



UK Research
and Innovation

Gender pay gap report 2019





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Foreword

Foreword by Sir Mark Walport, Chief Executive, UK Research and Innovation

Furthering equality, diversity and inclusion is at the heart of UK Research and Innovation's (UKRI) vision. And a key component of this is ensuring that these principles are embedded in our organisation.

We have made great progress in this area but, as the following report shows, there is still much work to be done.

A variety of complex factors have influenced the pay gap at UKRI and understanding these further is key to tackling the issue effectively. As such, we will carry out in-depth analysis of our data and share this with the community in the hope that it deepens the body of knowledge for the whole sector on this issue and helps to catalyse sector-wide change.

We are already taking a number of actions to address our gender pay gap. These include working to harmonise our approaches to pay and reward across our councils and the roll-out of a new recruitment system that will give us better data on those who apply for UKRI roles.

We will also develop a plan of action tailored to the needs of the whole organisation, and will centrally provide the necessary tools to support the changes we need to make. As the Gender pay gap report does not identify gender pay inequality, we will also carry out an equal pay audit following the completion of the UKRI 2019 pay award.

Our commitment on this issue is clear: our people are central to our vision, and tackling the gender pay gap at UKRI is an important part of our ambition for a research and innovation community in which everyone can thrive.

Introduction to our 2019 report

UK Research and Innovation (UKRI) is an independent, non-departmental public body, formally established on 1 April 2018, bringing together the seven research councils, Innovate UK and Research England.

We are a very diverse organisation, employing people as researchers, specialist support staff (e.g. mariners and engineers) and office-based employees. The analysis in this paper collates employee information from all nine of UKRI's constituent organisations to produce the second annual consolidated gender pay statistics for UKRI.

These data have been calculated using the recommended method from The Advisory, Conciliation and Arbitration Service (ACAS) and are based on hourly earnings. In addition, we have reviewed and adopted where possible the advice of the Royal Statistical Society (RSS) to aid clarity.¹

The overall gender pay gap results can mask significant variation by council, and we therefore publish, analyse and monitor results for each of the research councils, Innovate UK and Research England.

Equality, diversity and inclusion is an integral part of our vision to deliver new knowledge and an enriched, healthier, more sustainable and resilient society and culture, and to contribute to a prosperous economy. We recognise that there is a substantial amount of work to do to understand what drives our gender pay gap and how we may best address it.



¹ <https://www.rss.org.uk/Images/PDF/publications/2019/RSS's%20Proposed%20Reforms%20for%20Gender%20Pay%20Gap%20Reporting.pdf>

Our performance

UKRI's gender pay gap 2019

Gender pay gap data sets out the difference in average pay of all women compared to the average pay of all men within the organisation, regardless of the level of work. A positive figure indicates a pay gap in favour of men and a negative figure indicates a pay gap in favour of women. As required, we publish both the mean and median average. The mean shows the difference between the average hourly earnings of men and women by taking the total pay of women and dividing this by the number of women, and the same for men. The median is found by lining up all employees in two lines, one for women, one for men, in order of pay from highest to lowest. The median gender pay gap then compares the pay difference between the man and the woman standing in the middle of their respective lines. If the sample is quite skewed (e.g. if a few men or a few women receive an uncharacteristically high hourly rate) the median helps provide a more generally representative figure.

On 31 March 2019, UKRI had a mean gender pay gap of 11.7% and a median gender pay gap of 13.7%. In other words, for every £1 that the median man earned, the median woman earned 86p. Both indicators have become wider since the 2018 report.

	31 March 2019	31 March 2018	The gap has become
UKRI mean gender pay gap	11.7%	11.6%	0.1 percentage points wider
UKRI median gender pay gap	13.7%	11.3%	2.4 percentage points wider

“We are committed to reducing our gender pay gap by understanding and addressing its underlying drivers, so that we focus our efforts where they will be effective.”

Jennifer Rubin
 Executive Chair, Economic and Social Research Council (ESRC); Executive Champion for Equality, Diversity and Inclusion, UK Research and Innovation

UKRI's gender bonus pay gap

Comparison of bonus data between 1 April 2018 to 31 March 2019 showed that UKRI had a mean gender bonus pay gap of 9.2%, and a median gender pay gap of 0%. In other words, for every £1 that the median man earned in bonus payments, the median woman also earned £1.

Of all employees, 54% of men and 54% of women within UKRI received a bonus during this period.

	31 March 2019	31 March 2018	The gap has become
UKRI mean gender bonus pay gap	9.2%	8.7%	0.5 percentage points wider
UKRI median gender bonus pay gap	0%	-11.3%²	11.3 percentage points narrower

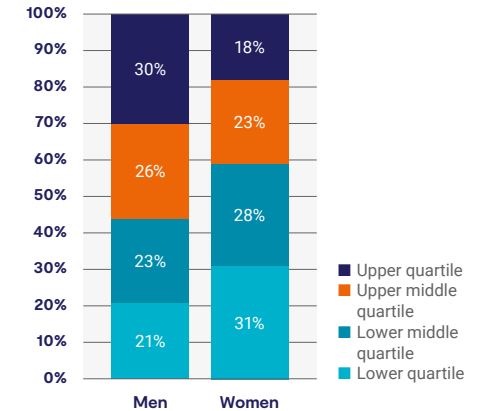
² Our 2018 report showed a median bonus gap of -7.5%. This new calculation removes payments to researchers that are not within UKRI's control and not deemed a 'bonus' such as Clinical Excellence Award and Awards to Inventors.

³ An employee receiving their normal monthly pay in the reference month (excluding those with reduced pay due to leave) regardless of whether they work full or part time.

