

Gender Pay Gap Report 2021



UK Research
and Innovation



Contents

Foreword	3
About UKRI	4
Our Structure	4
Gender pay gap reporting	6
Gender pay gap	7
Percentage of men and women in each pay quartile	10
UKRI's gender pay gap data by age	11
UKRI's ethnicity pay gap data	13
Gender bonus pay gap	14
Drivers of the bonus pay gap	16
What UKRI did during 2021	17
Next steps	18
Annex: Our Councils' Data	20
Arts and Humanities Research Council (AHRC)	22
Biotechnology and Biological Sciences Research Council (BBSRC)	24
Engineering and Physical Sciences Research Council (EPSRC)	26
Economic and Social Research Council (ESRC)	28
Innovate UK (IUK)	30
Medical Research Council (MRC)	32
Natural Environment Research Council (NERC)	34
Research England (RE)	36
Science and Technology Facilities Council (STFC)	37
UKRI Central Services	39

Foreword

As a steward of the UK's research and innovation system, UKRI strives to be a diverse and inclusive organisation, capturing the benefits of open-minded sharing of different ideas, expertise and experiences in everything that we do. This requires a working environment in which everyone feels valued, respected and supported to thrive.

Our recently published Strategy set out four principles for change underpinning the more connected and agile research and innovation system that the UK needs: diversity, connectivity, resilience and engagement. Equality, diversity and inclusion (EDI) are therefore a central part of our vision for an outstanding research and innovation system to which everybody can contribute and from which everyone benefits.

We cannot effectively champion EDI across the sector unless we robustly hold ourselves to account on delivering on these ambitions and ensure that we continuously improve. Our gender pay gap report is one element of this work. This report is the third since UKRI was established, and the data within

it form part of our annual cycle of reporting to influence our EDI action plan. It provides us with an opportunity to understand trends and to evaluate the impact of mitigating actions.

While there is a downward trend in our mean gender pay gap, progress is slow and there is much more to do to understand what drives our gender pay gap and to address it, some of which we set out in this report.

For example, the gender pay gap is much smaller among those under 40 than among those over 40, reflecting very different age distributions for men and women across pay bands. This, in combination with the particularly strong under-representation of women in upper-middle pay grades, suggests issues with career progression within the organisation. As UKRI matures as an organisation, there is an opportunity to reap the benefits of bringing together its nine constituent founding organisations to build diverse career paths across UKRI and this is something we are working to develop.

For the first time, we are also publishing our ethnicity pay gap. While we have some way to go to collect the full data we need to assess this, this is a first step towards understanding the ethnic inequality within our work force. We are working hard to create the conditions that enable our staff to share data confidently, and in a way that allows us to draw informed conclusions.

This year we will also publish our EDI Strategy which recognises the role UKRI plays in the wider research and innovation system as a convener, investor, partner and employer. I look forward to working with you to reshape our system and its culture so that it better values and supports different people, places and ideas, and can be truly by everyone, for everyone.

Ottoline Leyser

About UKRI

UKRI is a non-departmental public body sponsored by the Department for Business, Energy and Industrial Strategy (BEIS). Our mission is to convene, catalyse and invest in close collaboration with others to build a thriving, inclusive research and innovation system that connects discovery to prosperity and public good.

Our organisation brings together the seven disciplinary research councils, Research England and the UK's innovation agency, Innovate UK. These nine organisations have great depth and breadth of expertise, allowing us to connect research communities, institutions, businesses and wider society, in the UK and around the world. This combination enables us to work across the whole research and innovation system, informed by our networks and expertise. Alongside its significant funding activities, UKRI also owns and maintains significant research facilities which contribute to the UK science base.

Our structure

We are a very diverse organisation employing highly specialised people across the globe, from Arctic researchers and specialist support staff (eg, mariners and engineers) to office-based employees in the UK and at our international offices. Analysis and discussion in this paper is presented primarily for the whole of UKRI as a single employer for the year ending 31 March 2021. However, we recognise that the overall gender pay gap figures can mask significant variation across the organisation (ranging from 1.1% to 25.9% median gender pay gap). Therefore, individual results for UKRI's constituent organisations are also shared in the annex.

UKRI operates a grading system underpinned by a job evaluation system; grades range from administrative level (Bands A, B, C), management (grades D, E, F) to senior roles (Bands Y, X, H). Grades vary according to the level of responsibility that individuals have, and each grade has a set pay range.

The overall gender distribution as of March 2021 was 45.1% female and 53.4% male (1.5% undisclosed). The overall proportions of men and women have remained largely static since UKRI's inception in 2018. The workforce is more polarized when comparing research-facing and professional support areas; women make up 60% of professional support roles and only 33% of research-facing roles. This reflects the sector where professions in some areas of science and engineering have tended to be more male dominated; the picture is slowly changing with UCAS (Universities and College Admissions Service) reporting that 35% of science and engineering students in higher education were women in 2021.

The gender pay gap is heavily influenced by gender balance within the workforce rather than differences in pay within the grades (measuring equal pay for equal work). Table 1 shows the gender representation across the overall UKRI workforce, in descending order of seniority (band Y being the highest):

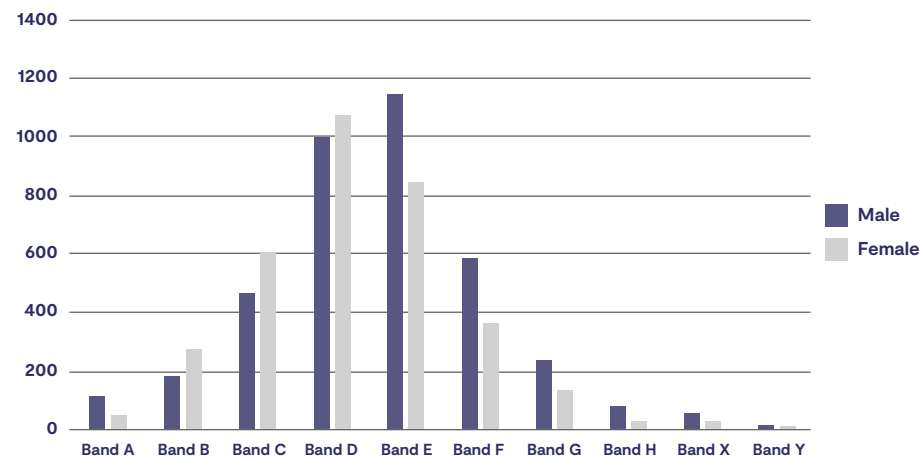


Table 1: Representation by grade in UKRI

Grade	Women	Men
Y	44%	56%
X	34%	66%
H	27%	73%
G	37%	63%
F	37%	63%
E	43%	57%
D	52%	48%
C	57%	43%
B	59%	41%
A	30%	70%

This shows that there is generally a higher representation of men in the more senior grades but since 2020 the representation of women in these grades has increased, for example from 37% in 2020 to 44% in 2021 at grade Y. This may go some way to explaining why the mean pay gap has decreased slightly whilst the median has not.

Figure 1: Representation of men and women in UKRI by grade (numerical)



Gender pay gap Reporting

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. This means that the representation of male and female staff within the workforce will have an impact on the gender pay gap. A positive figure indicates a pay gap in favour of men and a negative figure indicates a gap in favour of women.

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. There is increasing interest to also understand the pay gaps by ethnicity and age groups and further analysis of pay gaps against these criteria are contained within this document.



Gender pay gap

In 2017, the Government introduced legislation that made it statutory for all organisations with 250 or more employees to report annually on their gender pay gap. The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings (excluding overtime). It is a measure across all workers in each organisation, not of the difference in pay between men and women for doing the same job. The regulations require annual gender pay gap reporting including:

- mean and median gender pay gap
- the proportions of men and women in each pay quartile
- the mean and median gender bonus gap, and
- the proportion of men and women who received bonuses.

The data used to calculate the UKRI gender pay gap is as at 31 March 2021. 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' pay 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 in the middle of the respective lines.

Table 3 shows that the mean gender pay gap decreased by 0.1 percentage points and the median gender pay gap increased from 10.7% in 2020 to 12.3%. In other words, for every £1 that the median man earned the median woman across the whole of UKRI earned 88p.

Table 3: UKRI's Gender pay gap 2021

	31 March 2019	31 March 2020	31 March 2021	In 2021, the gap has become	
Mean gender pay gap	11.7%	10.3 %	10.2 %	0.1	percentage points narrower
Median gender pay gap	13.7%	10.7%	12.3%	1.6	percentage points wider

Notes:

1. Figures rounded to 1 decimal place.

Contributing factors

- It is interesting to note that the mean gender pay gap has remained fairly static whilst the median gap has increased. This change in the median gender pay gap is driven by changes in the composition of staff within the middle pay quartiles.
- Representation of women in the middle quartiles has increased this year which is encouraging. However, this is partly due to new hires or newly promoted staff members who are likely to be at the bottom of the pay band as per our starting salary policy and who have not yet had the opportunity to take on additional responsibilities which may offer access to some allowances. The mean gender pay gap for the middle pay quartiles has also increased in line with the median.

Drivers of the gender pay gap

Age: We have been interested to see the differences in the gender pay gap when segmented by age as it shows us that the mean gender pay gap is significantly smaller (0.8%) for those under 40 in comparison to those over 40 (15.3%).

As this is the first time we have segmented our gender pay gap by age, we can only hypothesise on the reasons for this. For example, we are keen to understand if this difference is a result of the impact of parenthood on the careers of our staff. We are working closely with the parenting network to see how we can do better.



