

# Gender pay gap report 2020



UK Research  
and Innovation



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# Foreword

UKRI remains committed to being a great place to work, which means our staff and our leaders strive everyday to make this a reality. It is therefore important to us that staff feel treated fairly and transparently and the annual 'Gender Pay Gap' (GPG) Report' is an opportunity to reflect on what our data is telling us about how we are doing on gender equality. It is one of a number of important analytical tools which our leadership teams use to understand our workforce and to drive change.

This is only our second GPG Report following the creation of UKRI in 2018, and we are very keen to see how trends emerge in this and future reports.

UKRI has an exciting and ambitious mission to convene, catalyse and invest in close collaboration with others to build a thriving, inclusive research and innovation system. Our success is dependent on the diversity of the staff we employ, for example our internationally renowned researchers, our engineers and our highly skilled professional

staff managing our funding functions. Our goal is to ensure that everyone at UKRI can flourish and realise their potential.

The past year has seen huge developments in our EDI activity, both internally and also with the community we fund. In this context, it is welcome to see that our Gender Pay Gap is reducing as a whole. This indicates progress in some areas, although we recognise there is work to do in others.

**Overall the median GPG for UKRI is 10.7%, compared to the national average for 2020 of 15.5%.**

In order to reduce our Gender Pay Gap further, we will continue to take positive action as part of our Equality, Diversity and Inclusion Strategy. We will also make targeted interventions where we have outliers. We continue to aspire to catalyse change within the sector, starting with ourselves and the values and behaviours we embody in our day to day activities.

**Sue Donaldson, *Chief People Officer***  
**Tanya Robinson, *Associate Director, Reward***

# Executive summary

UKRI is a non-departmental public body sponsored by the Department for Business, Energy and Industrial Strategy (BEIS). Our organisation brings together the seven disciplinary research councils, Research England and the UK's innovation agency, Innovate UK. Alongside its significant funding activities, UKRI also owns and maintains significant research facilities which contribute to the UK science base.

Equality, diversity and inclusion is an integral part of our vision to deliver new knowledge to support an enriched, healthier, more inclusive, more sustainable and resilient society and culture, and to contribute to a prosperous economy. Our gender pay gap report is one element of this work. Whilst progress has been made in 2020, we recognise that there is still a substantial amount of work to do to understand what drives our gender pay gap and how we may best address it.

We are a very diverse organization employing highly specialized people across the globe, from Arctic researchers and specialist support staff (e.g. mariners and engineers) to office-based employees in the UK at our international offices. Analysis and discussion in this paper is presented primarily for the whole of UKRI as a single organisation for the year ending 31 March 2020. However, we recognize that these overall figures can mask significant variation across the organisation. Consequently, individual results for UKRI's constituent organisations are also shared in the Annex.

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 and consistency of presentation. The ACAS

methodology is prescriptive on the employee sample who are included. In this report 6,853 employees were included. 159 employees are not included in the report, as they have not received full pay for the month prior to the reporting year end, for example starters, leavers or those on unpaid leave.





### Key points:

- In 2020, the mean gender pay gap decreased by 1.4 percentage points (pp), from 11.7% in 2019 to 10.3% in 2020.
- The median gender pay gap also decreased in this time period by 3pp, from 13.7% in 2019 to 10.7% in 2020.
- Where the mean gender pay gap is skewed due to a small number of individuals receiving significantly higher or lower pay, the median can provide a more representative figure.
- Whilst the mean bonus gender pay gap increased in favour of men in 2020 to 27.2%, the median bonus gender pay gap increased in favour of women to -66.7%.
- Opposing trends for the mean and median bonus gender pay gaps reflect the skewed distribution of bonus payment amounts, created by the delayed payment of the end of year awards in 2020.
- A higher percentage of women (18%) received at least one instant award in the year up to 31 March 2020<sup>1</sup> compared with men (10%). The average value of an instant award is lower than the value of other award types.
- In 2020, the percentage of employees who are women has increased in every pay quartile compared with 2019. The only pay quartile where women occupied a higher percentage of employees than men is the lowest pay quartile at 53%. Men occupied a higher percentage of employees in all three higher quartiles, ranging from 52% in the lower middle quartile to 65% in the upper quartile.

<sup>1</sup> This analysis includes staff employed by UKRI and paid through the UKRI payroll. It does not include agency staff, contractors or other self-employed individuals working for UKRI.

An aerial photograph of a large crowd of people at a festival or concert. The scene is illuminated with vibrant blue and green stage lights, creating a dynamic and energetic atmosphere. The crowd is dense, with many people visible in the foreground and background. The text 'UKRI's gender pay gap data' is overlaid on the right side of the image in a white, sans-serif font.

# UKRI's gender pay gap data

# 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 or type of work carried out. A positive figure indicates a pay gap in favour of men and a negative figure indicates a 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 representative figure.

Table 1 shows the mean and median gender pay gap for UKRI in 2020 compared with 2019. On 31 March 2020, UKRI had a mean gender pay gap of 10.3%, representing a 1.4pp decrease compared with 2019. The median gender pay gap has also decreased from 13.7% in 2019 to 10.7% in 2020. In other words, for every £1 that the median man earned the median woman earned 89p. In 2019 the median woman earned 86p for every £1 that the median man earned.

**The median gender pay gap has decreased from 13.7% in 2019 to 10.7% in 2020.**

**Table 1: UKRI's gender pay gap 2020**

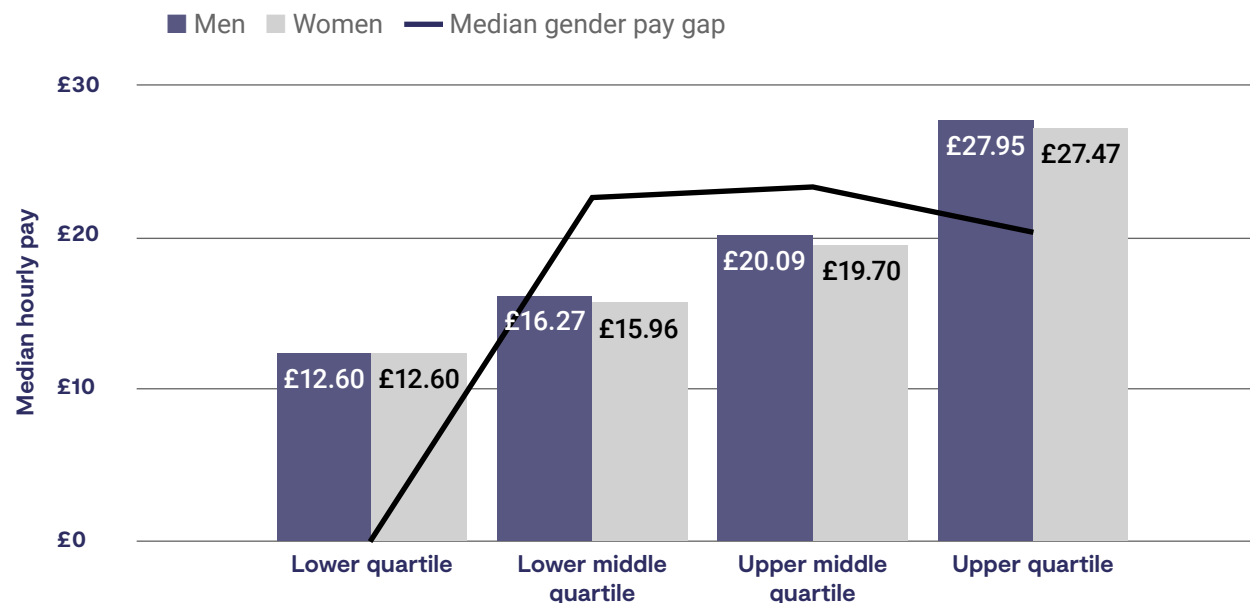
	31 March 2020	31 March 2019	In 2020, the gap has become
Mean gender pay gap	<b>10.3%</b>	<b>11.7%</b>	<b>1.4</b> percentage points narrower
Median gender pay gap	<b>10.7%</b>	<b>13.7%</b>	<b>3.0</b> percentage points narrower

Notes:

1. Figures rounded to 1 decimal place.

Following Royal Statistical Society (RSS) guidance we also publish the median hourly gender pay gap by pay quartile. In every quartile the median gender pay gap is smaller than the gender pay gap for UKRI overall. The median gender pay gap is smallest in the lowest quartile at 0.0%. Or in other words, for every £1 the median man earned in the lowest quartile, the median woman also earned £1. The median gender pay gap was highest in the upper middle quartile at 2.0%. Or, for every £1 the median man earned in the upper middle quartile, the median woman earned 98p.

**Figure 1: UKRI's median gender pay gap by quartile 2020**



# Gender bonus pay gap

The bonus gender pay gap is the difference between the average bonus pay of all women compared to the average bonus pay of all men within the organisation. A positive figure indicates a bonus pay gap in favour of men and a negative figure indicates a bonus pay gap in favour of women. In this report we are publishing both the mean and median bonus gender pay gaps.

Following the ACAS guidance for Gender Pay Gap reporting, only actual bonuses received between April 2019 and March 2020 were included when calculating the bonus gender pay gap. In 2020, the payment of the annual pay award was delayed meaning that the end of year awards were not paid to main grade staff in the 2020 reporting year and so are not included in the GPG report. End of year awards were only paid to senior staff, Medical Research Council (MRC) staff and Innovate UK Contractual PRP staff during the reporting period. The other end of year awards were not paid until July 2020

and have therefore been excluded from this analysis<sup>2</sup>. This significantly skews the data for 2020. Data for 2019 includes a full cycle of year end awards and is therefore a more representative view of actual bonus payments over a reporting year when all bonus payments are included.