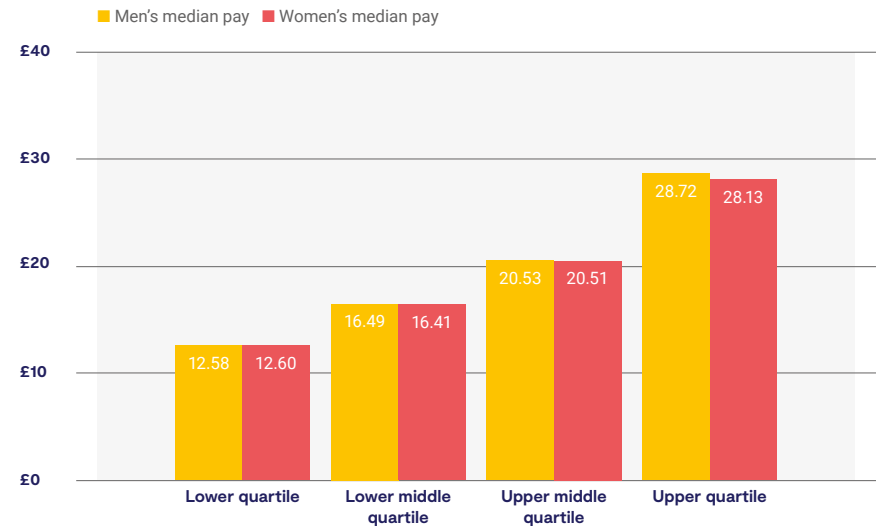
Quartile distribution of employees

A third of men employed at UKRI are in the upper pay quartile of all employees, compared to a third of all the women in the lower pay quartile. As women make up 43% of the total full-pay relevant³ workforce at UKRI, this distribution of pay shows that women are under-represented in the upper pay quartiles.

Following the advice of the RSS we also present the median hourly pay gap per quartile for each of our constituent parts.



Median hourly pay gap per quartile





Our next steps

Evolving our organisation

UKRI is a relatively new organisation composed of nine constituent parts. Bringing these individual organisations together under one umbrella presents both significant challenges and great opportunity.

We employ people in a large variety of roles and professions, from scientists through to office staff. Each council leads on its own recruitment and promotion processes and these vary from location to location. For instance, in addition to a core group of employees employed on open-ended contracts, we hire people on fixed term contracts for specific projects with a defined end date, and use secondments as a way of rapidly increasing our knowledge base.

Across UKRI there are an array of legacy terms and conditions of employment. The creation of UKRI presents an opportunity to address legacy differences in approaches to pay and reward. The harmonisation of these approaches is a significant task that started in 2018 and is still ongoing. As part of this work, we will also be considering the equality of bonus opportunity across UKRI, which is likely to impact our future gender pay gap.

Increasing our understanding

To better understand the drivers behind our gender pay gap we will conduct more detailed analysis of the data, which will also seek to understand ethnicity and intersectional pay gaps.

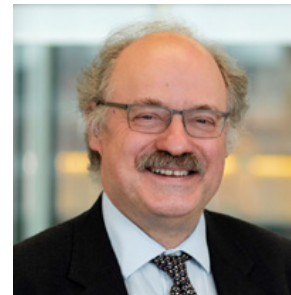
In our 2018 report, we listed pan-UKRI activities that are still underway, including the planned introduction of a new recruitment system which will give us better data on those who apply for UKRI roles. An equal pay audit will be undertaken at an appropriate point.

Creating tools and interventions

We will develop a plan of action to address the gender pay gap across the whole organisation and in our 2020 report we will detail the approach being taken across our councils and our Central Services. We will centrally provide the necessary tools to support the changes we need to make and in our next report will illustrate how we will evaluate the impact of these interventions.

Declaration

These data have been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Professor Sir Mark Walport
Chief Executive of UKRI



Professor Jennifer Rubin
Executive Chair, ESRC and UKRI
Executive Champion for Equality,
Diversity and Inclusion



Sue Donaldson
Chief People Officer

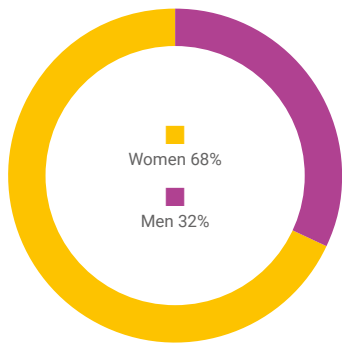
Our councils' data



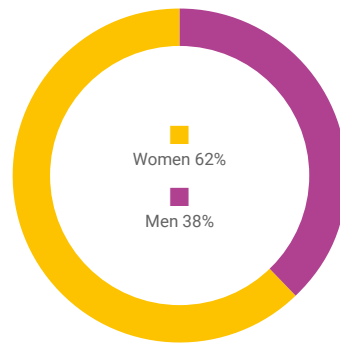
	31 March 2019	31 March 2018	The gap has become
AHRC mean gender pay gap	9.0%	12.1%	3.2 percentage points narrower*
AHRC median gender pay gap	14.4%	0.4%	14.0 percentage points wider

* Rounding has been applied to these figures.