Table 4: UKRI's gender pay gap (GPG) by age in 2021

	GPG 40+	GPG Under 40	GPG All UKRI Employees
Mean gender pay gap by age	14.9%	0.8%	10.2%
Median gender pay gap by age	15.3%	3.7%	12.3%

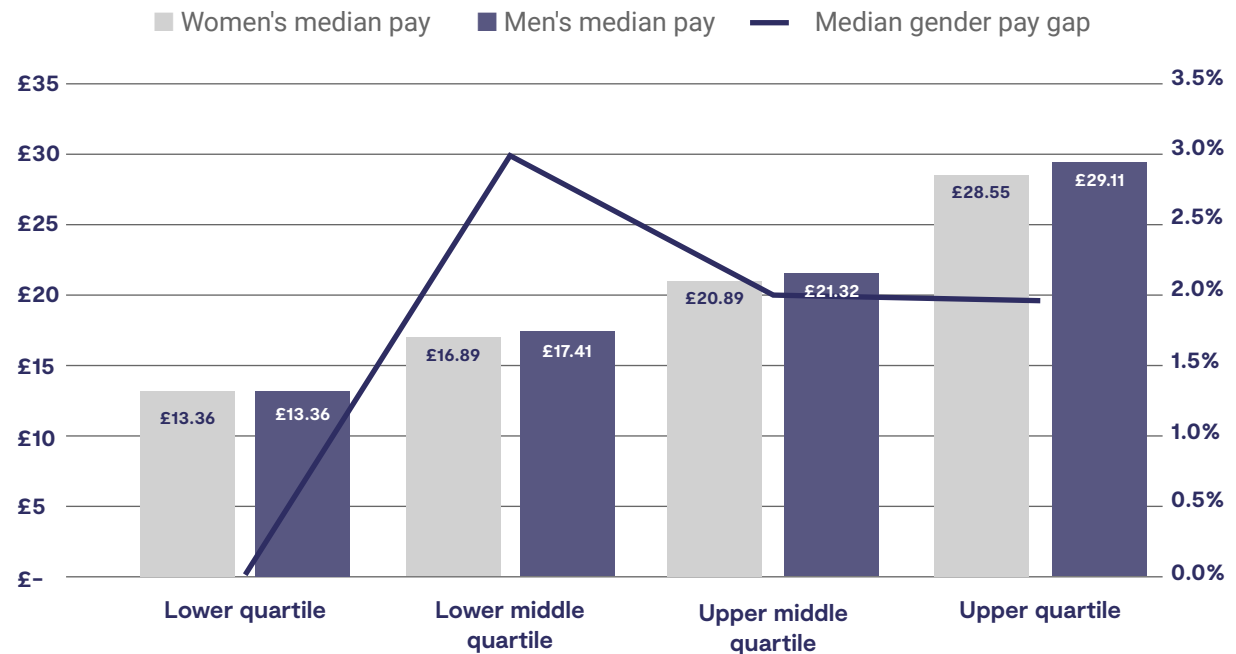
Notes:

1. Figures rounded to 1 decimal place.

Distribution: It is apparent that the distribution of men and women in the organisation is a key driver of the gender pay gap and so examining the gender pay gap by quartile highlights where the gaps have the most impact on the overall figures.

Following Royal Statistical Society (RSS) guidance, we also publish the median hourly gender pay gap by quartile. Figure 2 shows that the median gender pay gap in every quartile 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 lower middle quartile at 3.0%. Or, for every £1 the median man earned in the lower middle quartile, the median woman earned 97p.

Figure 2: UKRI's median gender pay gap by quartile 2021



Percentage of men and women in each pay quartile

Figure 3 shows the percentage of women and men within each pay quartile for the year ending 31 March 2021. There was a higher percentage of women employees than men in the two lower pay quartiles at 53% and 51%. Men occupied a higher percentage of employees in the two higher pay quartiles, increasing from 57% of employees in the upper middle quartile to 64% of employees in the upper quartile.

Figure 4 shows that the percentage of employees who are women has remained the same in the lowest pay quartile but increased in all the other three pay quartiles in 2021 compared with 2020. The largest increase is seen in the lower middle quartile where the percentage of women has increased from 48% to 51%.

Figure 3: The percentage of men and women in each pay quartile, UKRI, 2021

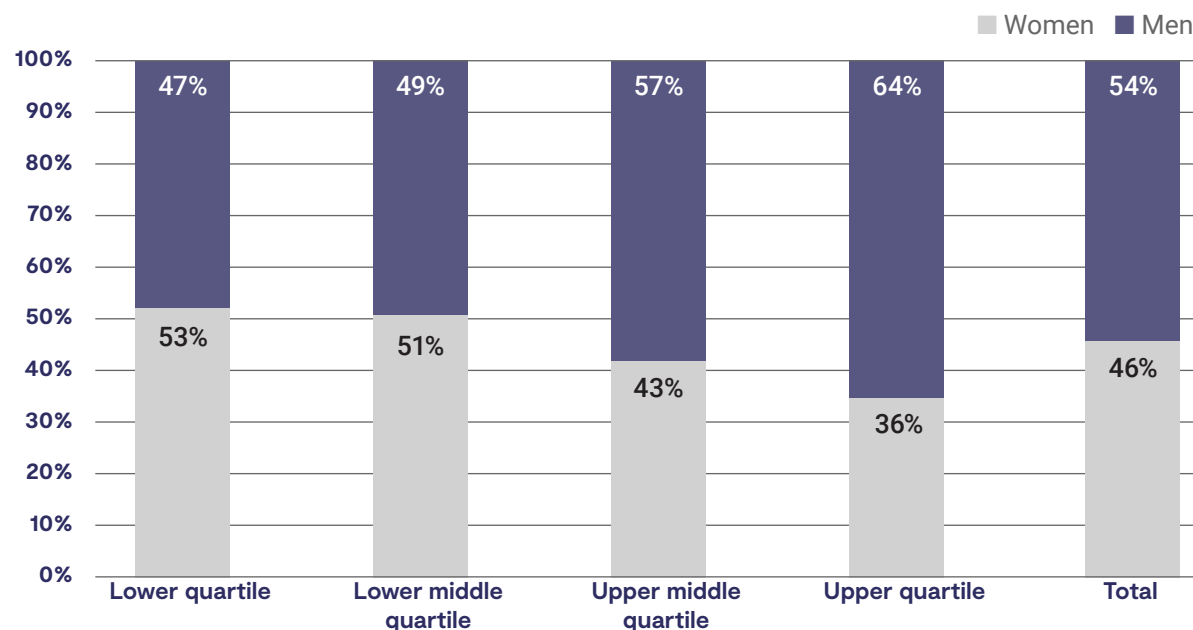
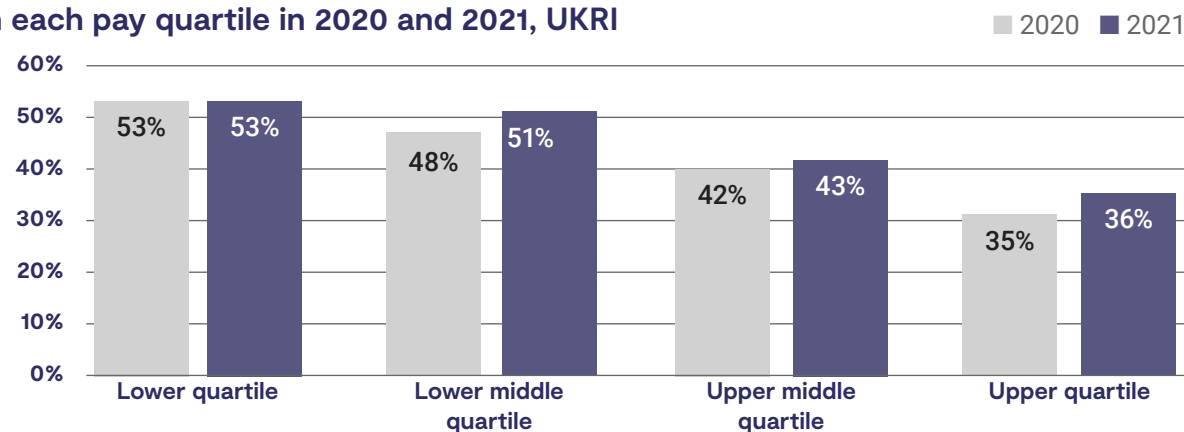


Figure 4: The percentage of employees who are women in each pay quartile in 2020 and 2021, UKRI



UKRI's gender pay gap data by age

Gender pay gap data by age sets out the difference in average pay of all women in certain age categories compared to the average pay of all men within the same age category in 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.

Table 5 shows the mean and median gender pay gaps for two age groups - under 40 years old and 40 years old and above. Overall, the mean and median gender pay gaps were larger for the 40 years and above age group. The median gender pay gap for the under 40 group was 3.7% in favour of men. This is similar to the national median gap of 3% and below for this age group reported by the Office of National Statistics (ONS)*. The median pay gap for employees 40 years and above was 15.3% in favour of men. In other words, for every £1 that the median man in the 40 years and above category earned the median woman earned 85p in this age category across the whole of UKRI.

Table 5: UKRI's gender pay gap by Age in 2021

	GPG 40+	GPG Under 40	GPG All UKRI Employees
Mean gender pay gap by age	14.9%	0.8%	10.2%
Median gender pay gap by age	15.3%	3.7%	12.3%

This gap is similar to the national average at approximately 12%* reported by the ONS for this age group.