During year ending 31st March 2020, 30% of men employed by UKRI received a bonus compared with 38% of women. Table 2 shows the mean and median bonus gender pay gap for UKRI in 2020 compared with 2019. Whilst the mean bonus gender pay gap increased by 18pp in favour of men to 27.2% in 2020, the median bonus gender pay gap increased by 66.7% in favour of women.

**Table 2: UKRI's bonus gender pay gap 2020**

	31 March 2020	31 March 2019	In 2020, the gap has become
Mean bonus gender pay gap	<b>27.2%</b>	<b>9.2 %</b>	<b>18</b> percentage points wider in favour of men
Median bonus gender pay gap	<b>-66.7%</b>	<b>0.0%</b>	<b>66.7</b> percentage points wider in favour of women

**Notes:**

1. End year awards were only paid to senior staff, Medical Research Council (MRC) staff Innovate UK Contractual PRP staff during this period. Other end year awards were not paid until July 2020 and were therefore excluded from this analysis. Data for 2019 includes a full cycle of end year awards and is therefore a more representative view of actual bonus payments over a typical year
2. Figures rounded to 1 decimal place.

<sup>2</sup> All UKRI employees in Bands A-H are eligible to receive an end of year bonus subject to the relevant performance year assessment. This excludes staff subject to contractual performance related pay.

In other words, for every £1 that the median man earned in bonus payments across all of the UKRI bonus schemes, the median woman earned £1.67.

These opposing trends occur for the mean and median in 2020 due to the skewed distribution of bonus payment amounts. Large bonus amounts awarded to staff in higher pay quartiles, where there are higher proportions of men (Figure 2), are influencing the mean bonus gender pay gap. To explain this further, table 3 shows the number and percentage of different types of awards for men and women and the average award amounts. Women were nearly twice as likely than men to receive an instant award, which are of a lower value than other award types. The percentage of men and women receiving end year awards was similar, however, the average amount was higher for men. However, it is difficult to draw meaningful conclusions from this as the data does not include the majority of year end awards, which were not paid until July 2020.

**Table 3: Bonuses awarded to UKRI employees during year ending 31st March 2020 by gender and award type**

Type of award	Percentage of men receiving award	Percentage of women receiving award	Mean award amount – men	Mean award amount – women
Instant <sup>1</sup>	10%	18%	£66	£79
In Year <sup>1</sup>	15%	17%	£544	£596
End Year <sup>2</sup>	8%	9%	£3,388	£2,298
Senior Bonus	1%	0%	£5,708	£6,058
<b>Total</b>	<b>30%</b>	<b>38%</b>	<b>£1,076</b>	<b>£697</b>

Notes:

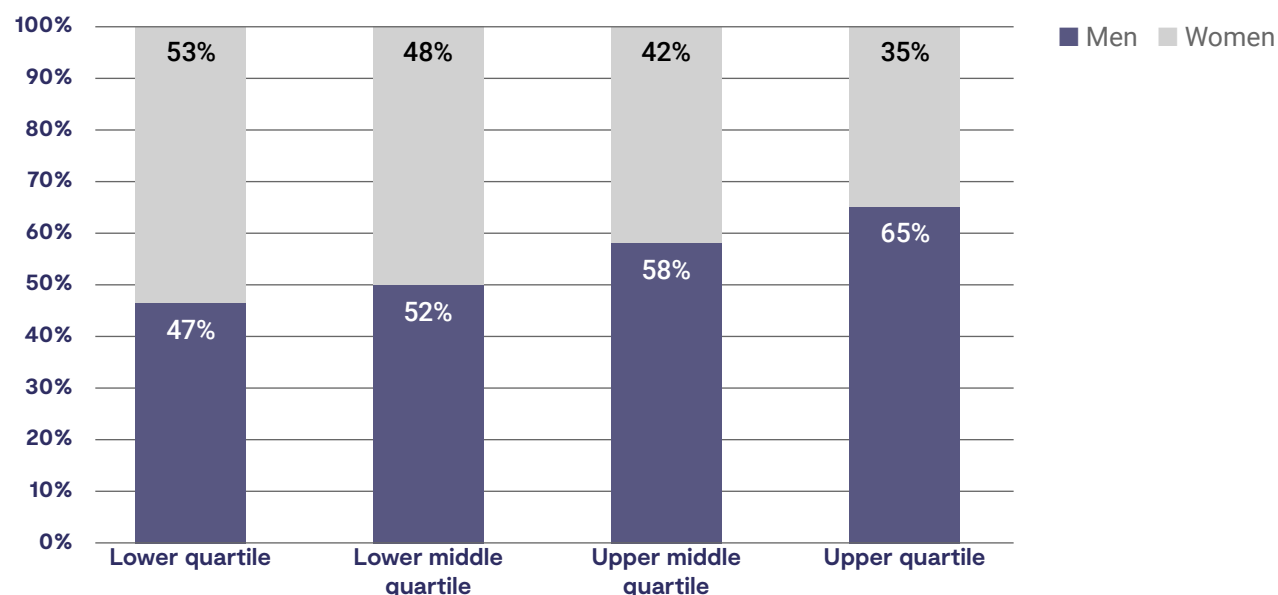
1. Instant and in year awards are nominated and paid throughout the year.
2. End year awards were only paid to senior staff, Medical Research Council (MRC) staff Innovate UK Contractual PRP staff during this period. Other end year awards were not paid until July 2020 and were therefore excluded from this analysis.
3. Percentages are rounded to the nearest whole number. Therefore, 0% does not mean that 0 staff members received an award.
4. Figures rounded to nearest whole number.

# Percentage of men and women in each pay quartile

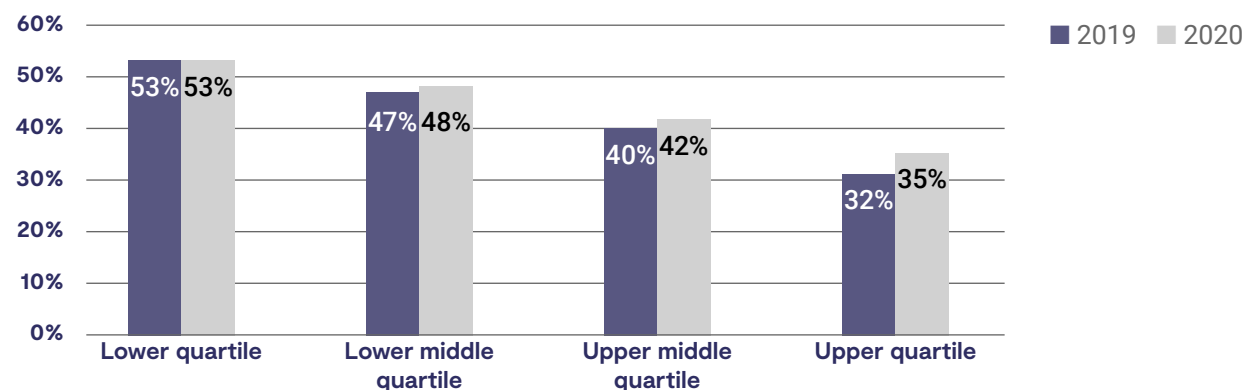
Figure 2 shows the percentage of men and women within each pay quartile for the year ending 31st March 2020. The only pay quartile where women occupied a higher percentage of employees than men is the lowest pay quartile at 53%. Men occupied a higher percentage of employees in all three higher quartiles, increasing from 52% of employees in the lower middle quartile to 65% of employees in the upper quartile.

Figure 3 shows that percentage of employees who are women has increased in all four pay quartiles in 2020 compared with 2019. The largest increase is seen in the upper quartile where the percentage of women has increased from 32% to 35%.

**Figure 2: The percentage of men and women in each pay quartile, UKRI, 2020**



**Figure 3: The percentage of employees who are women in each pay quartile in 2019 and 2020, UKRI**



A blurred photograph of a crowd of people walking through a modern, brightly lit hallway with white columns and a high ceiling. The image is partially obscured by a dark blue diagonal overlay on the right side.

# Next steps

## Next steps – as our organisation matures

UKRI is still a relatively young organisation and it is maturing rapidly. In order to make further progress in improving our pay gaps, UKRI will continue to interrogate and understand our data – not only our Gender Pay Gap, but also our ethnicity pay gap. We will also look to segment our pay gaps by age. UKRI will also further develop our equal pay analysis, including the publication of an equal pay audit in 2022.

We recognise that there are some parts of the organisation where the data highlights a cause for concern. We will seek to understand the reasons for these issues and will make targeted interventions where appropriate.

Alongside understanding our equal pay landscape, UKRI will further develop its wider organisation insights, including a more sophisticated approach to staff engagement.

We also recognise that any action to address equal pay issues will only be successful if it is embedded in the wider UKRI Equality Diversity and Inclusion Strategy. We will seek to continue to develop this Strategy, its implementation and measure its effectiveness. Our leadership teams remain committed to embedding this strategy into UKRI's everyday business, ensuring that fairness and transparency remain at the heart of everything we do.



# Annex: Our council's data



## Annex: Our council's data

UKRI is a complex organisation consisting of the seven disciplinary research councils, Innovate UK, Research England and staff employed in UKRI's central services. Results shared above for UKRI overall can mask significant variation between the different parts of UKRI. Additional results are therefore shown below for each research council, Innovate UK, Research England and UKRI central services. Note that some areas of the organisation are smaller than others and employ fewer than 250 employees

(the minimum reporting threshold). Results for areas of the organisation with smaller populations will be more volatile as changes in pay for a small number of staff members can have a large impact on the gender pay gap each year. Also note that the diversity of employee roles differs significantly between different parts of the organisation, ranging from entirely office-based staff to a high proportion of laboratory- and facility-based staff.