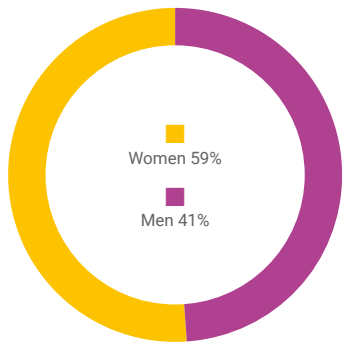
Lower quartile



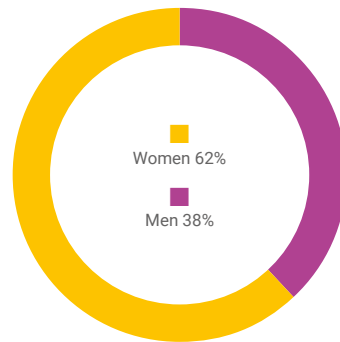
Lower middle quartile



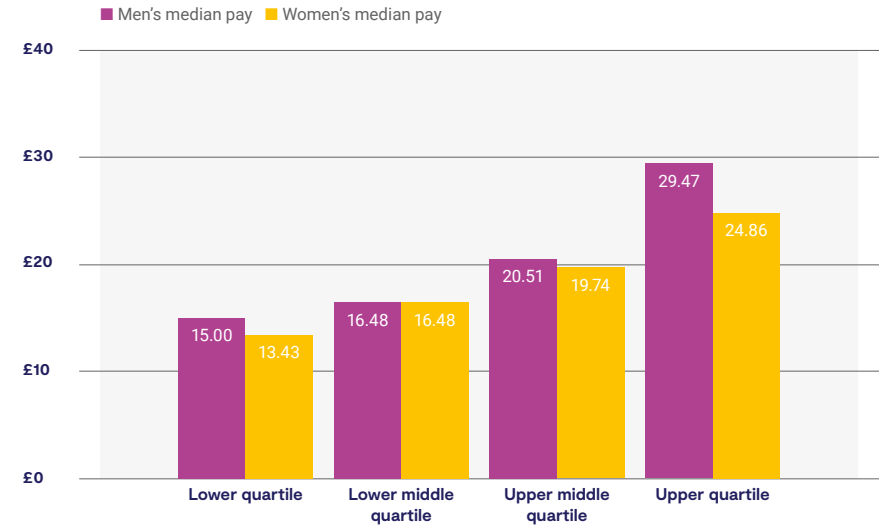
Upper middle quartile



Upper quartile



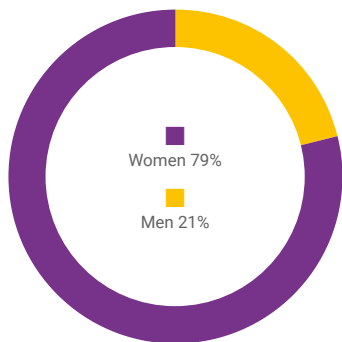
Median hourly pay gap per quartile



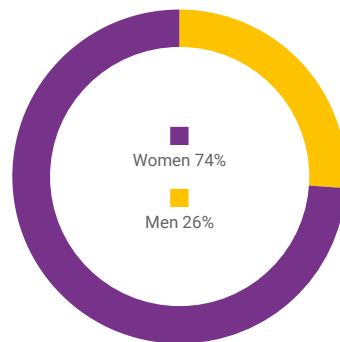


	31 March 2019	31 March 2018	The gap has become
BBSRC mean gender pay gap	14.4%	17.7%	3.3 percentage points narrower
BBSRC median gender pay gap	18.2%	20.2%	2.0 percentage points narrower

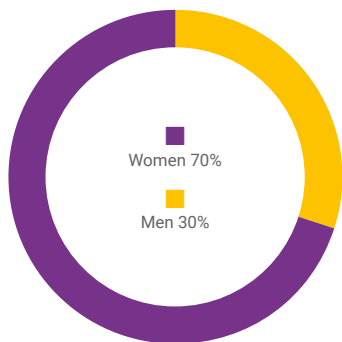
Lower quartile



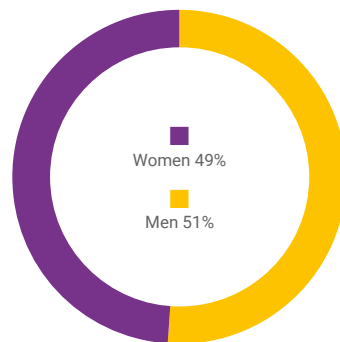
Lower middle quartile



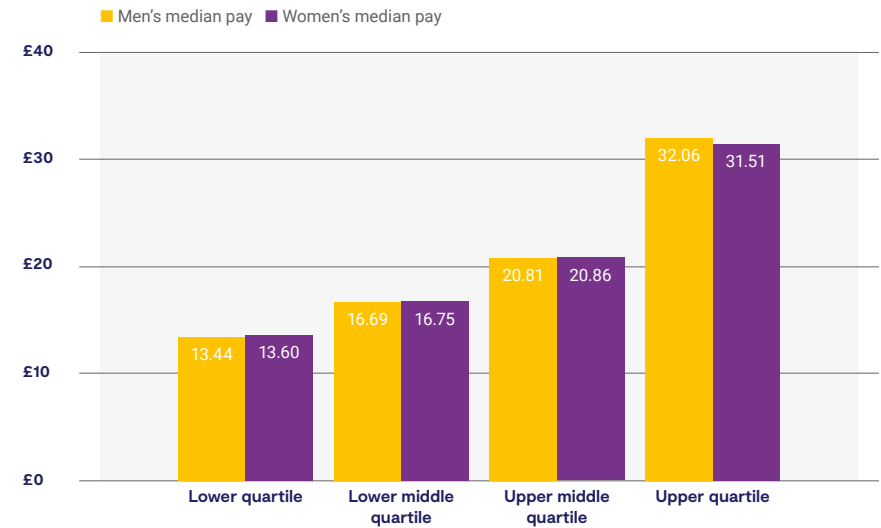
Upper middle quartile



Upper quartile



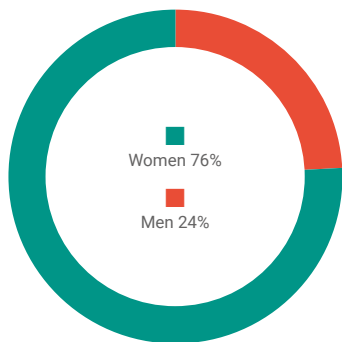
Median hourly pay gap per quartile



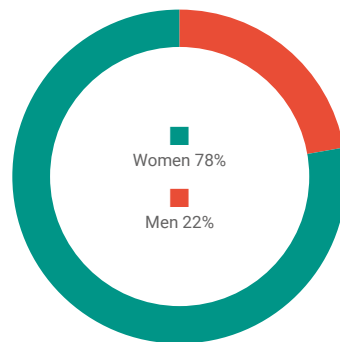


	31 March 2019	31 March 2018	The gap has become
EPSRC mean gender pay gap	11.2%	8.2%	3.0 percentage points wider
EPSRC median gender pay gap	17.6%	3.4%	14.2 percentage points wider