As figure 5 illustrates, more than 50% of all employees in senior bands G and above were men in this age category compared with only between 29% and 44% of women in the same age category. There were more women in the 40 years and above age group in all of the four lowest bands (A to D) than men in the same age category. The total workforce gender pay gap is primarily caused by more men than women in higher grades. For men, virtually the entire under 40 population is in lower pay bands. So when comparing men and women under

40, the comparison is mostly between people in a small number of grades, so it is less than when comparing the total gap. When comparing people over 40, the distribution of staff shows that women are spread across all grades, and men are more concentrated in higher grades, so the pay gap is exacerbated compared to the total workforce comparison.

* Source: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2021>

Figure 5: The percentage of men and women in each band across UKRI, 2021

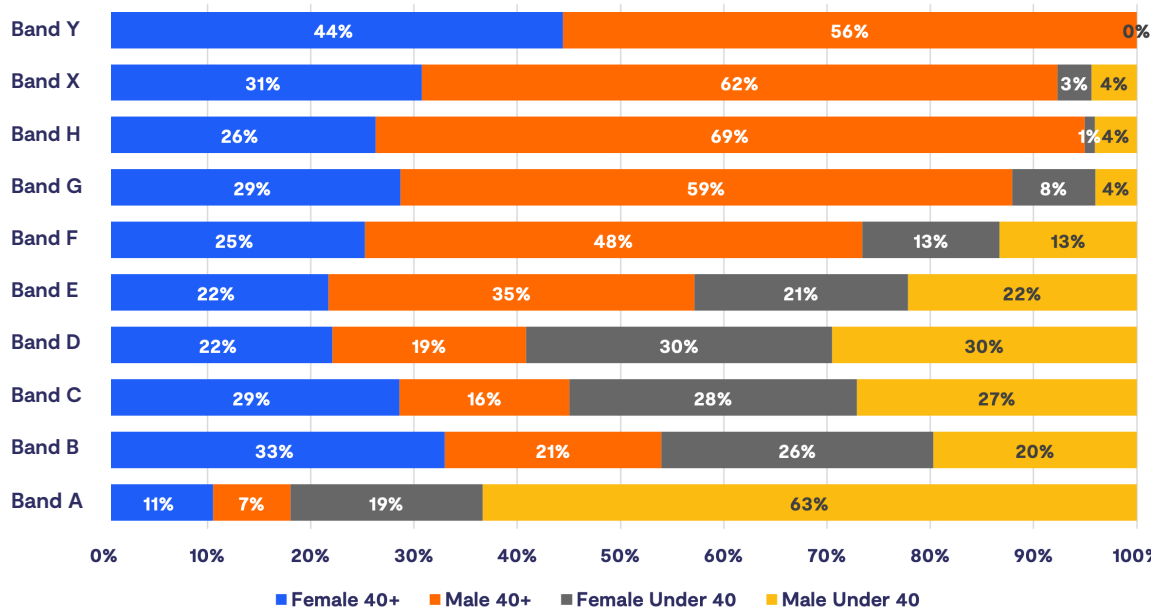


Figure 6: The distribution of men and women by band over the age of 40

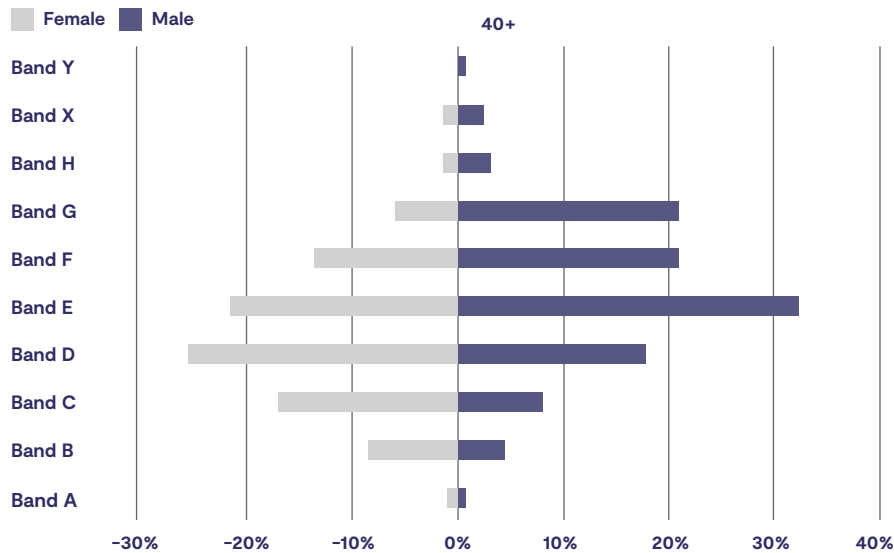
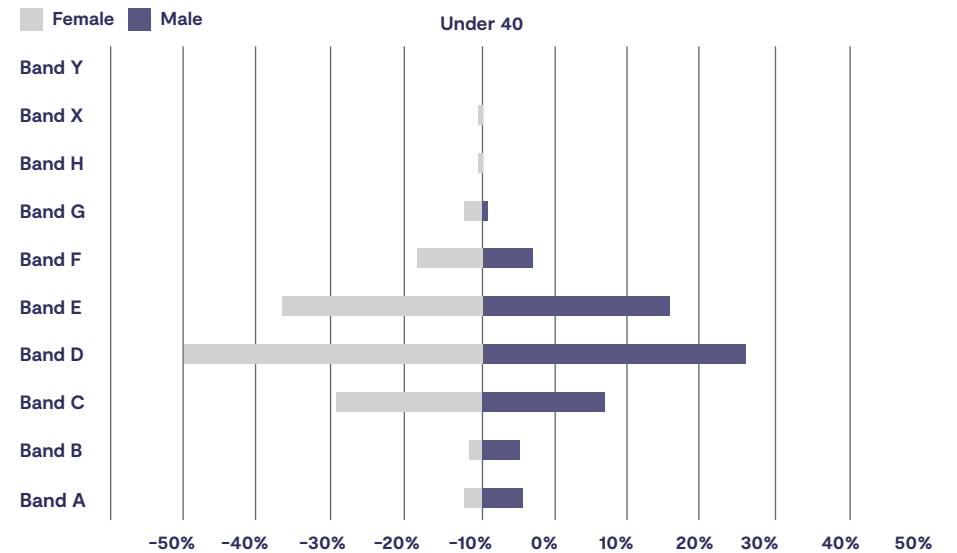


Figure 7: The distribution of men and women by band under the age of 40



UKRI's ethnicity pay gap data

UKRI is publishing ethnicity pay gap data for the first time to increase transparency. This is the first stage of our analysis to understand if there are any differences in pay between ethnic groups and the causes behind that. This analysis will be further developed in future years and will feed into future action plans.

Ethnicity pay gap data set out the difference in average pay of all ethnic minority employees compared to the average pay of all white employees, regardless of the level or type of work carried out. A positive figure indicates a pay gap in favour of white employees and a negative figure indicates a gap in favour of ethnic minority employees.

Table 6 shows the mean and median ethnicity pay gap for UKRI in 2021. On 31 March 2021, UKRI had a mean ethnicity pay gap of 5.2%. The median ethnicity pay gap was 3.6%. In other words, for every £1 that the median white employee earned the median minority ethnic employee across the whole of UKRI earned 96p.

This was slightly higher than the national median of 2.3%* reported by the ONS in its report for 2019. The ONS has not published ethnicity pay gap data since 2019.

Table 6: UKRI's ethnicity pay gap 2021

	EPG
Mean ethnicity pay gap	5.2%
Median ethnicity pay gap	3.6%

Note that we did not have ethnicity data for a large group of employees due to low disclosure rates. As shown in table 7, these data were not available for 20.8% of all employees.

Table 7: No of employees in ethnic groups across UKRI

	No of Employees	% of Employees
Employees reporting ethnic minority background ²	566	7.4%
Employees reporting white ethnic background ²	5,473	71.7%
Missing Information on ethnic group	1,590	20.8%

Due to the small number of employees identified in each ethnic minority group, all ethnic minority groups were aggregated into one larger 'ethnic minority group'. This was to enable more statistically robust comparisons and to preserve anonymity. We recognise that aggregating ethnic groups in this way can mask the experiences of individual ethnicities and will seek to encourage more employees to voluntarily self-declare their ethnicity to enable more detailed analysis in the future.

* Source: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/articles/ethnicitypaygapsingreatbritain/2019>

1. Figures rounded to 1 decimal place.

2. Employees reporting minority ethnic background include all employees who identified as any sub-group within Asian, Black, Mixed, Chinese and Other groups. Employees reporting white ethnic background include all employees who identified as one of the following: White – British, White – Irish, White – Other European, White – Other, and White – Any Other White Background.

UKRI's gender bonus pay gap

The gender bonus 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. As for the overall gender pay gap, both the mean and median bonus gender pay gaps are published.

The 2021 bonus pay gap data is skewed as a result of the late payment of the 2019 end-of-year bonus payments in 2020. However, we recognise that the bonus pay gap is significant. We will conduct further analysis to understand the drivers of this gap. UKRI is committed to a thorough review of bonus awards in 2022 considering the design, operation and efficacy of the current schemes.

Table 8: UKRI's bonus gender pay gap 2021

	1 April 2020 to 31 March 2021
Mean bonus gender pay gap	17.1%
Median bonus gender pay gap	18.0%

Notes:

1. Figures rounded to 1 decimal place.

During the year ending 31 March 2021, 85% of women employed by UKRI received a bonus compared with 86% of men. The mean bonus gender pay gap is 17.1%, the median bonus gender pay gap is 18%. In other words, for every £1 that the median man earned in bonus payments the median woman earned 82p.



UKRI operates a number of bonus schemes including instant recognition vouchers, in-year monetary awards and end-of-year awards linked to performance.

Senior grades (Band X and above) are only eligible for end-of-year performance-related awards, with bonuses being paid only to top performers in the appraisal year.

