

UK Research and Innovation

UKRI Gender Pay Gap Report 2018

Introduction

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

The analysis in this paper collates HR information from all nine of UKRI's constituent organisations to produce the first annual consolidated gender pay statistics for UKRI. This data has been calculated using the recommended method from The Advisory, Conciliation and Arbitration Service (ACAS) and is based on hourly earnings.

Disaggregated data for each of the Research Councils, Innovate UK and Research England continues to be produced, analysed and monitored separately, and is included as an appendix.

Gender Pay Gap

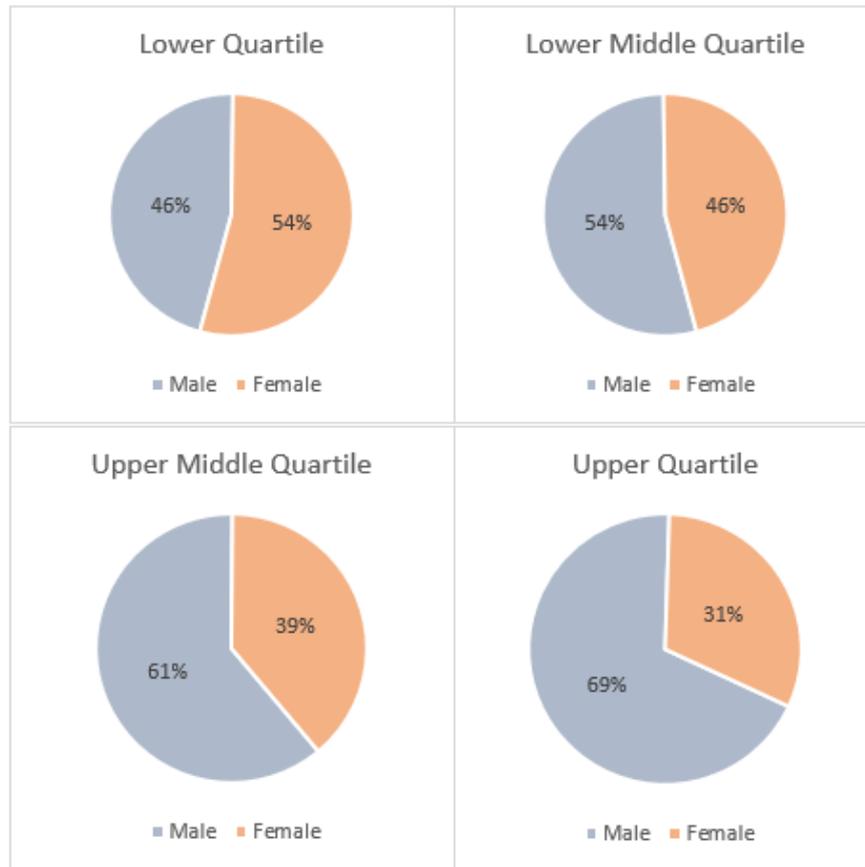
Gender pay gap data sets out the difference in average pay of all women compared to the average pay of all men within the organisation, regardless of the level of work. A positive figure indicates a pay gap in favour of men and a negative figure indicates a pay gap in favour of women.

On 5 April 2018, UKRI had a mean gender pay gap of 11.6% and a median gender pay gap of 11.3%.

Mean (the average)	Median (the middle value)
11.6%	11.3%

Early indicative analysis looking at gender pay gaps by grade reveals that gaps within UKRI Pay Bands (grades) are generally 1% or lower indicating that our gender pay gap is driven by having more men in senior roles across UKRI as set out in the charts below.

Quartile Distribution of Employees



The charts show that women make up 43% of UKRI's total workforce. Proportionately women are under-represented in the upper and upper middle pay quartiles at UKRI, with 31% and 39% respectively of all employees within these quartiles.

To ensure there are no equal pay gaps arising from the integration of the nine entities, UKRI is currently conducting a detailed equal pay audit which will be completed in June 2019.

Gender Bonus Pay Gap

Mean (the average)	Median (the middle value)
8.7%	-7.5%

Gender bonus gap data includes all bonuses and recognition awards received between 6 April 2017 and 5 April 2018.