**Table 4: AHRC Gender Pay Gap 2020**

	31 March 2020	31 March 2019	In 2020, the gap has become
Mean gender pay gap	<b>6.4%</b>	<b>9.0%</b>	2.6 percentage points narrower
Median gender pay gap	<b>12.5%</b>	<b>14.4%</b>	1.9 percentage points narrower

Notes:

1. Figures rounded to 1 decimal place.

**Figure 4: The percentage of men and women in each pay quartile, AHRC, 2020**

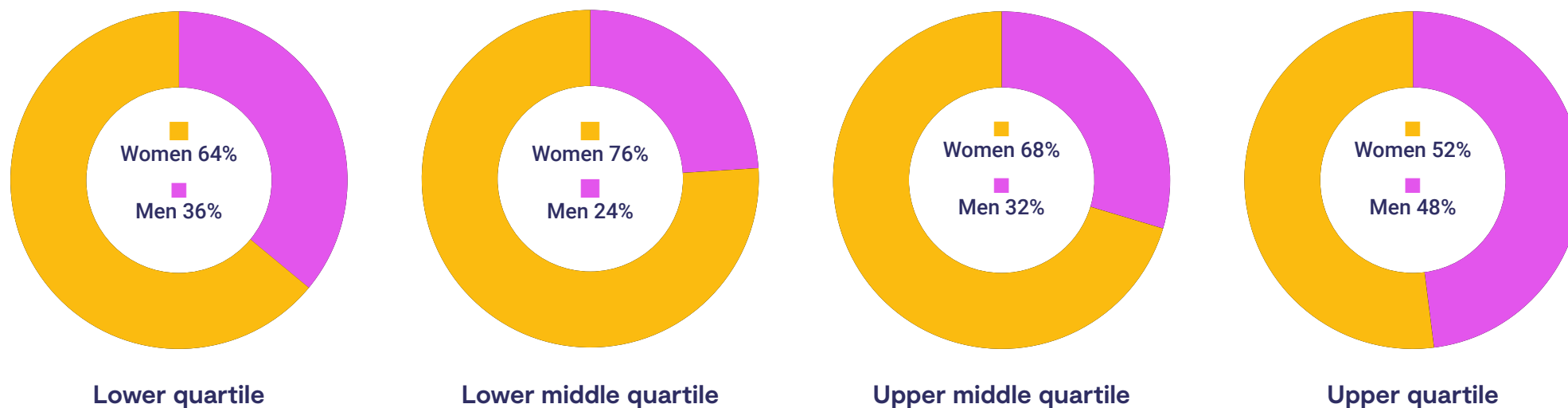
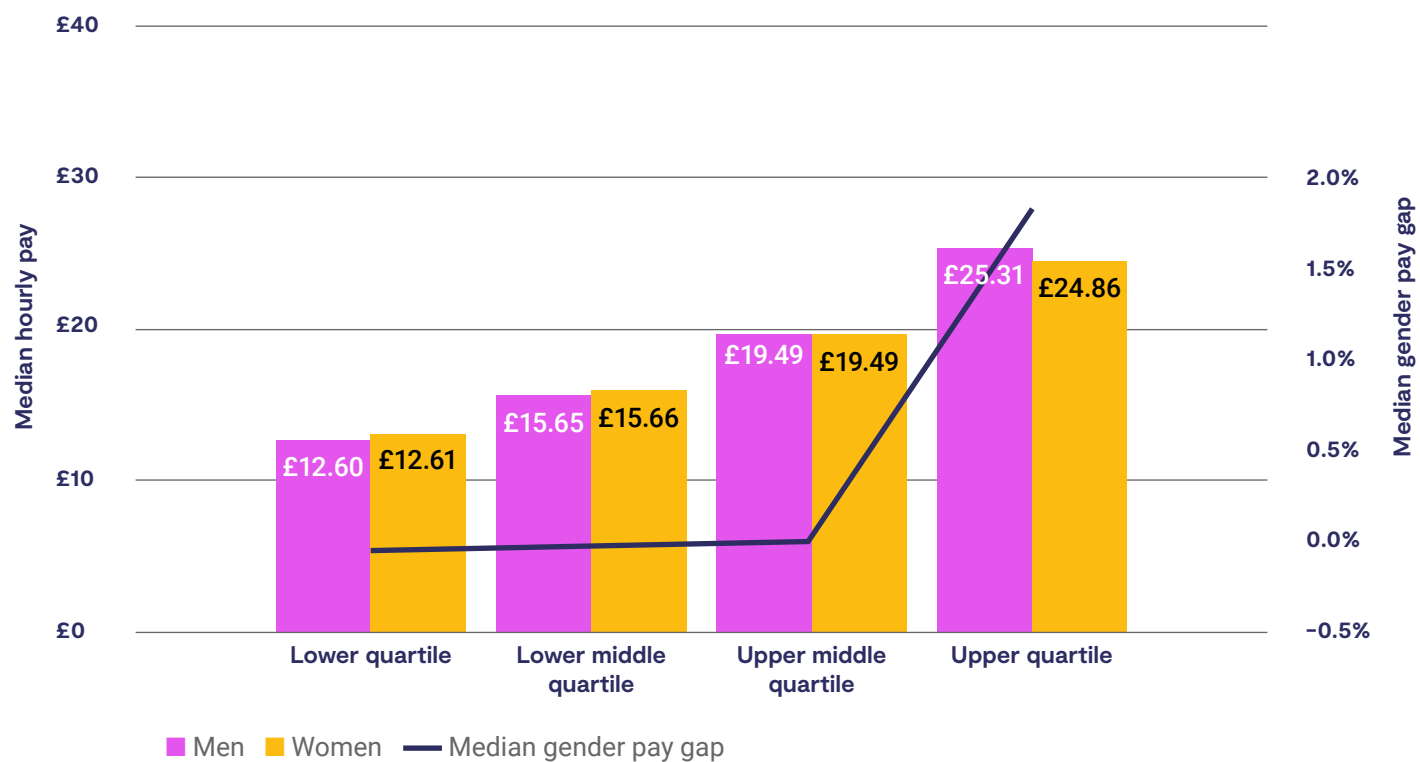


Figure 5: AHRC median gender pay gap by quartile 2020





**Table 5: BBSRC Gender Pay Gap 2020**

	31 March 2020	31 March 2019	In 2020, the gap has become
Mean gender pay gap	<b>12.2%</b>	<b>14.4%</b>	2.2 percentage points narrower
Median gender pay gap	<b>11.5%</b>	<b>18.2%</b>	6.7 percentage points narrower

Notes:

1. Figures rounded to 1 decimal place.

**Figure 6: The percentage of men and women in each pay quartile, BBSRC, 2020**

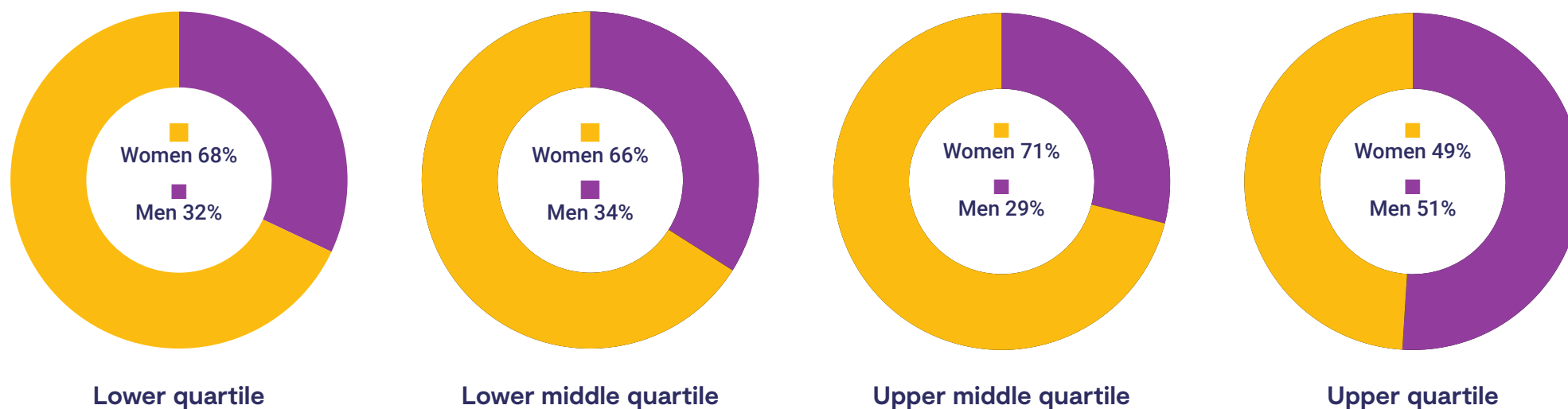


Figure 7: BBSRC median gender pay gap by quartile 2020

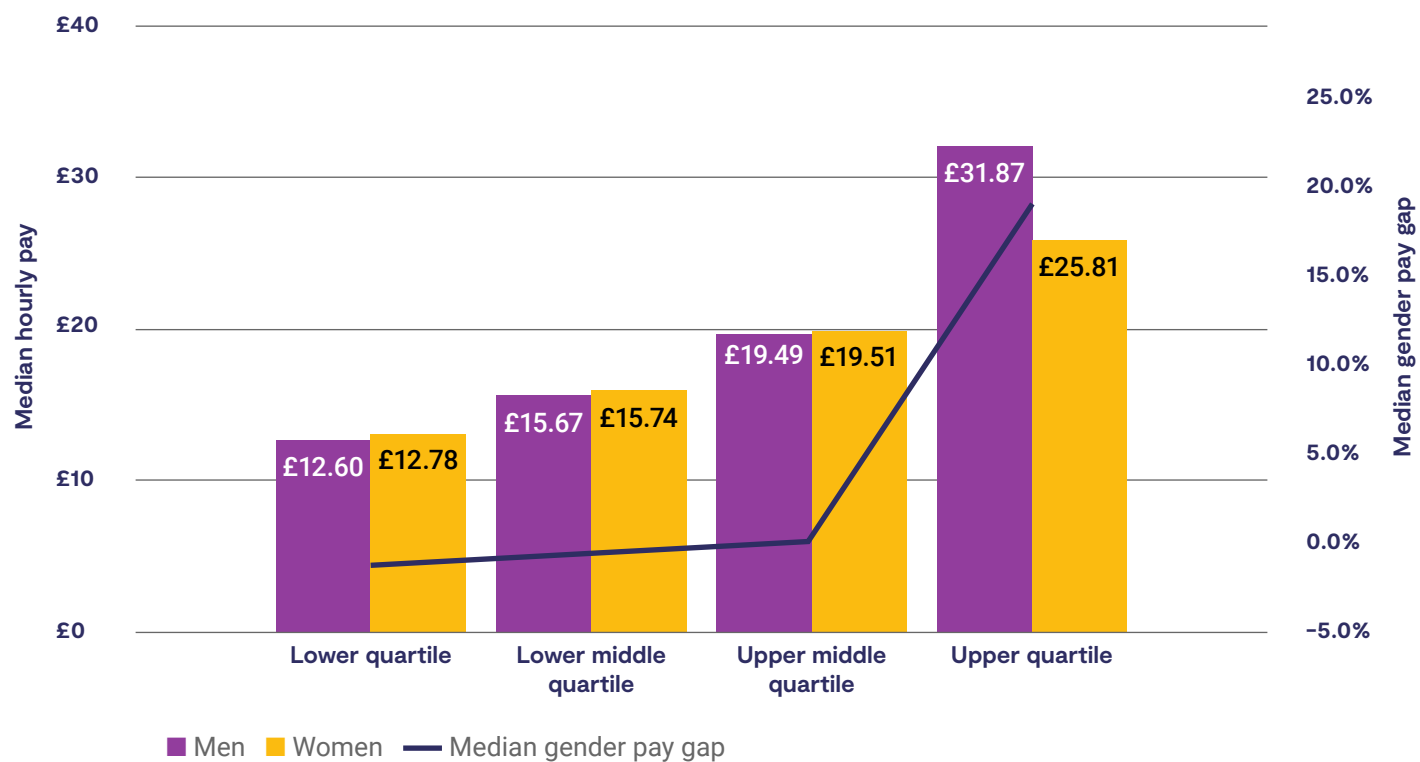




Table 6: EPSRC Gender Pay Gap 2020

	31 March 2020	31 March 2019	In 2020, the gap has become
Mean gender pay gap	<b>8.3%</b>	<b>11.2%</b>	2.9 percentage points narrower
Median gender pay gap	<b>9.3%</b>	<b>17.6%</b>	8.3 percentage points narrower

Notes:

1. Figures rounded to 1 decimal place.

Figure 8: The percentage of men and women in each pay quartile, EPSRC, 2020

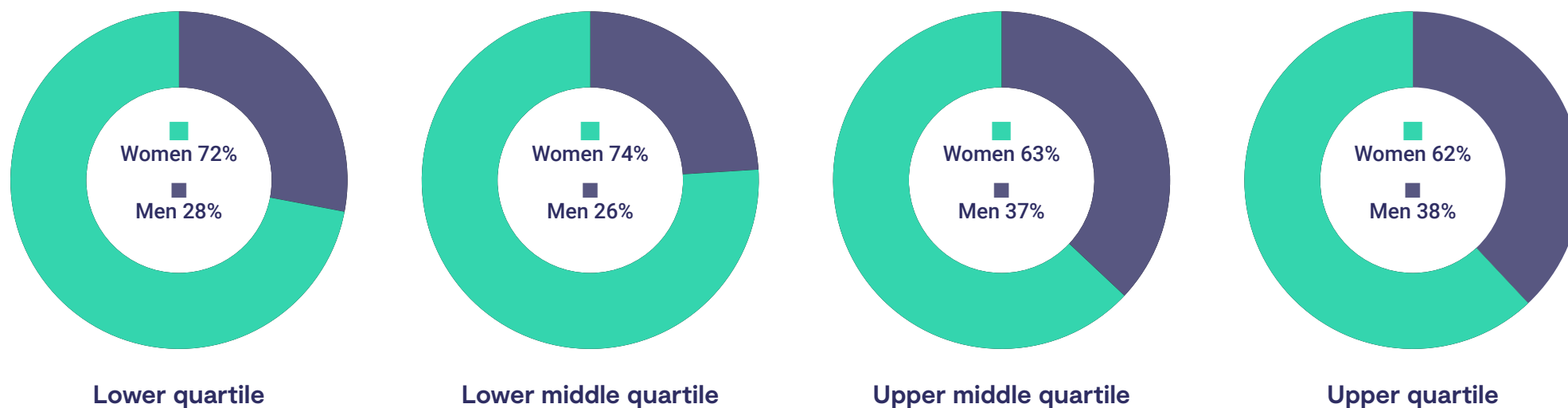
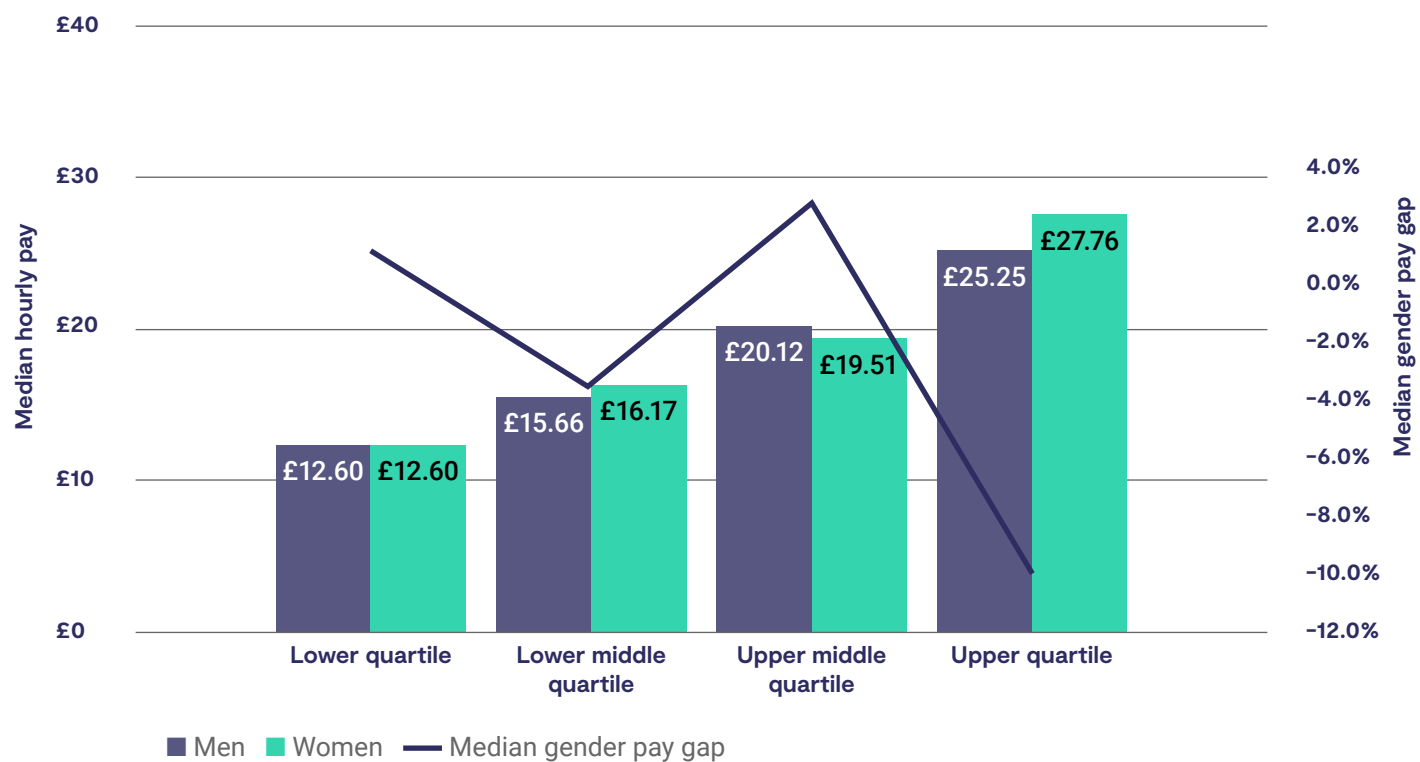


Figure 9: EPSRC median gender pay gap by quartile 2020



**Table 7: ESRC Gender Pay Gap 2020**

	31 March 2020	31 March 2019	In 2020, the gap has become
Mean gender pay gap	<b>10.9%</b>	<b>3.8%</b>	7.1 percentage points wider
Median gender pay gap	<b>19.6%</b>	<b>15.0%</b>	4.6 percentage points wider

Notes:

1. Figures rounded to 1 decimal place.

**Figure 10: The percentage of men and women in each pay quartile, ESRC, 2020**

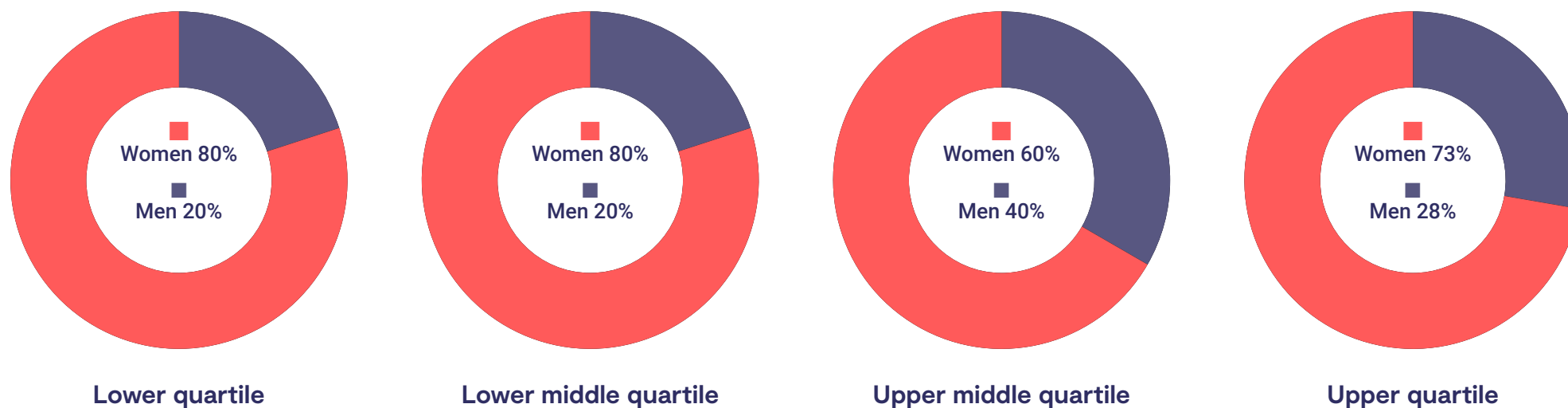
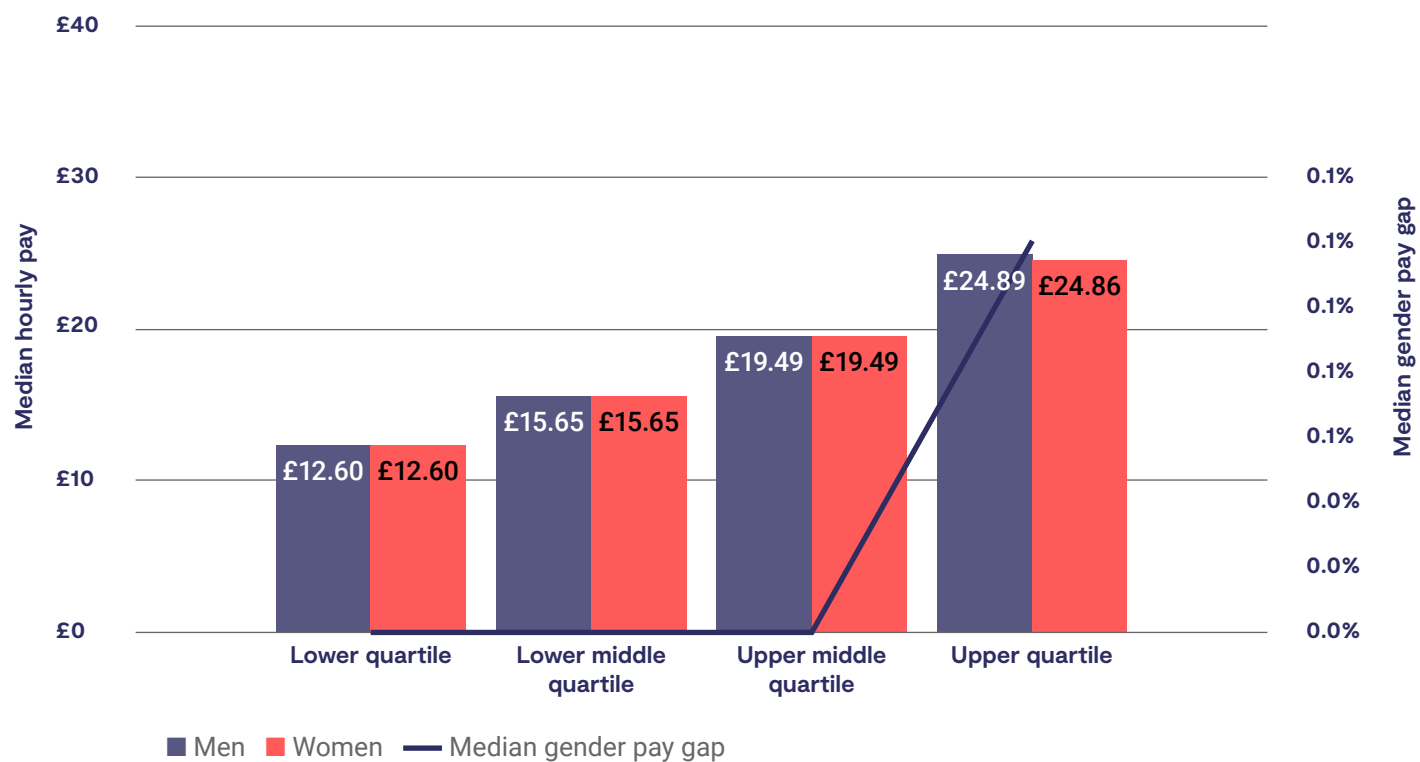


Figure 11: ESRC median gender pay gap by quartile 2020

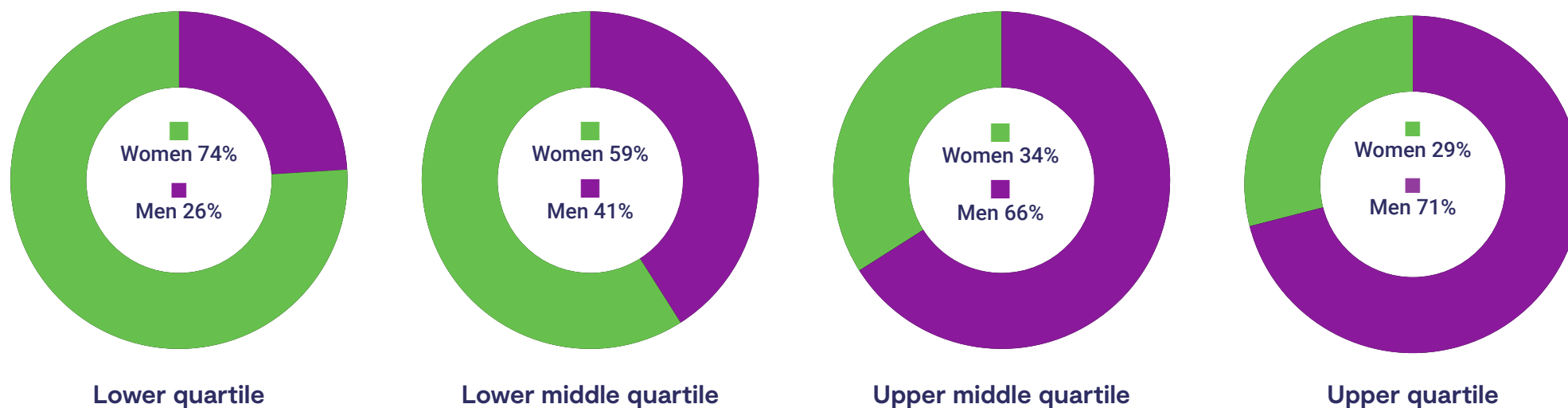


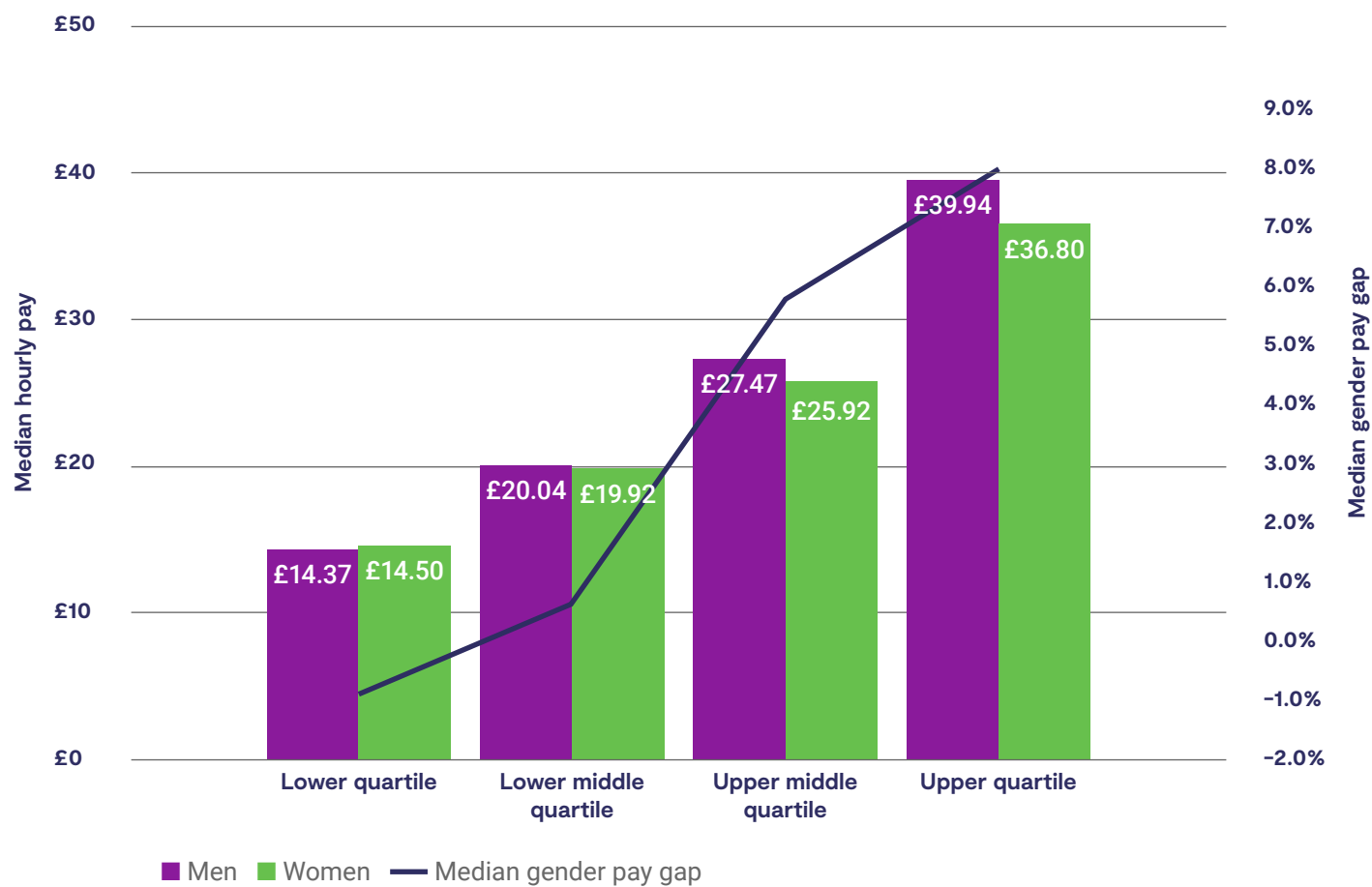
**Table 8: Innovate UK Gender Pay Gap 2020**