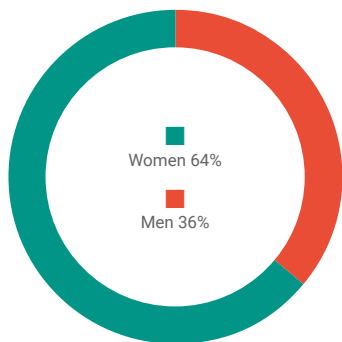
Lower quartile



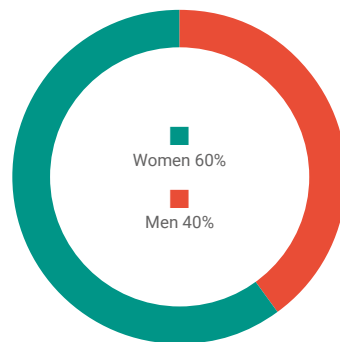
Lower middle quartile



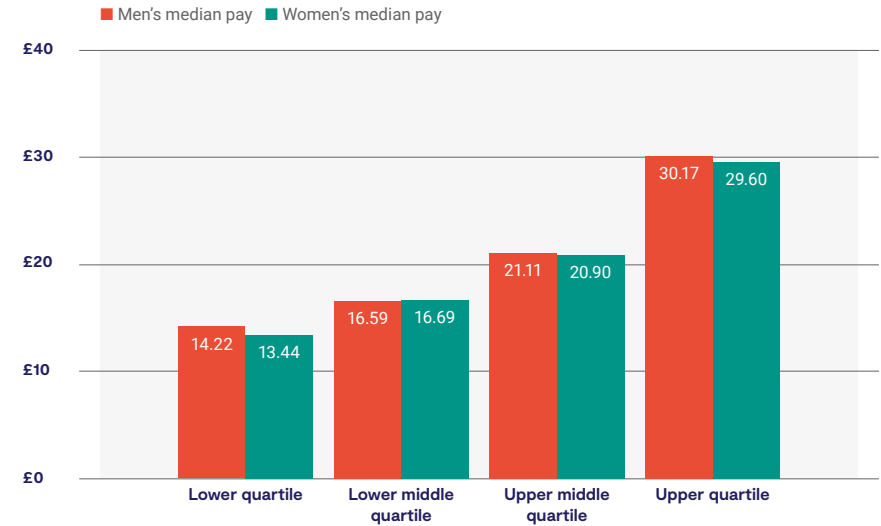
Upper middle quartile



Upper quartile



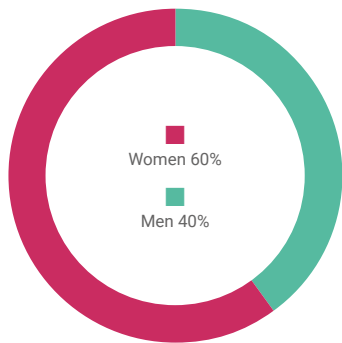
Median hourly pay gap per quartile



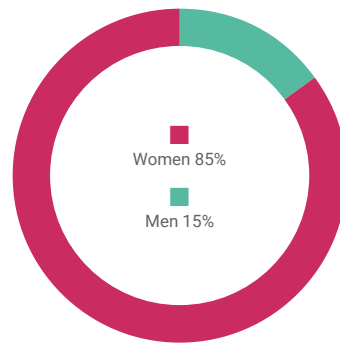


	31 March 2019	31 March 2018	The gap has become
ESRC mean gender pay gap	3.8%	1.9%	1.9 percentage points wider
ESRC median gender pay gap	15.0%	4.8%	10.2 percentage points wider