Comparison of bonus data between 6 April 2017 to 5 April 2018 showed that UKRI has a mean gender bonus pay gap of 8.7%, and a median gender bonus pay gap of -7.5%.

% of men receiving a bonus	% of women receiving a bonus
54.1%	51.8%

Next Steps

The creation of UKRI presents significant opportunities to identify barriers and challenges for equality, diversity and inclusion, build knowledge of what works in addressing the issues, and support development and implementation of effective practices across the sector and for our employees.

There are also challenges, including the need to address differences in approaches to pay and reward between the different councils. Whilst the harmonisation of these approaches is a significant task, it does provide an opportunity to review current practices and their impact on pay gaps. In 2019 and 2020 UKRI's reward and pay harmonisation project will contribute to the development of initiatives which mitigate gender pay gaps.

UKRI's current focus is on the development of an overarching strategic Equality, Diversity and Inclusion framework. This will bring together initiatives already in place across the different Councils, enable the organisation to agree equality, diversity and inclusion priorities and lay out a targeted action plan. The framework will include support for employee networks and propose an Equality and Diversity Forum to review progress in delivering the action plan.

During 2019 and 2020 we will develop our working environment and processes so that they better support women and under-represented groups to progress to more senior jobs. Our Equality, Diversity and Inclusion framework includes assessing and addressing aspects of our working environment that may not be conducive to diversity and inclusion, as well as evidence-based practices that support those currently less represented in senior positions.

This includes:

- **Recruitment and Retention** – UKRI currently provides training for recruitment panel interviewers, operates mixed gender interview panels and reviews job descriptions and specifications before they are advertised. A planned refresh of recruitment processes and panel training based upon identification of neutral selection criteria, evidence-based selection practice, and an approach to “candidate attraction” will take place during 2019, with the aim of eliminating any gender bias in recruitment advertising. In terms of retention, our equality, diversity and inclusion framework will assess and address aspects of the work environment that may impact on retention of under-represented groups at various levels of seniority across the organisation.
- **Applicant Tracking System (ATS)** - The proposed implementation of an ATS for UKRI recruitment will provide greater insight to the diversity of candidates, the effectiveness of different attraction tools and techniques, and data about candidates either side of shortlisting and selection decisions. Recent UKRI recruitment projects using ATS technology have highlighted improved outcomes with respect to gender and ethnicity when compared to standard UKRI practice. UKRI will use the learning from these recruitment campaigns to address potential gender bias in recruitment and selection processes.
- **Flexible Working** – UKRI provides a range of policies and practices to support its people. These include flexible working hours, job sharing opportunities, part-time and term-time working, home-working, parental leave, paid maternity/paternity/adoption/

leave. UKRI will continue to encourage its people to use these policies to promote balancing fulfilling careers and a well-balanced lifestyle.

- **Employee Value Proposition** – UKRI's Employee Value Proposition (EVP) project is seeking to create a clear understanding of UKRI's employment proposition for both potential recruits and current employees. When complete the EVP project will enable UKRI to present an employment proposition which will be very attractive to those seeking to work in a diverse, flexible and highly engaged organisation. The EVP will incorporate our organisational values of collaboration, excellence, innovation and integrity. The EVP will also reflect the foundations of talent, trust, diversity, openness and transparency that underpin these values and promote our flexible working policies and practices.
- **Career Development** – UKRI will work to ensure that all employees have the opportunity and support to develop their careers through our emerging talent management scheme. Significant progress in developing and embedding the foundations of a talent management scheme is planned during 2019.
- **Equal Pay Audit** – UKRI is currently working on an equal pay audit which will be finalised during 2019 / 20. The outcomes from this pay audit will be incorporated into our Equality, Diversity and Inclusion action plan and our harmonisation of pay and reward strategy.
- **Develop our working environment and processes so that they better support women and under-represented groups to progress to more senior jobs.** Our Equality, Diversity and Inclusion framework includes assessing and addressing aspects of our working environment that may not be conducive to diversity and inclusion, as well as evidence-based practices that support those currently less represented in senior positions. For example, creating mentoring/role modelling and support networks.