Table 9: Bonuses awarded to UKRI employees during year ending 31 March 2021 by gender and award type

Type of award	Percentage of all women receiving awards	Percentage of all men receiving awards	Mean award amount - women	Mean award amount - men
Instant ¹	19%	14%	£108	£105
In year ¹	20%	17%	£543	£464
End year ²	84%	84%	£690	£836
Senior bonus ³	45%	63%	£5,613	£9,513
All bonuses	85%	86%	£859	£1,036

Notes:

1. Instant and in year awards are nominated and paid throughout the year.
2. In 2019, the payment of the annual pay award was delayed meaning that the end-of-year awards were paid to main grade staff in the 2020/21 performance year.
3. Percentages for instant, in year and end year bonuses are calculated for employees in main grades whereas percentages for senior bonus are calculated for employees in senior grades X and Y. Reporting year are also included in this year's analysis. This includes both the end-of-year bonus to those who exceeded expectations and the smaller bonus amounts for those who met expectations.
4. Figures rounded to nearest whole number.



Drivers of the bonus pay gap

The gap can be explained by larger bonus amounts awarded to staff in higher pay quartiles, where there are higher proportions of men. Women were more likely than men to receive instant and in-year awards, which are of a lower value than senior awards. The percentage of men and women receiving end year awards was similar, however, the average amount was higher for men. The amount of senior bonus payments was also higher for men who were also more likely to receive this bonus.

Contractual bonus pay arrangements for senior staff in Innovate UK and the Medical Research Council, which are higher than bonus pay arrangements in the rest of UKRI and which pre-date the formation of UKRI, have impacted on the overall difference seen in the senior and end-of-year bonus amounts between men and women across the whole of UKRI due to the representation of men being higher in this cadre.



What UKRI did during 2021

We have taken a number of positive steps during 2021 to close our gender pay gap and improve equality and diversity overall, including:

- Implemented more robust salary approvals processes for higher starting salaries.
- Reviewed and harmonised some allowances and benefits.
- Conducted an Equal Pay Audit (to be published in Q1 of 2022). This analysis indicates that UKRI has a less than 5% gap between men and women when comparing equal work of equal value which the Government Equalities Office deems as statistically insignificant. Further details will be provided upon publication and findings will be considered alongside our EDI plans, as wider EDI initiatives will have a positive impact on the recruitment, retention and development of talented women.
- Commissioned research and insight to better inform us about our available talent pool and how we reach out to and encourage a more diverse population into UKRI (the science and research professions in particular).
- Enhanced our applicant tracking system reporting, enabling us to track candidates by characteristic to assess our attraction and appointment decisions by gender and ethnicity.
- Partnered with 10KBI (10,000 Black Interns) to offer several internships to young black people and encourage them into UKRI and the sector.
- Formulated a policy review plan to focus on inclusive and family friendly people policies such as flexible working.
- Established a vibrant and thriving set of staff networks which aim to share experiences and catalyse change. This has helped us to collaborate with our workforce to identify areas of improvement, for example, working with the parenting network to enhance the experiences of parents during and after parental leave.



Next steps



Next steps

UKRI intends to create conditions for its employees which enable the gender pay gap to close further. We will continue to work across our organisation to become truly inclusive. In 2022, we will publish our EDI Strategy, which aims to catalyse change across the sector, including with ourselves, as well as a Workforce EDI plan and review of workforce demographic data. UKRI is committed to attracting and retaining a talented and diverse workforce as we recognise that this is what we will need to deliver our mission. To this end we will focus on continuing to better understand our data and what they are telling us. We will finalise the analysis of our equal pay landscape and publish an equal pay audit.

We will continue to segment our gender pay gap data by age to understand the trends. It is our goal to reduce the impact of parenthood on the careers of our staff, and we will work closely with our parenting network to understand how best we can enable parents to maintain their careers, alongside their parenting role.

We recognise that the pay gap data on bonuses have been skewed by the late payment of bonuses in 2020. However, we acknowledge that this report highlights that our bonus gap is significant. Whilst some of this can be explained, we are committed to analysing this further to fully understand the reasons behind it. We intend to review our bonus and performance pay arrangements during 2022/23 and equality will be an important consideration as part of this.

We will expand and improve our candidate reach particularly for science and technology roles via the development of a talent attraction framework to target talent pools via a range of media channels and use inclusive language in our job advertisements. Our new applicant tracking system has been enhanced to enable better scrutiny of the diversity of our candidates and we will use this data to inform further improvements.

We will use insight from this report as well as our equal pay audit to inform our annual pay award strategy.

We have developed a policy review plan to embed inclusive language and conduct an impact assessment on each policy as they are reviewed.

As an employer, UKRI will continue its internal conversation on what it means to be truly inclusive. We will challenge ourselves at all levels of the organisation and ensure that Equality, Diversity and Inclusion remains at the heart of everything we do and the decisions we make on a daily basis.

We will focus more on our ethnicity pay gap data to understand the trend and to work with the Racial Inclusion and Striving for Equality Network to ensure that UKRI can meet its aspirations to be an employer of choice.

Annex: Our Councils' Data



UKRI is a complex organisation consisting of the seven 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. Due to the small number of employees some results for Research England are not included to preserve staff anonymity.





Number of full pay relevant employees
(counted within GPG methodology):
112

Table 10: AHRC gender pay gap 2021

	31 March 2021	31 March 2020	In 2021, the gap has become
Mean gender pay gap	8.6%	6.4%	2.2 percentage points wider
Median gender pay gap	17.5%	12.5%	5.0 percentage points wider

Notes:
1. Figures rounded to 1 decimal place.

Figure 8: The percentage of men and women in each pay quartile, AHRC, 2021

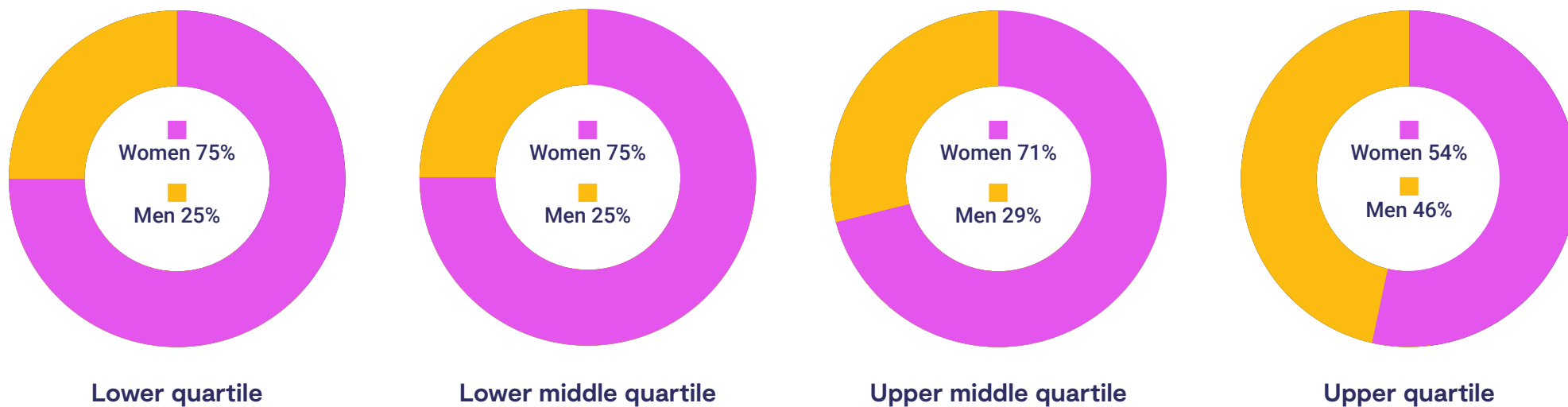




Figure 9: AHRC median gender pay gap by quartile 2021

■ Women ■ Men — Median gender pay gap





Biotechnology and Biological Sciences Research Council

Number of full pay relevant employees
(counted within GPG methodology):

167

Table 11: BBSRC gender pay gap 2021

	31 March 2021	31 March 2020	In 2021, the gap has become
Mean gender pay gap	6.3%	12.2%	5.9 percentage points narrower
Median gender pay gap	12.1%	11.5%	0.6 percentage points wider

Notes:

1. Figures rounded to 1 decimal place.

Figure 10: The percentage of men and women in each pay quartile, BBSRC, 2021

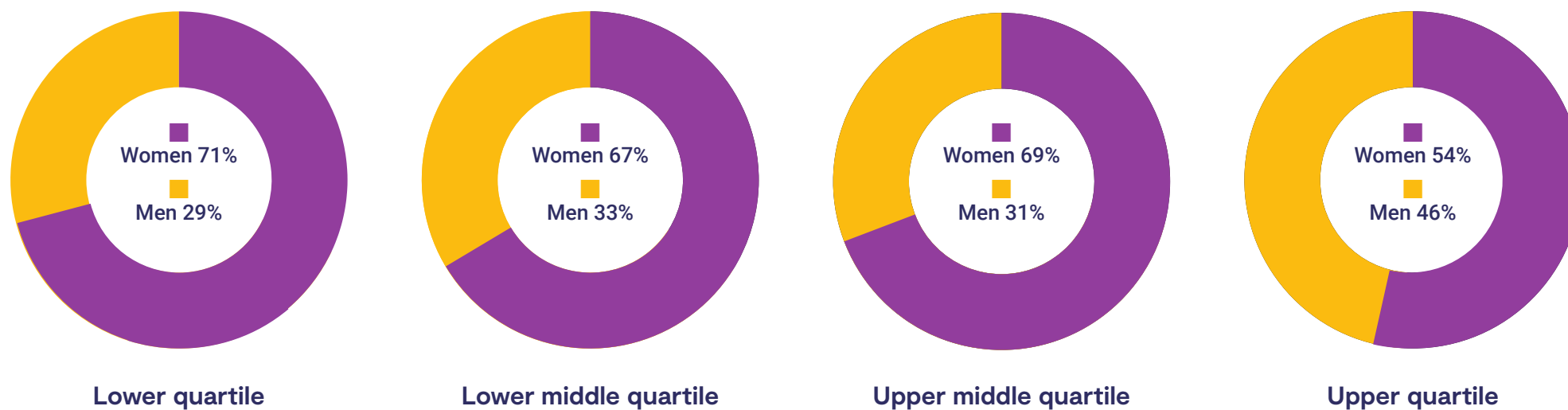
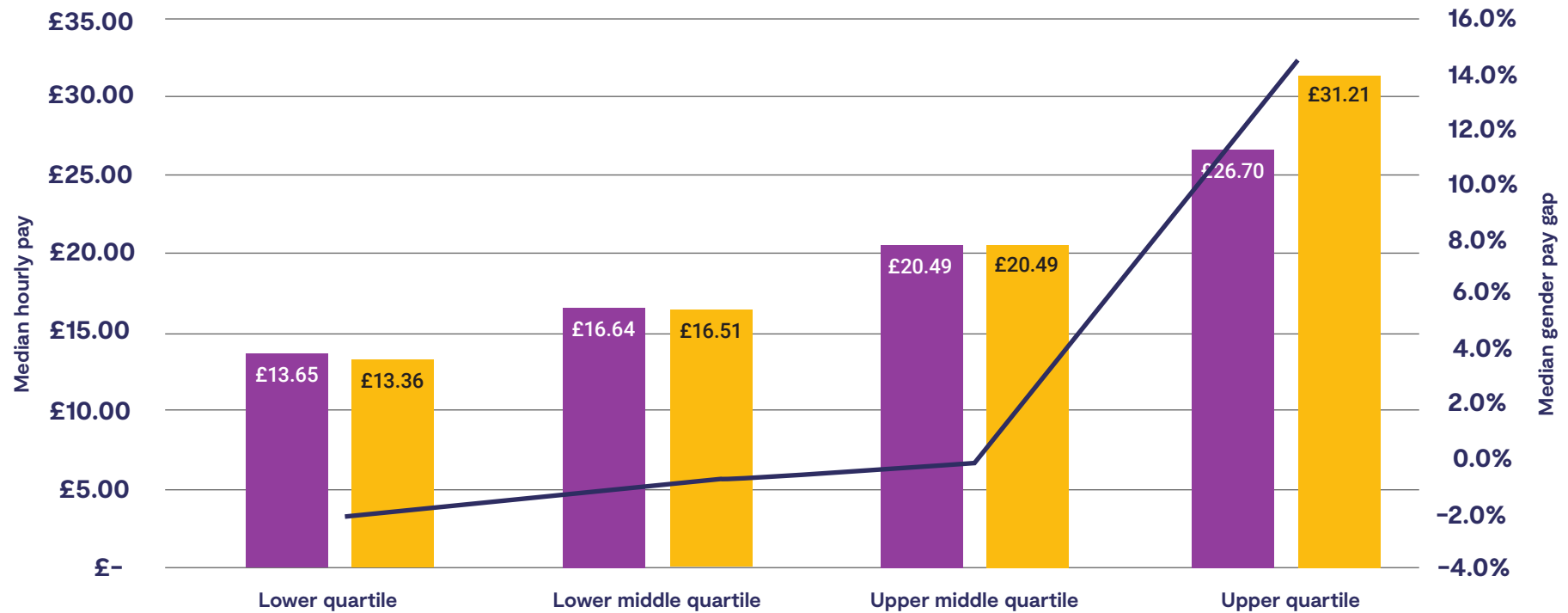




Figure 11: BBSRC median gender pay gap by quartile 2021





Number of full pay relevant employees
(counted within GPG methodology):
251

Table 12: EPSRC gender pay gap 2021

	31 March 2021	31 March 2020	In 2021, the gap has become
Mean gender pay gap	11.9%	8.3%	3.6 percentage points wider
Median gender pay gap	11.0%	9.3%	1.7 percentage points wider

Notes:
1. Figures rounded to 1 decimal place.

Figure 12: The percentage of men and women in each pay quartile, EPSRC, 2021

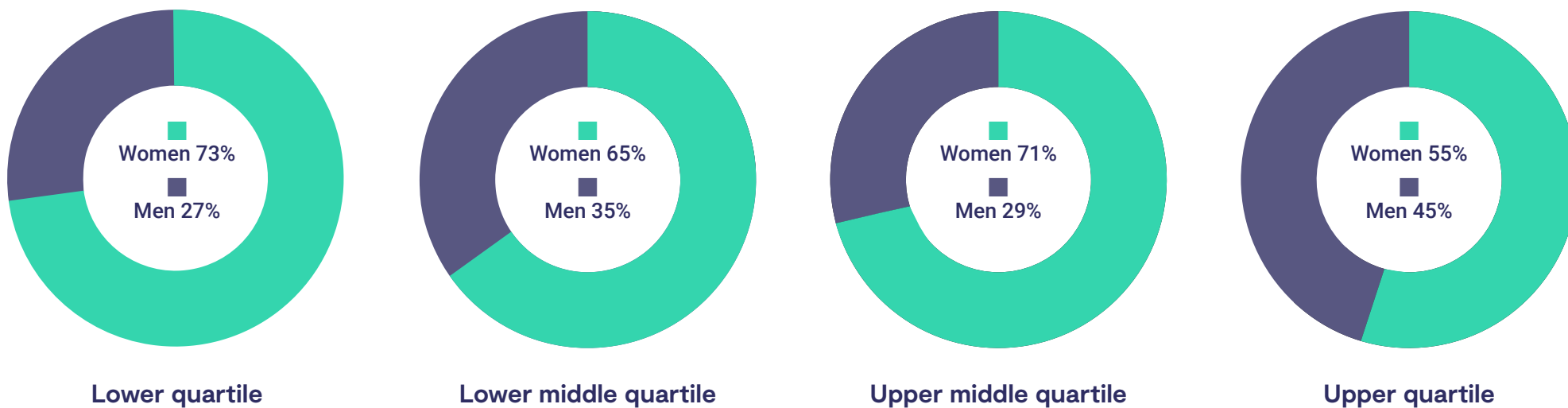
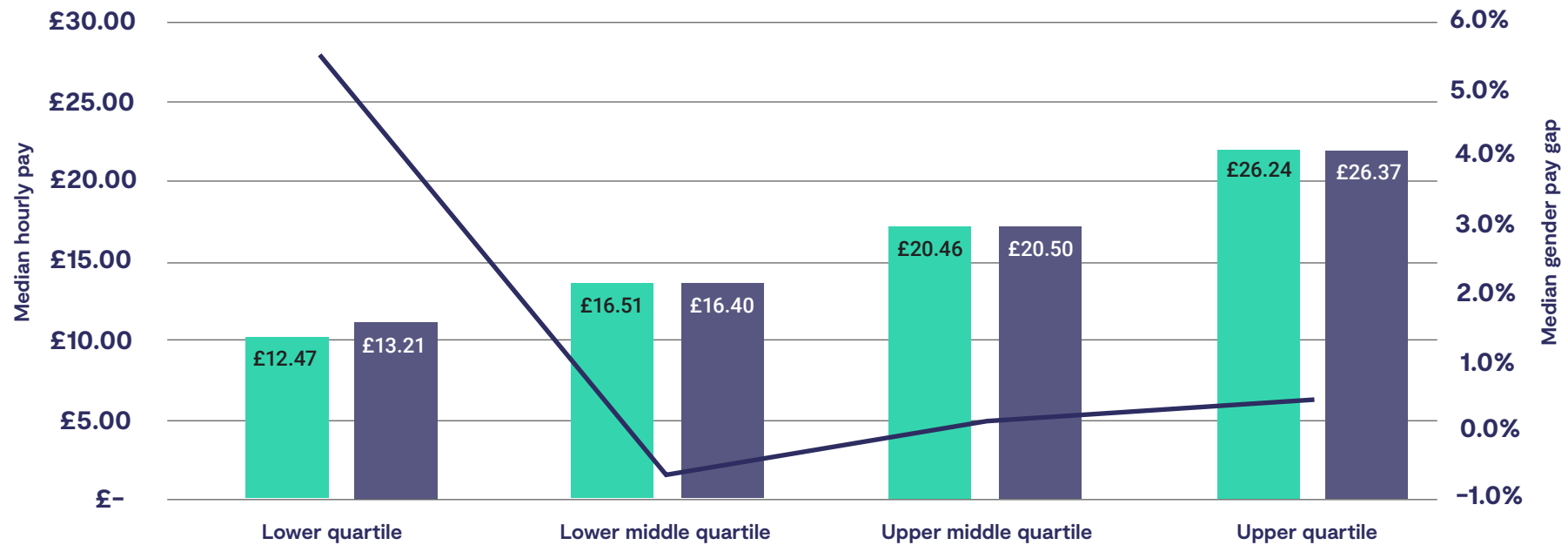




Figure 13: EPSRC median gender pay gap by quartile 2021

■ Women ■ Men — Median gender pay gap



Number of full pay relevant employees
(counted within GPG methodology):

192

Table 13: ESRC gender pay gap 2021

	31 March 2021	31 March 2020	In 2021, the gap has become
Mean gender pay gap	5.1%	10.9%	5.9 percentage points narrower
Median gender pay gap	14.3%	19.6%	5.3 percentage points narrower