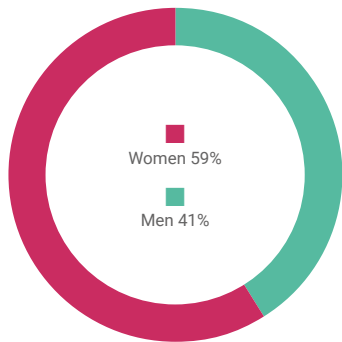
Lower quartile



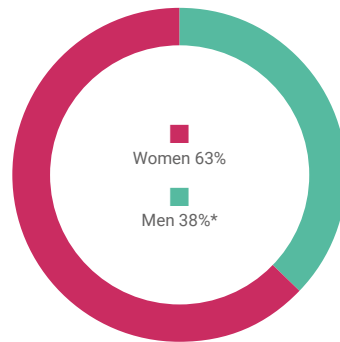
Lower middle quartile



Upper middle quartile

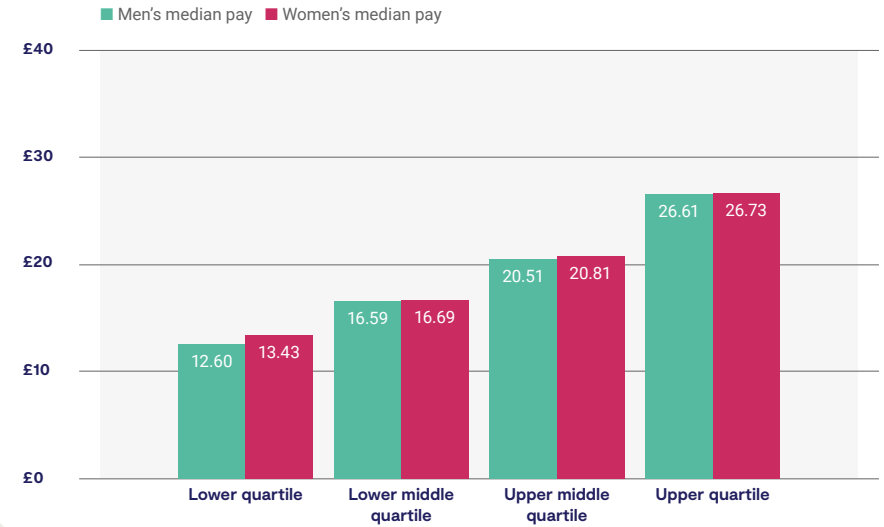


Upper quartile



* Due to rounding, numbers presented in this report may not precisely add up to 100%.

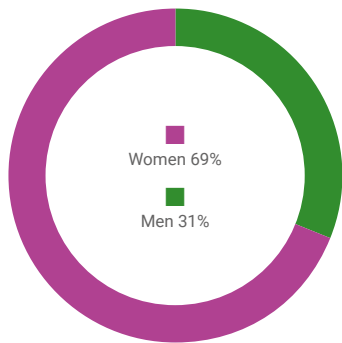
Median hourly pay gap per quartile



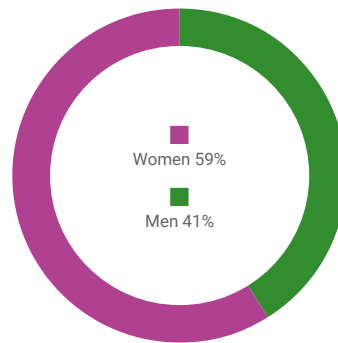


	31 March 2019	31 March 2018	The gap has become
IUK mean gender pay gap	27.6%	26.4%	1.2 percentage points wider
IUK median gender pay gap	29.9%	36.7%	6.8 percentage points narrower

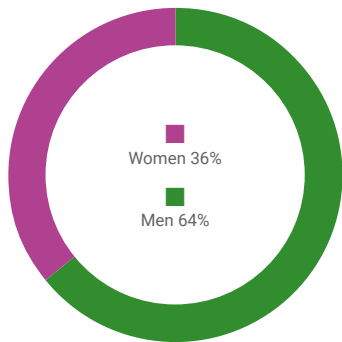
Lower quartile



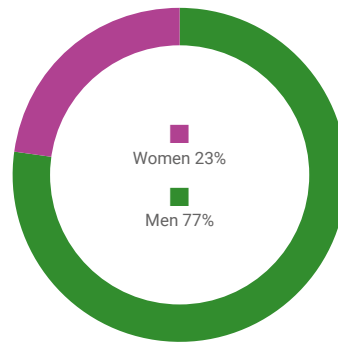
Lower middle quartile



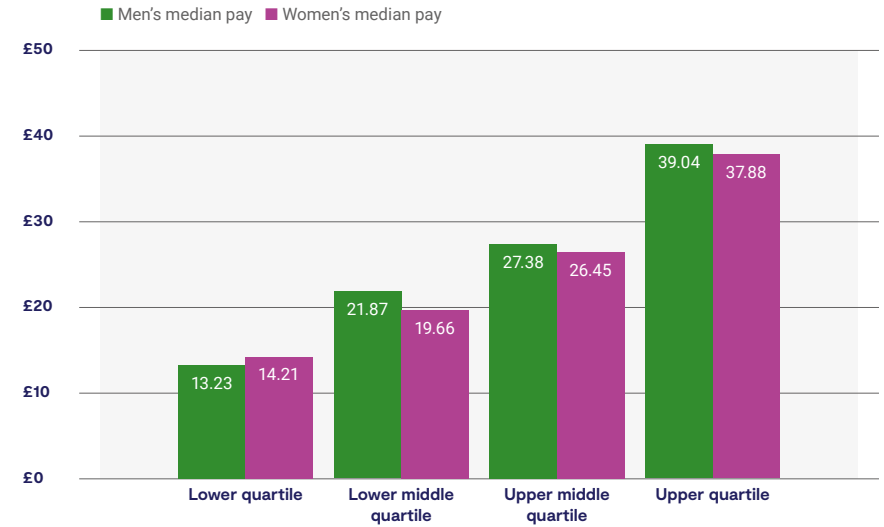
Upper middle quartile



Upper quartile



Median hourly pay gap per quartile

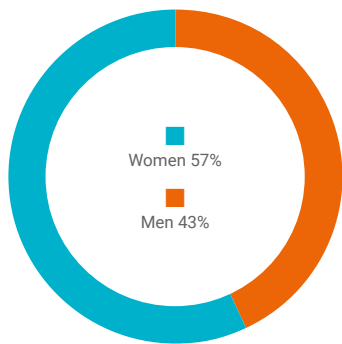




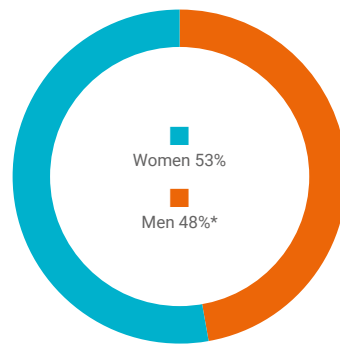
	31 March 2019	31 March 2018	The gap has become
MRC mean gender pay gap	12.8%	12.8%	0.1 percentage points wider*
MRC median gender pay gap	2.4%	1.5%	0.9 percentage points wider

* Rounding has been applied to these figures.