Declaration

The data included in this report has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Sir Mark Walport
Chief Executive of UKRI

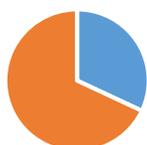
Appendix: Partner Organisation Data

Percentage of male/female staff employed within each pay quartile

Arts & Humanities Research Council

Mean (the average)	Median (the middle value)
12.1%	0.4%

Lower Quartile



■ Male ■ Female

Lower Middle Quartile



■ Male ■ Female

Upper Middle Quartile



■ Male ■ Female

Upper Quartile



■ Male ■ Female

Biotechnology & Biological Sciences Research Council

Mean (the average)	Median (the middle value)
17.7%	20.2%

Lower Quartile



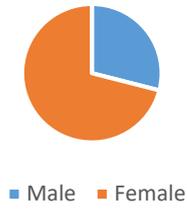
■ Male ■ Female

Lower Middle Quartile

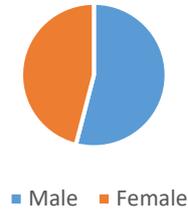


■ Male ■ Female

Upper Middle Quartile



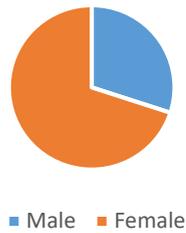
Upper Quartile



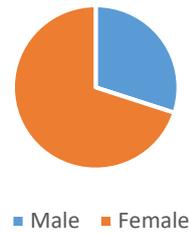
Engineering & Physical Sciences Research Council

Mean (the average)	Median (the middle value)
8.2%	3.4%

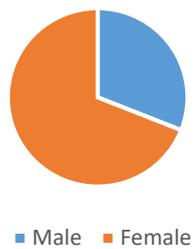
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Economic & Social Research Council

Mean (the average)	Median (the middle value)
1.9%	4.8%

Lower Quartile



■ Male ■ Female

Lower Middle Quartile



■ Male ■ Female

Upper Middle Quartile



■ Male ■ Female

Upper Quartile



■ Male ■ Female

Innovate UK

Mean (the average)	Median (the middle value)
26.4%	36.7%

Lower Quartile



■ Male ■ Female

Lower Middle Quartile



■ Male ■ Female

Upper Middle Quartile



■ Male ■ Female

Upper Quartile



■ Male ■ Female

Medical Research Council

Mean (the average)	Median (the middle value)
12.8%	1.5%

Lower Quartile



■ Male ■ Female

Lower Middle Quartile



■ Male ■ Female

Upper Middle Quartile



■ Male ■ Female

Upper Quartile



■ Male ■ Female

Natural Environment Research Council

Mean (the average)	Median (the middle value)
15.8%	10.2%

Lower Quartile



■ Male ■ Female

Lower Middle Quartile



■ Male ■ Female

Upper Middle Quartile



■ Male ■ Female

Upper Quartile



■ Male ■ Female

Research England

Mean (the average)	Median (the middle value)
31.1%	23.9%

Lower Quartile



■ Male ■ Female

Lower Middle Quartile



■ Male ■ Female

Upper Middle Quartile



■ Male ■ Female

Upper Quartile



■ Male ■ Female

Science & Technology Facilities Council

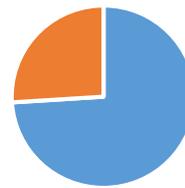
Mean (the average)	Median (the middle value)
9.1%	11.5%

Lower Quartile



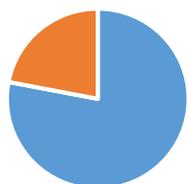
■ Male ■ Female

Lower Middle Quartile



■ Male ■ Female

Upper Middle Quartile



■ Male ■ Female

Upper Quartile



■ Male ■ Female

Core UKRI

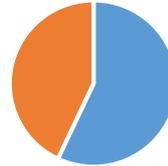
Mean (the average)	Median (the middle value)
19.0%	-15.5%

Lower Quartile



■ Male ■ Female

Lower Middle Quartile



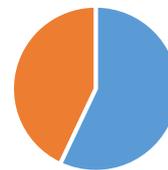
■ Male ■ Female

Upper Middle Quartile



■ Male ■ Female

Upper Quartile



■ Male ■ Female