Notes:

1. Figures rounded to 1 decimal place.

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

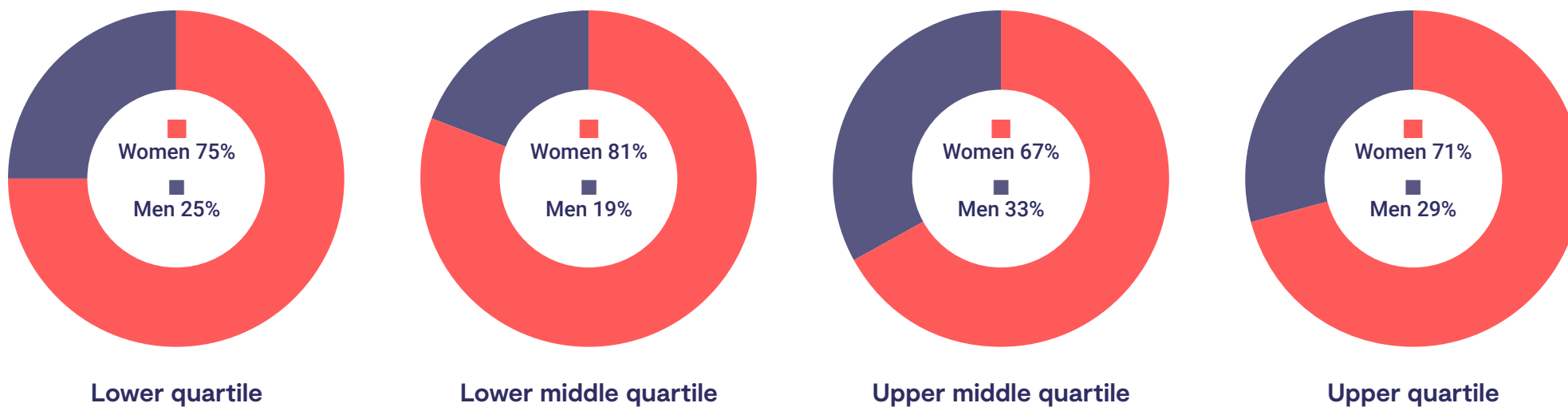
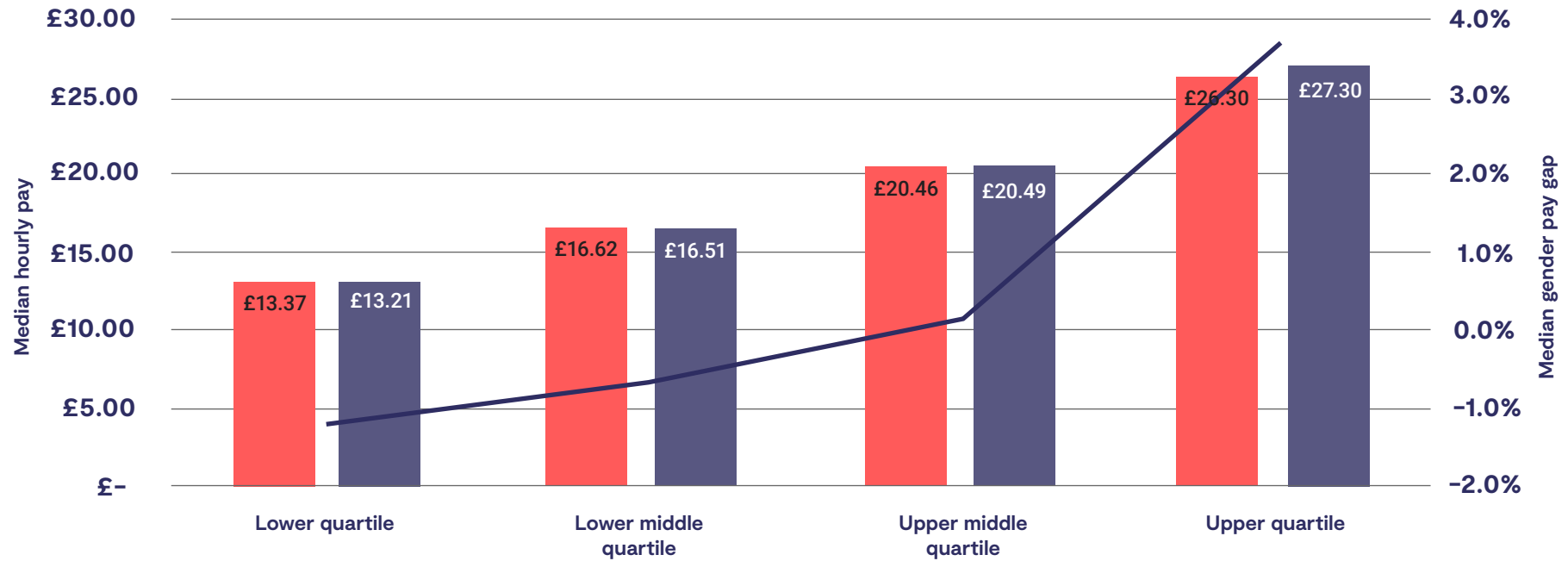




Figure 15: ESRC median gender pay gap by quartile 2021 ■ Men ■ Women — Median gender pay gap





Number of full pay relevant employees
(counted within GPG methodology):
554

Table 14: Innovate UK gender pay gap 2020

	31 March 2021	31 March 2020	In 2021, the gap has become
Mean gender pay gap	25.0%	27.3%	2.3 percentage points narrower
Median gender pay gap	25.9%	28.7%	2.8 percentage points narrower

Notes:
1. Figures rounded to 1 decimal place.

Figure 16: The percentage of men and women in each pay quartile, Innovate UK, 2021

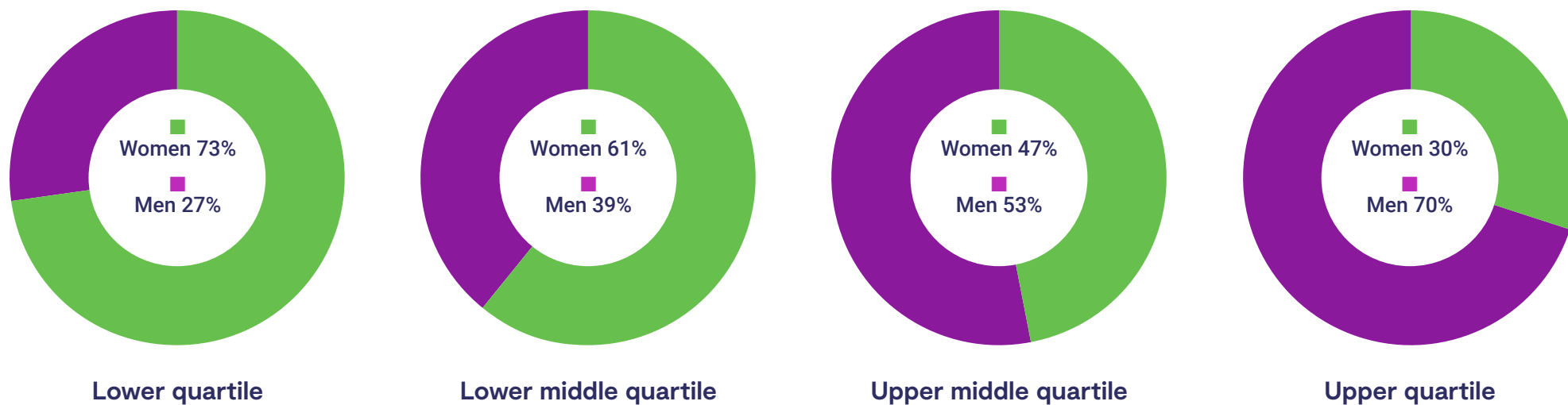




Figure 17: Innovate UK median gender pay gap by quartile 2020

Men Women Median gender pay gap





Number of full pay relevant employees
(counted within GPG methodology):
1,221

Table 15: MRC gender pay gap 2021

	31 March 2021	31 March 2020	In 2021, the gap has become
Mean gender pay gap	14.6%	13.6%	1.3 percentage points wider
Median gender pay gap	6.1%	3.7%	2.3 percentage points wider

Notes:
1. Figures rounded to 1 decimal place.