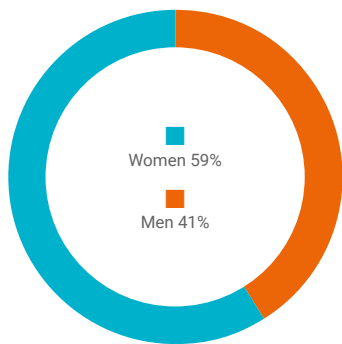
Lower quartile



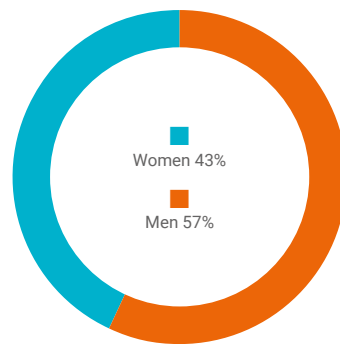
Lower middle quartile



Upper middle quartile

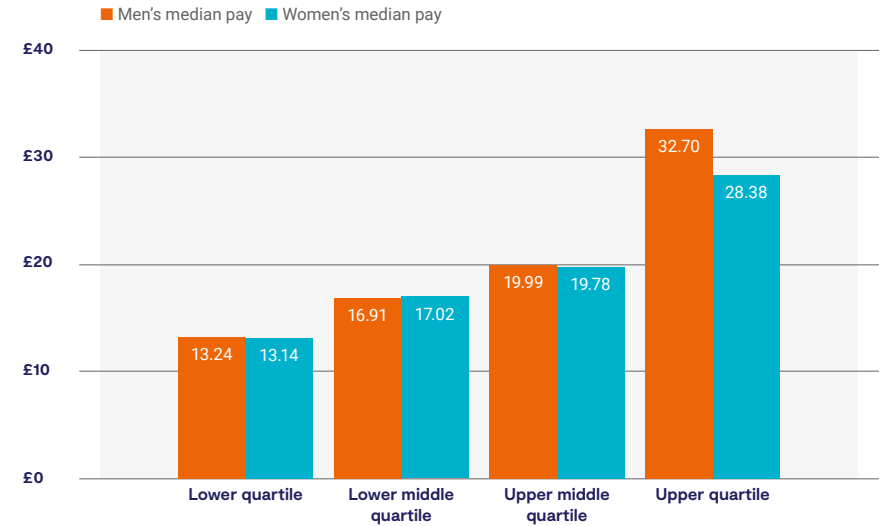


Upper quartile



* Due to rounding, numbers presented in this report may not precisely add up to 100%.

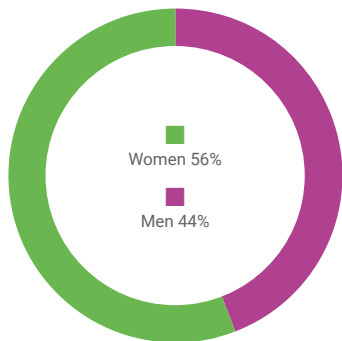
Median hourly pay gap per quartile



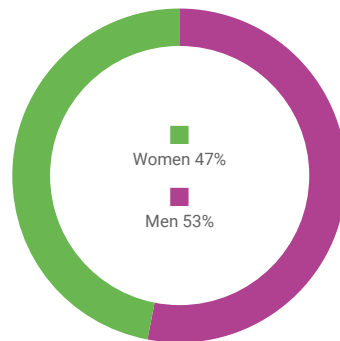


	31 March 2019	31 March 2018	The gap has become
NERC mean gender pay gap	14.4%	15.8%	1.4 percentage points narrower
NERC median gender pay gap	12.6%	10.2%	2.4 percentage points wider

