diversity and inclusion strategy and our ambition to become an exemplar employer.

Annex B

Statement of Policy

Our policy is to respond to requests made under the Freedom of Information Act 2000 as helpfully and promptly as possible, having regard to the principles set out in the Act. I therefore hope you are happy with the way we have handled your request. If you are not, then you should take the following steps.

In the first instance, within 40 working days, write to the National Audit Office Freedom of Information (FOI) Team at FOI.requests@nao.org.uk or by post to:

FOI Team, Green 2, National Audit Office, 157-197 Buckingham Palace Road, London, SW1W 9SP
The Head of FOI will arrange a review, which will be conducted by a senior member of staff who was not involved in decisions relating to your original request. Once the review has been completed, we will write informing you of the outcome.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at:
<https://ico.org.uk/>

or

Information Commissioner's Office Wycliffe House Water Lane Wilmslow Cheshire SK9 5AF

***Please note: due to the ongoing Coronavirus situation, some restrictions remain regarding staff access to our office premises. Hard copy post sent to our offices may be subject to delay.**