Figure 18: The percentage of men and women in each pay quartile, MRC, 2021

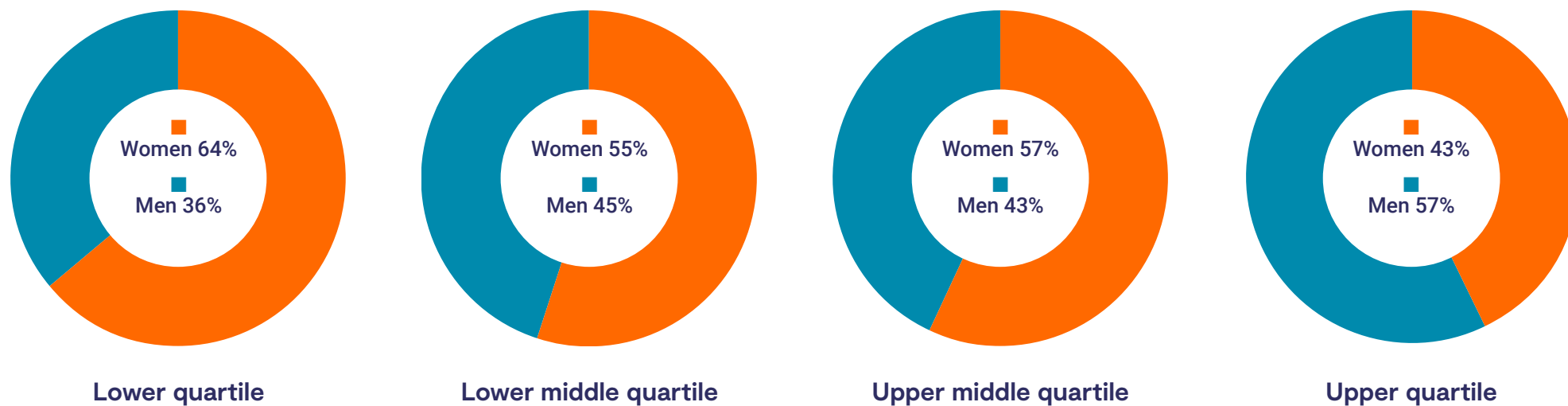
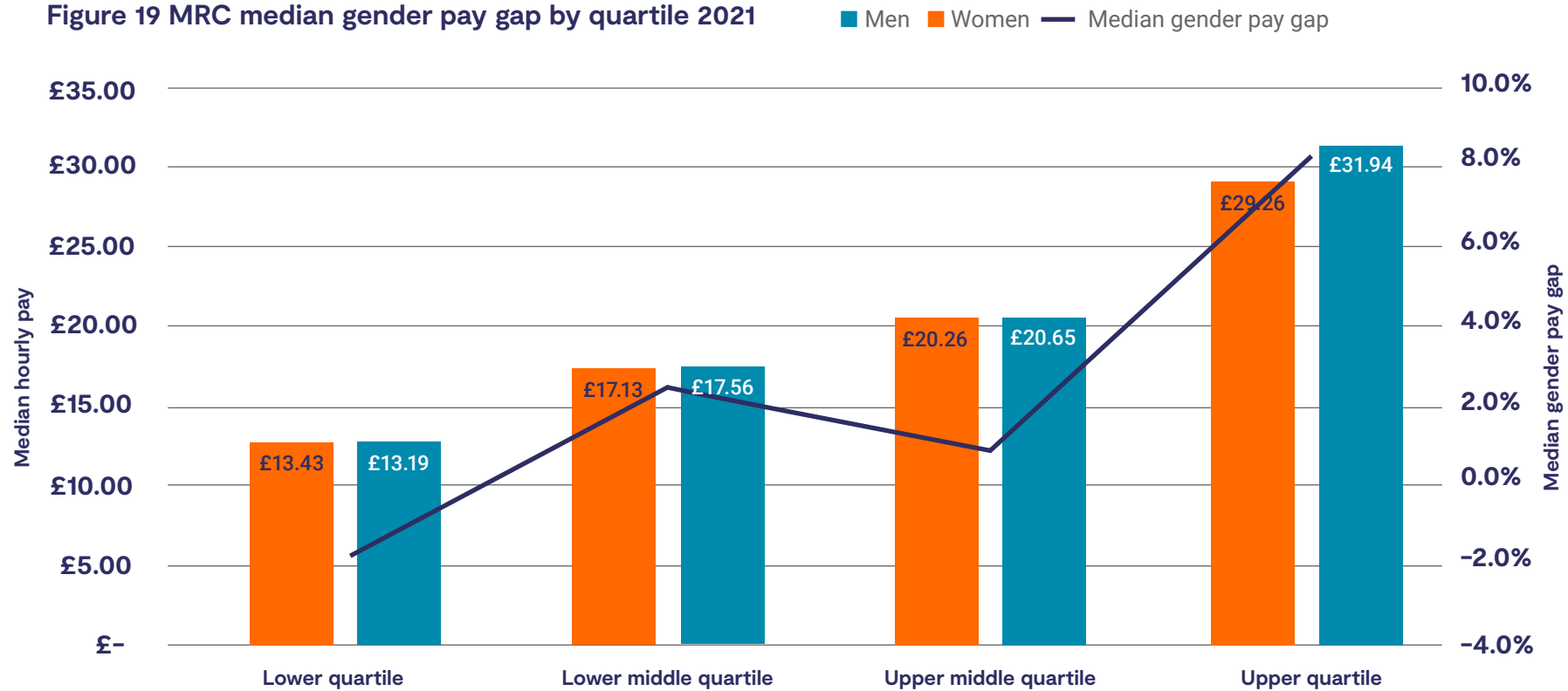




Figure 19 MRC median gender pay gap by quartile 2021





Number of full pay relevant employees
(counted within GPG methodology):
1,406

Table 16: NERC gender pay gap 2021

	31 March 2021	31 March 2020	In 2021, the gap has become
Mean gender pay gap	13.0%	14.5%	1.6 percentage point narrower
Median gender pay gap	16.8%	14.1%	2.7 percentage points wider

Notes:
1. Figures rounded to 1 decimal place.

Figure 20: The percentage of men and women in each pay quartile, NERC, 2021

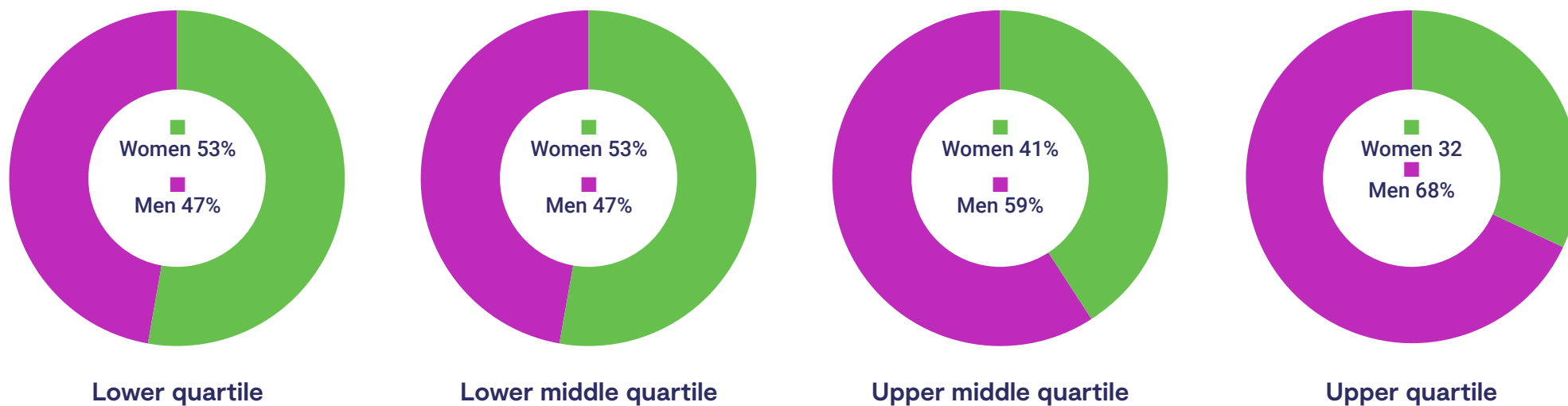
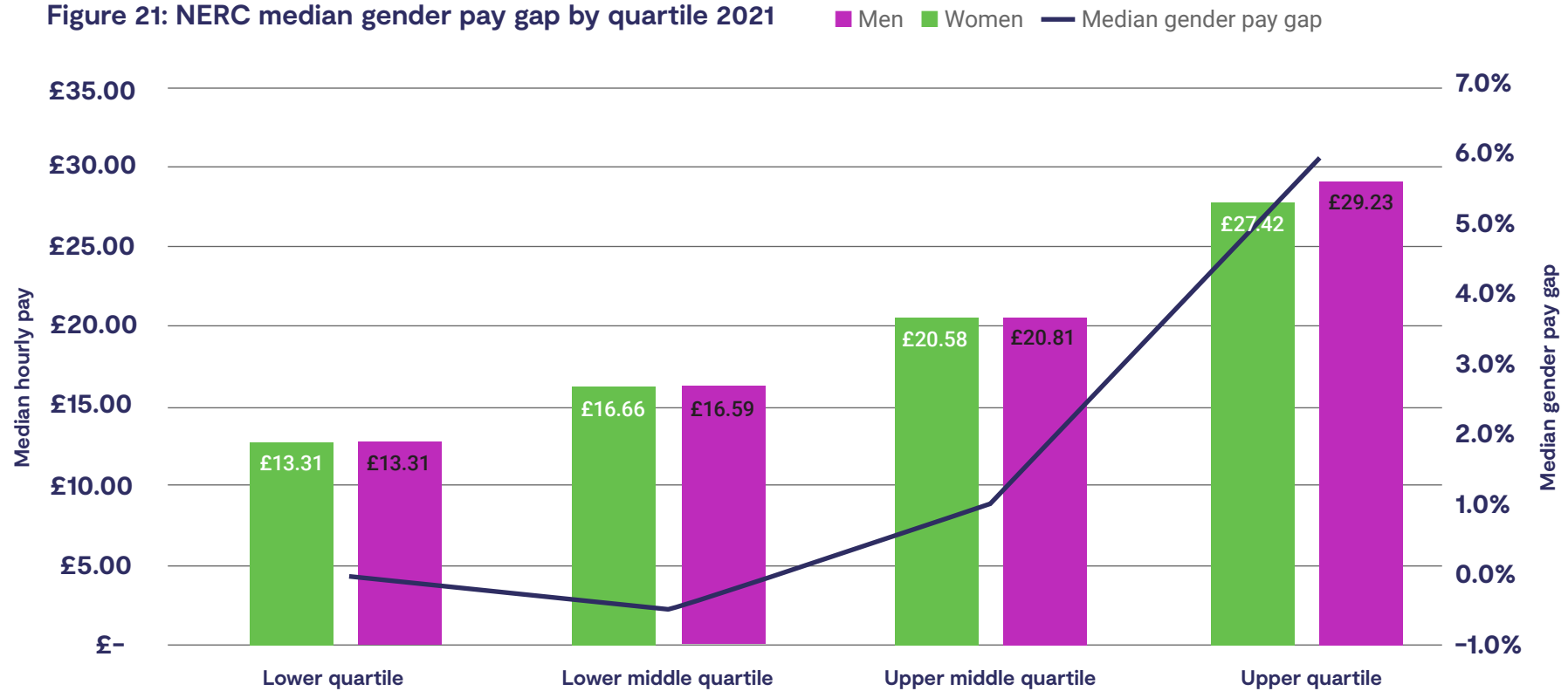




Figure 21: NERC median gender pay gap by quartile 2021





Number of full pay relevant employees
(counted within GPG methodology):
79

Table 17: Research England gender pay gap 2021

	31 March 2021	31 March 2020	In 2021, the gap has become
Mean gender pay gap	9.0%	14.2%	5.2 percentage points narrower
Median gender pay gap	1.1%	21.0%	19.9 percentage points narrower

Notes:

1. Figures rounded to 1 decimal place.

Please note that due to the small number of male employees pay quartile data for Research England is not included to preserve staff anonymity.