	31 March 2020	31 March 2019	In 2020, the gap has become
Mean gender pay gap	<b>27.3%</b>	<b>27.6%</b>	0.3 percentage points narrower
Median gender pay gap	<b>28.7%</b>	<b>29.9%</b>	1.2 percentage points narrower

Notes:

1. Figures rounded to 1 decimal place.

**Figure 12: The percentage of men and women in each pay quartile, Innovate UK, 2020**


**Figure 13: Innovate UK median gender pay gap by quartile 2020**

**Table 9: MRC Gender Pay Gap 2020**

	31 March 2020	31 March 2019	In 2020, the gap has become
Mean gender pay gap	<b>13.6%</b>	<b>12.8%</b>	0.8 percentage points wider
Median gender pay gap	<b>3.7%</b>	<b>2.4%</b>	1.3 percentage points wider

Notes:

1. Figures rounded to 1 decimal place.

**Figure 14: The percentage of men and women in each pay quartile, MRC, 2020**

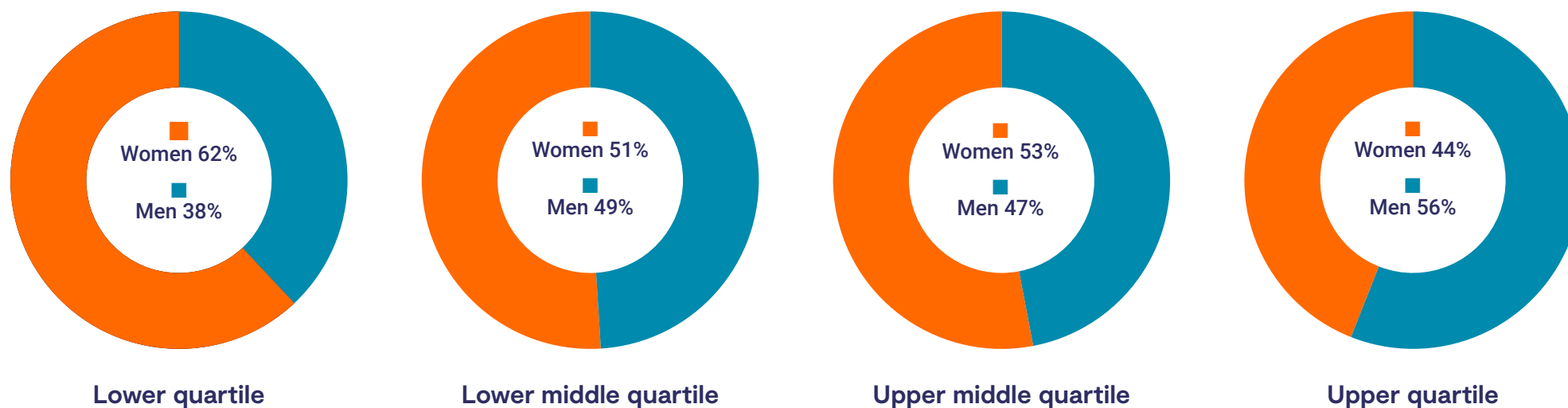
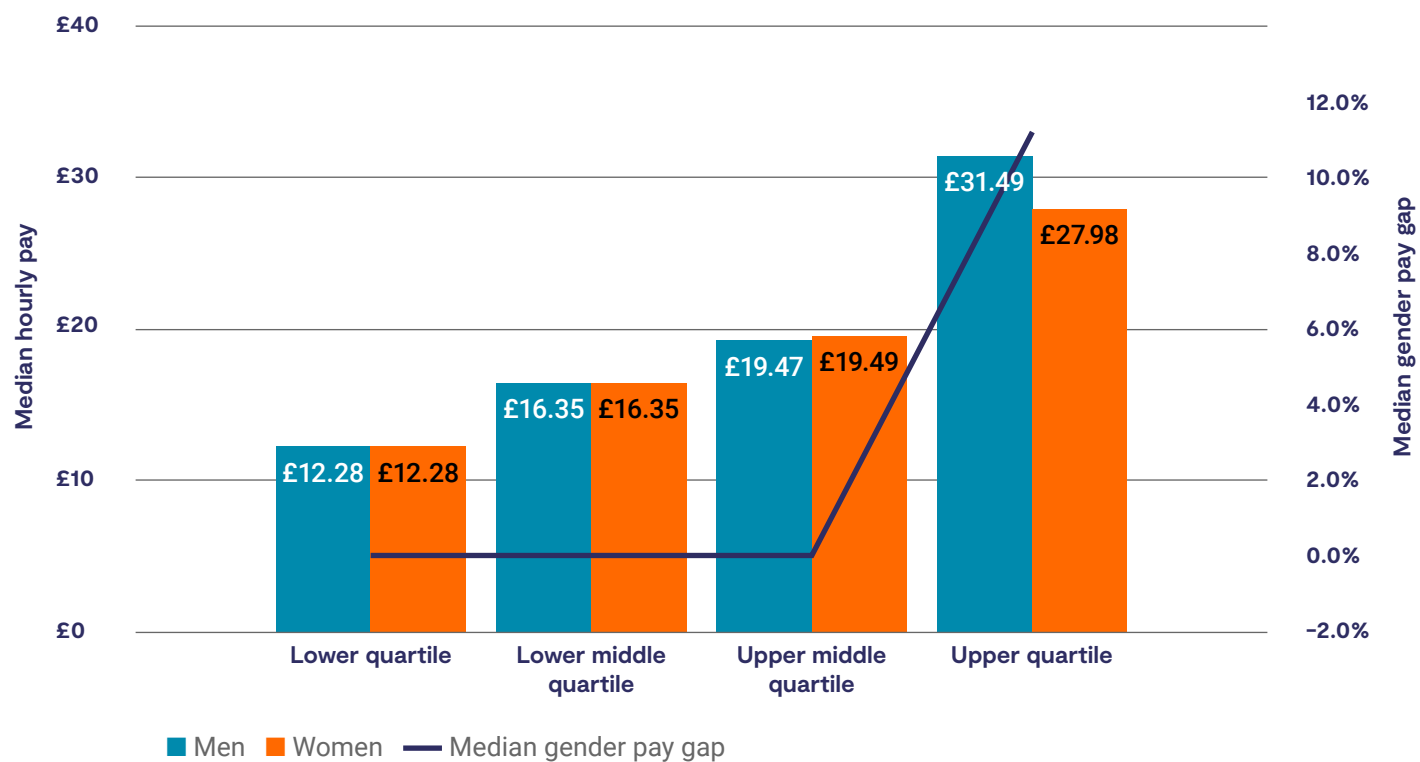


Figure 15: MRC median gender pay gap by quartile 2020



Number of employees:  
**1300**

**Table 10: NERC Gender Pay Gap 2020**

	31 March 2020	31 March 2019	In 2020, the gap has become
Mean gender pay gap	<b>14.5%</b>	<b>14.4%</b>	0.1 percentage point wider
Median gender pay gap	<b>14.1%</b>	<b>12.6%</b>	1.5 percentage points wider

Notes:

1. Figures rounded to 1 decimal place.

**Figure 16: The percentage of men and women in each pay quartile, NERC, 2020**

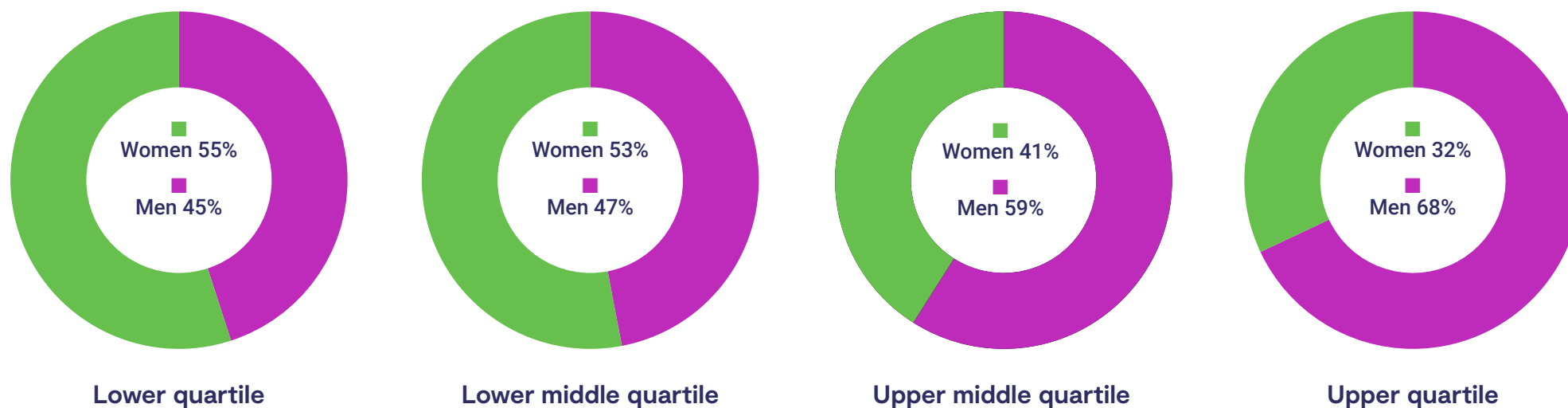
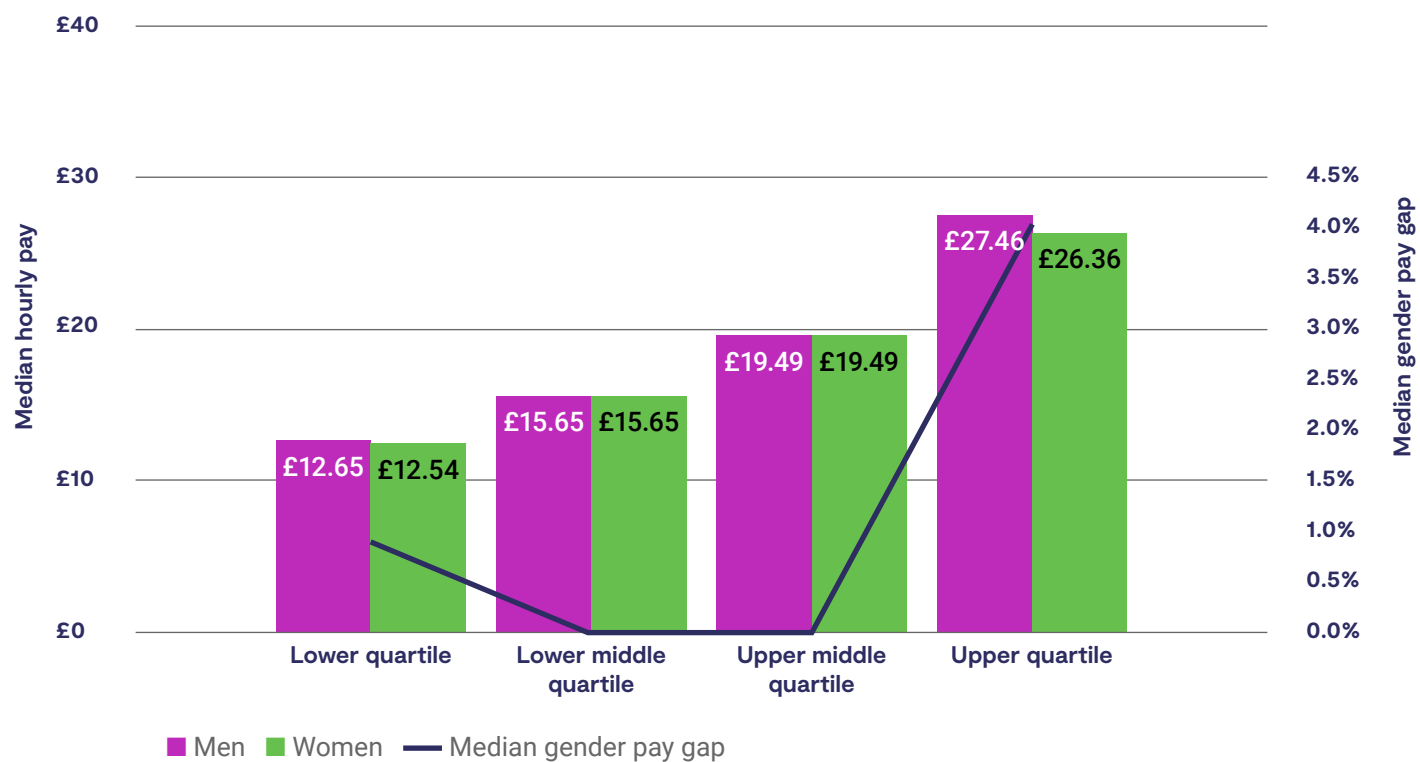


Figure 17: NERC median gender pay gap by quartile 2020



**Table 11: Research England Gender Pay Gap 2020**

	31 March 2020	31 March 2019	In 2020, the gap has become
Mean gender pay gap	<b>14.2%</b>	<b>16.1%</b>	1.9 percentage points narrower
Median gender pay gap	<b>21.0%</b>	<b>8.8%</b>	12.2 percentage points wider

Notes:

1. Figures rounded to 1 decimal place.

**The numbers in Research England are small  
and so it is not appropriate to publish the data by quartile.**

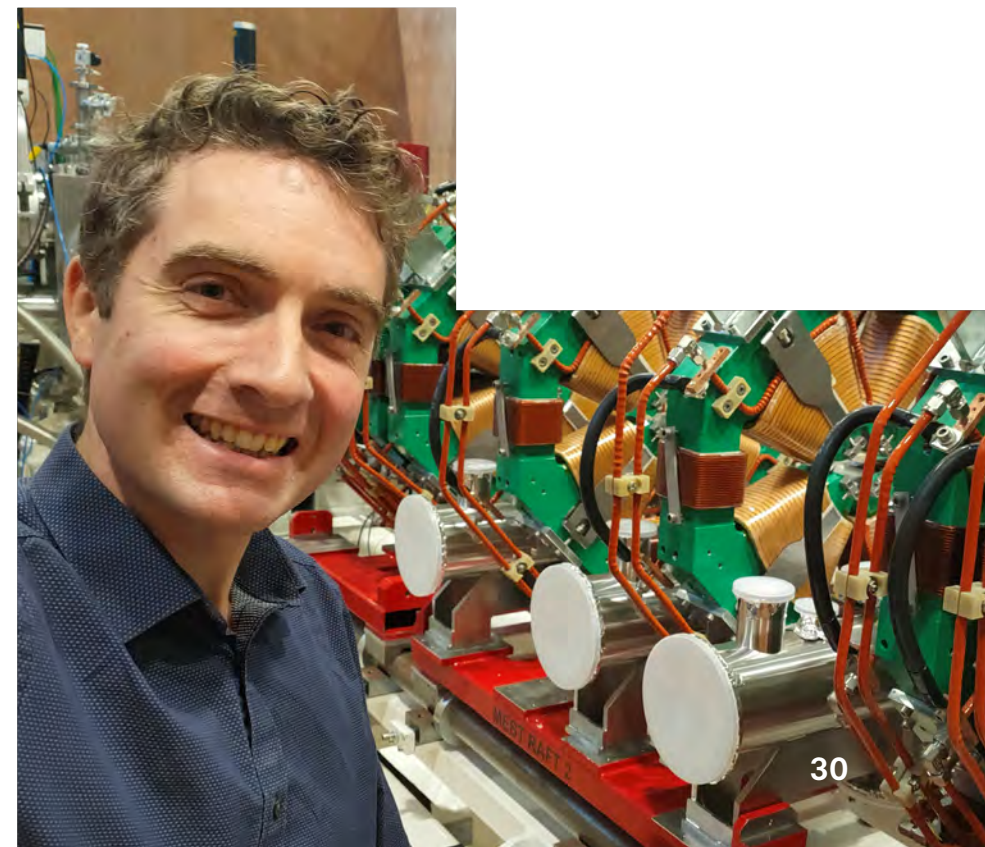


Table 12: STFC Gender Pay Gap 2020

	31 March 2020	31 March 2019	In 2020, the gap has become
Mean gender pay gap	<b>9.7%</b>	<b>9.6%</b>	0.1 percentage point wider
Median gender pay gap	<b>12.2%</b>	<b>10.4%</b>	1.8 percentage points wider

Notes:

1. Figures rounded to 1 decimal place.

Figure 18: The percentage of men and women in each pay quartile, STFC, 2020

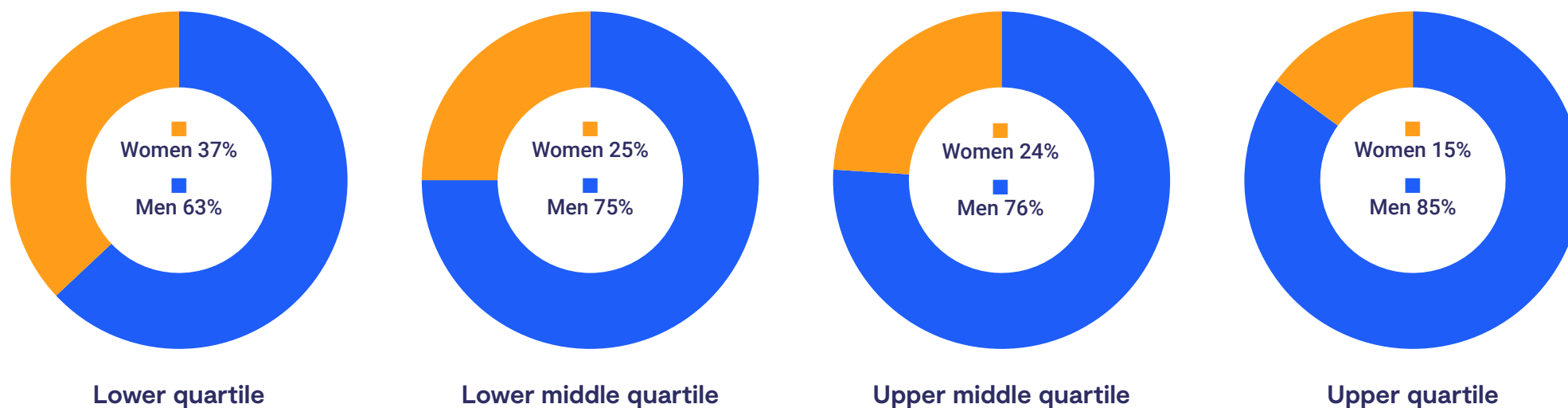
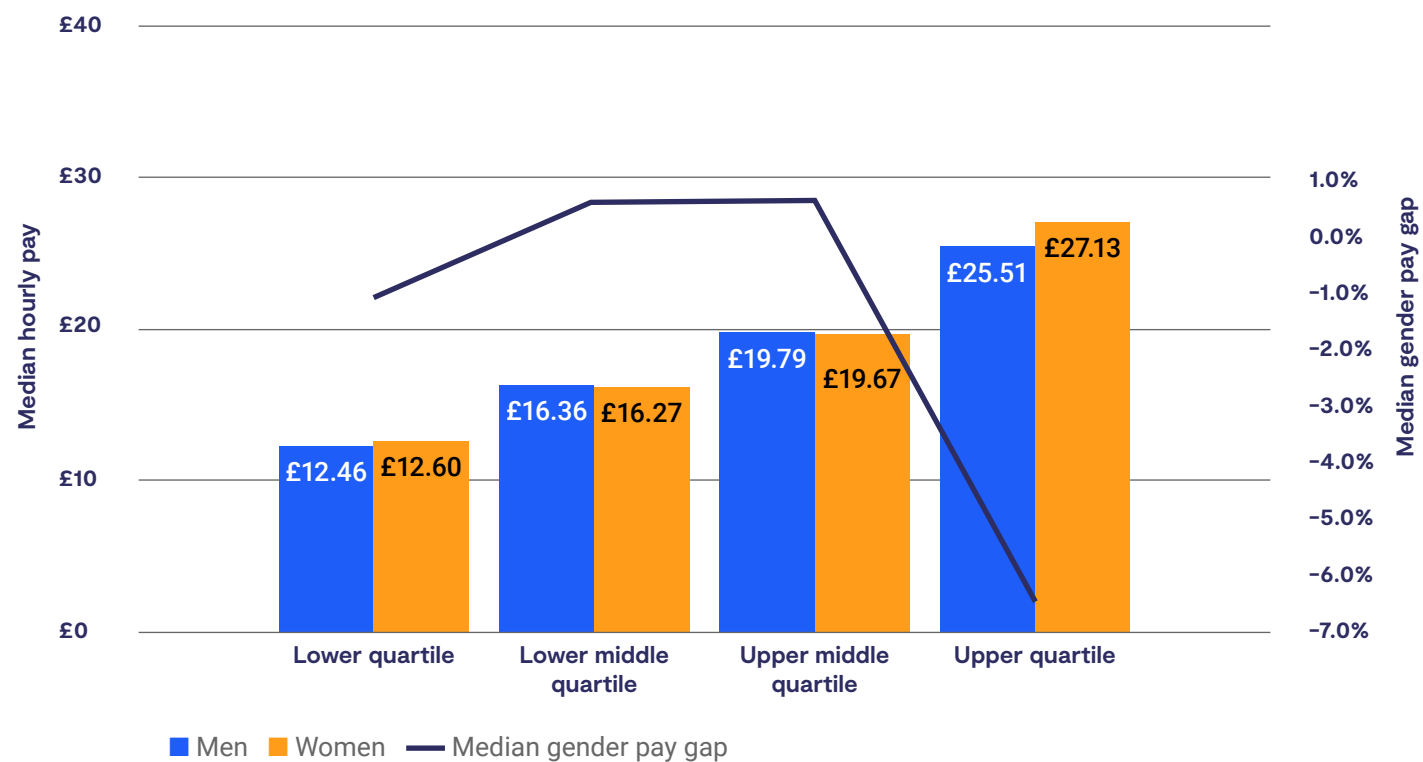


Figure 19: STFC median gender pay gap by quartile 2020

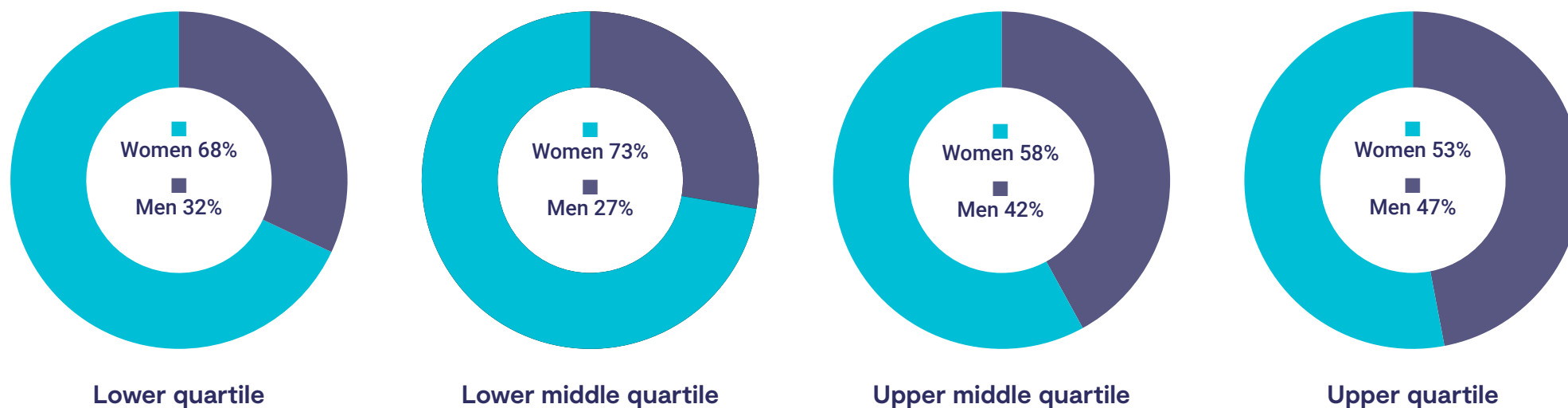



**Table 13: UKRI Central Services Gender Pay Gap 2020**

	31 March 2020	31 March 2019	In 2020, the gap has become
Mean gender pay gap	<b>11.0%</b>	<b>12.4%</b>	1.4 percentage points narrower
Median gender pay gap	<b>9.0%</b>	<b>14.8%</b>	5.8 percentage points narrower

Notes:

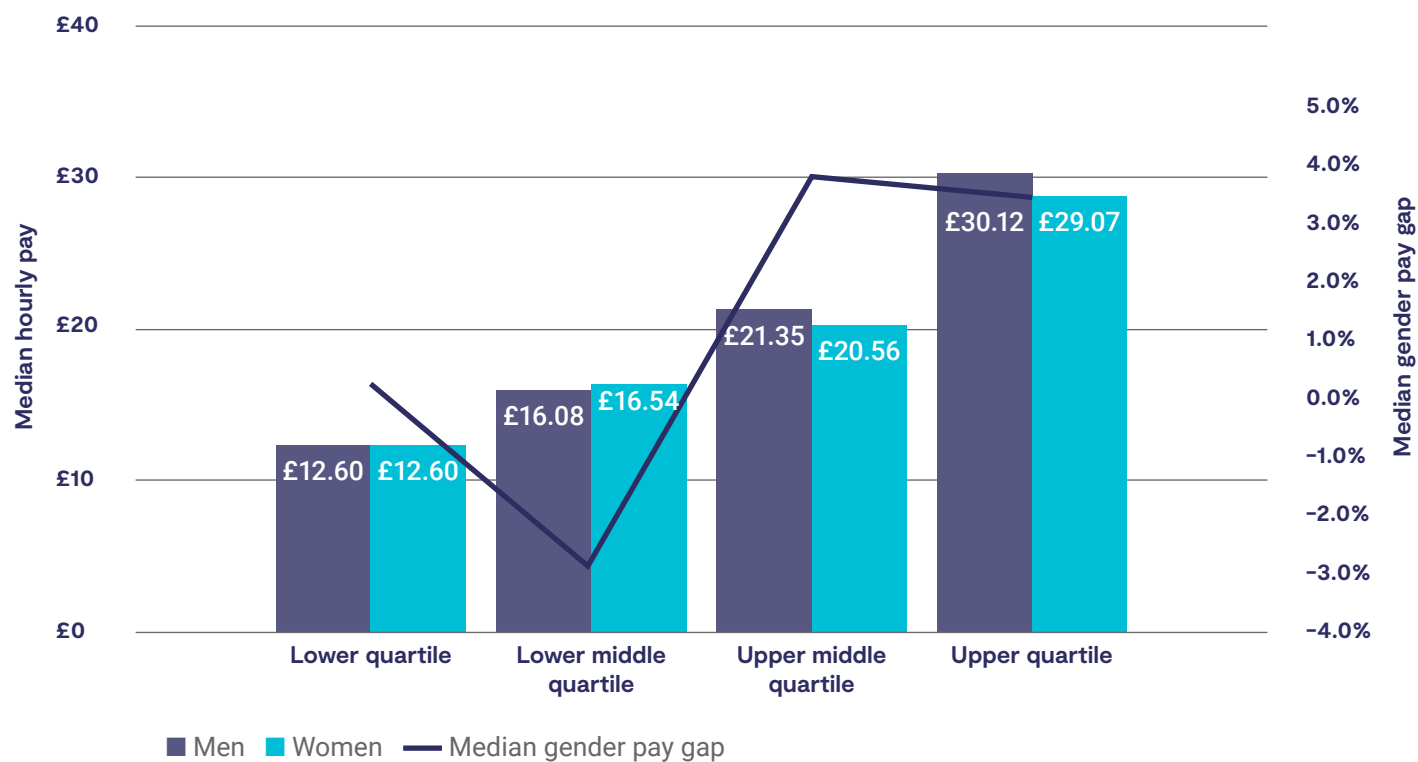
1. Figures rounded to 1 decimal place.

**Figure 20: The percentage of men and women in each pay quartile, UKRI Central Services, 2020**




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Figure 21: UKRI Central Services median gender pay gap by quartile 2020



# Images of staff

Rawan Abu Ishira Halalivery, Young Innovators	page 2
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Christopher Smith, AHRC	page 17
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