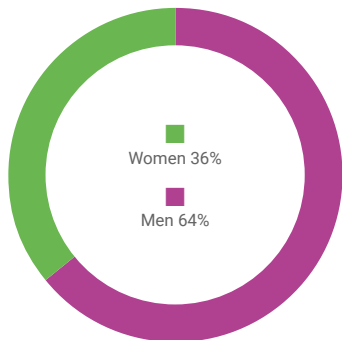
Lower quartile



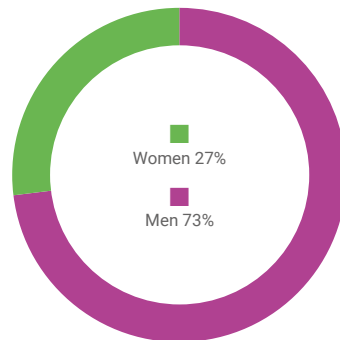
Lower middle quartile



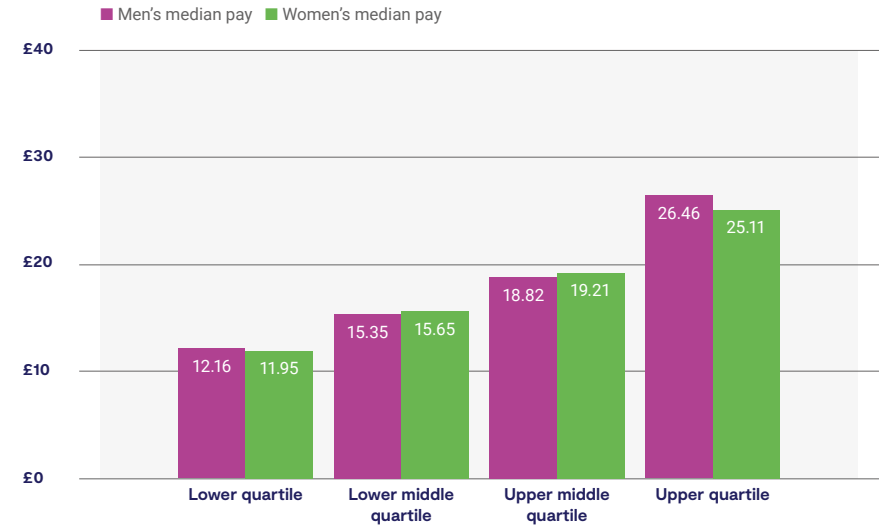
Upper middle quartile



Upper quartile



Median hourly pay gap per quartile

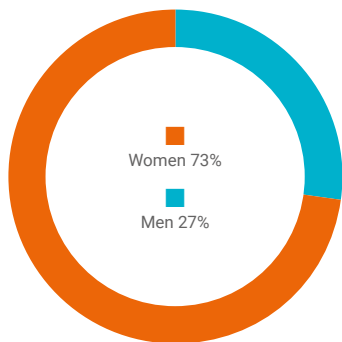




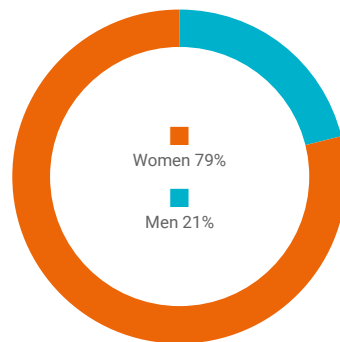
	31 March 2019	31 March 2018	The gap has become
RE mean gender pay gap	16.1%	31.1%	15.1 percentage points narrower*
RE median gender pay gap	8.8%	23.9%	15.1 percentage points narrower

* Rounding has been applied to these figures.

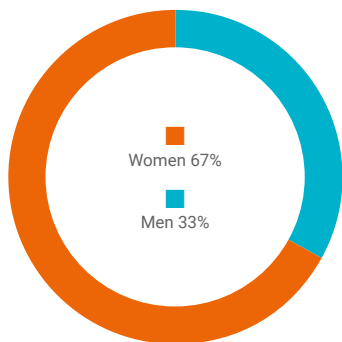
Lower quartile



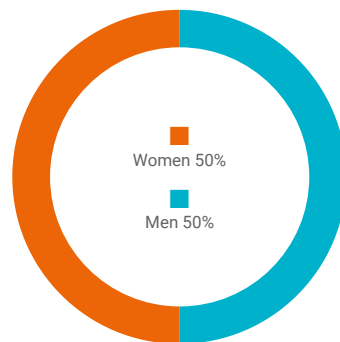
Lower middle quartile



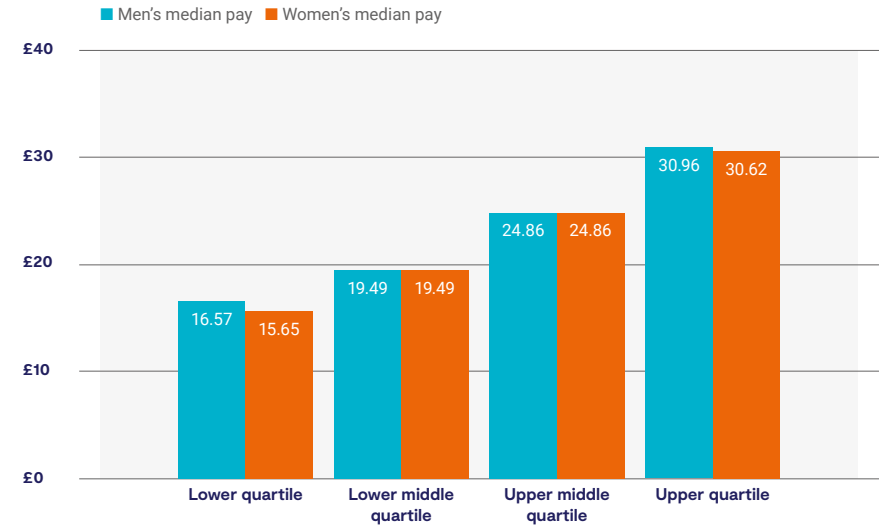
Upper middle quartile



Upper quartile



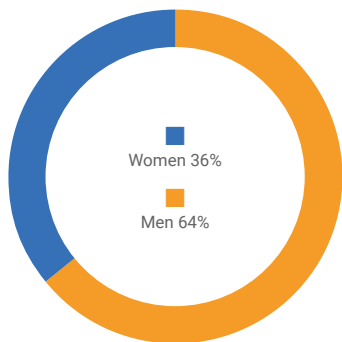
Median hourly pay gap per quartile



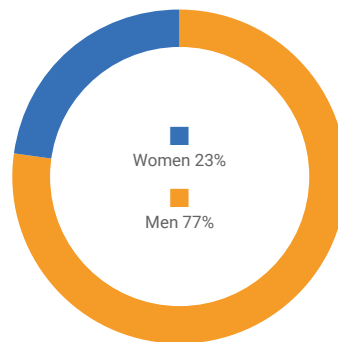


	31 March 2019	31 March 2018	The gap has become
STFC mean gender pay gap	9.6%	9.1%	0.5 percentage points wider
STFC median gender pay gap	10.4%	11.5%	1.1 percentage points narrower

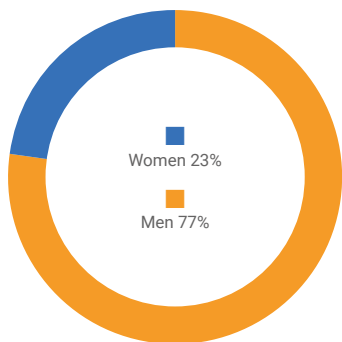
Lower quartile



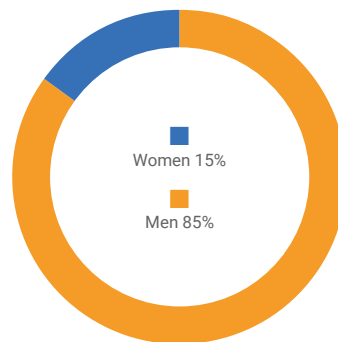
Lower middle quartile



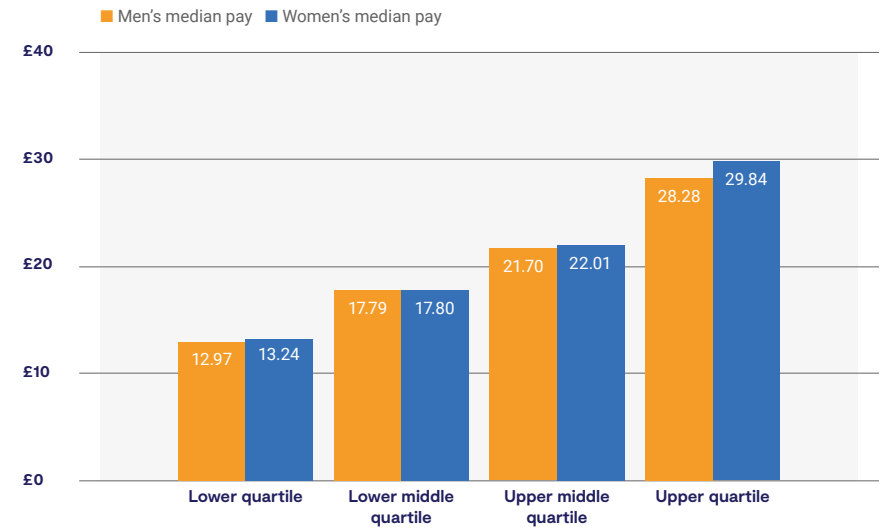
Upper middle quartile



Upper quartile



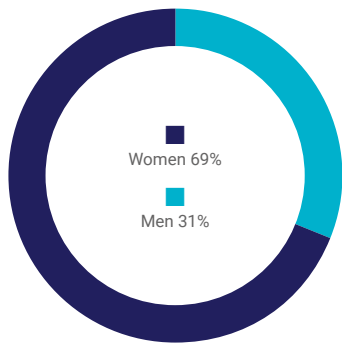
Median hourly pay gap per quartile



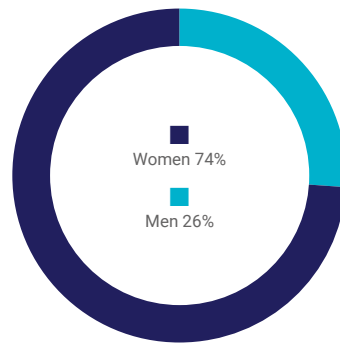


	31 March 2019	31 March 2018	The gap has become
Central Services mean gender pay gap	12.4%	19.0%	6.6 percentage points narrower
Central Services median gender pay gap	14.8%	-15.5%	30.3 percentage points wider

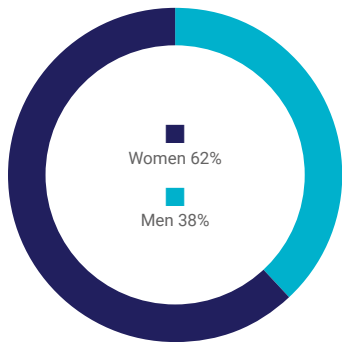
Lower quartile



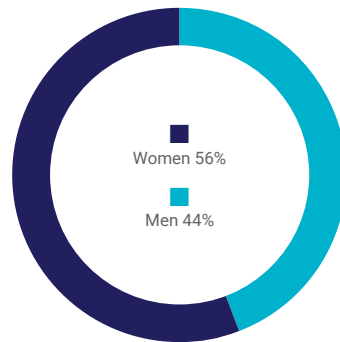
Lower middle quartile



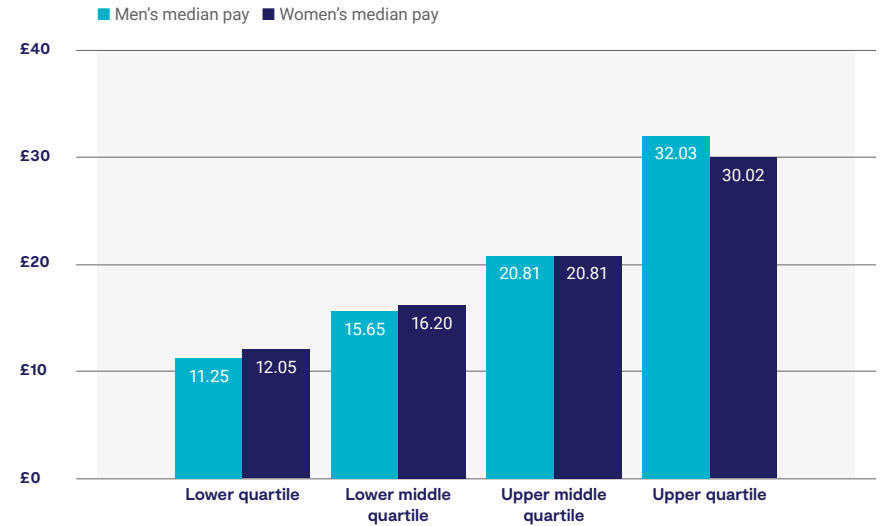
Upper middle quartile



Upper quartile



Median hourly pay gap per quartile



Accessibility

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