Number of full pay relevant employees
(counted within GPG methodology):
2,464

Table 18: STFC gender pay gap 2021

	31 March 2021	31 March 2020	In 2021, the gap has become
Mean gender pay gap	9.7%	9.7%	Stayed the same
Median gender pay gap	13.2%	12.2%	1.0 percentage points wider

Notes:
1. Figures rounded to 1 decimal place.

Figure 22: The percentage of men and women in each pay quartile, STFC, 2021

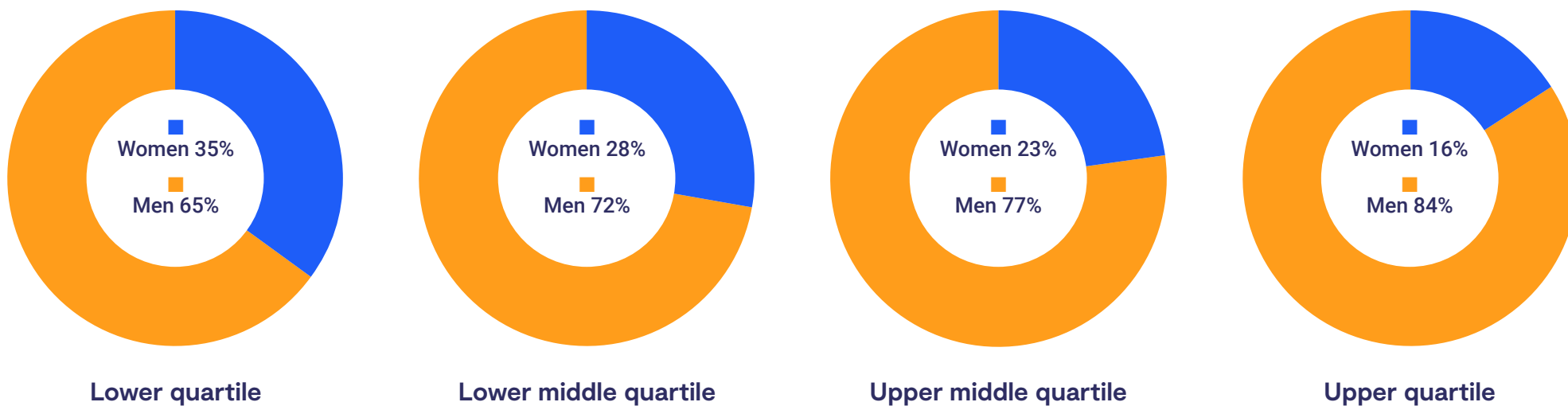
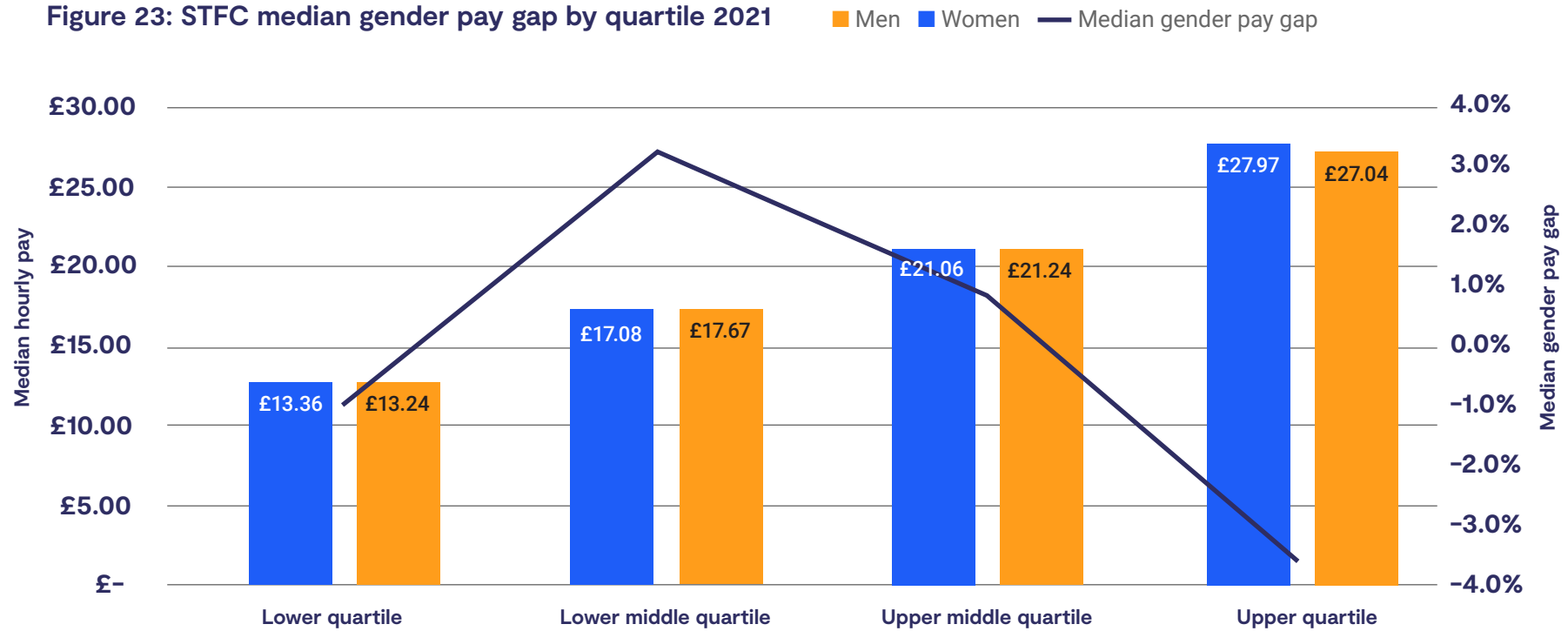




Figure 23: STFC median gender pay gap by quartile 2021





Number of full pay relevant employees
(counted within GPG methodology):

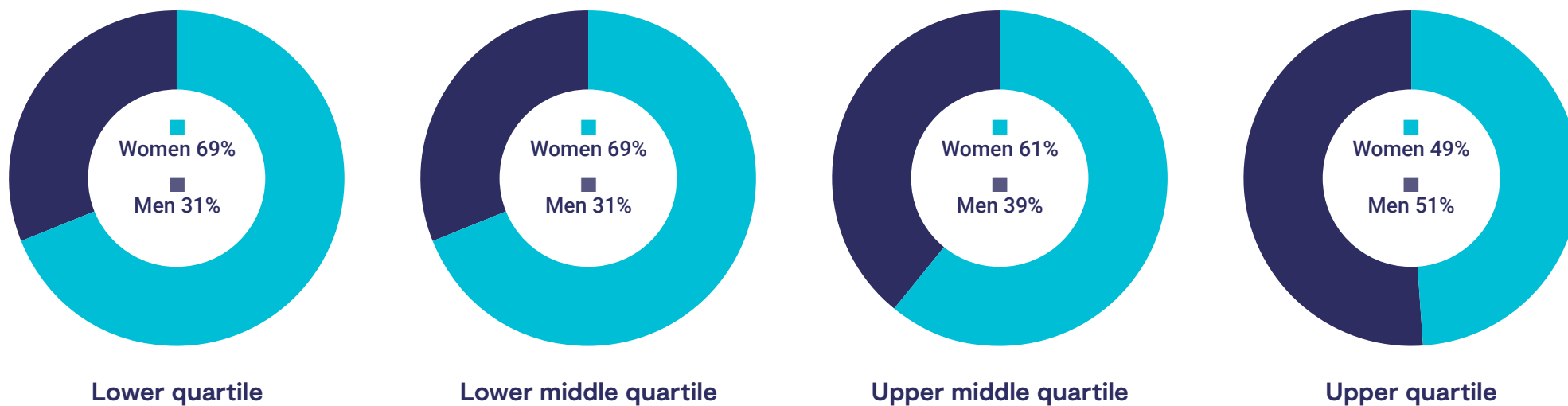
1,183

Table 19: UKRI Central Services gender pay gap 2021

	31 March 2021	31 March 2020	In 2021, the gap has become
Mean gender pay gap	10.7%	11.0%	0.3 percentage points narrower
Median gender pay gap	9.3%	9.0%	0.3 percentage points wider

Notes:
1. Figures rounded to 1 decimal place.

Figure 24: The percentage of men and women in each pay quartile, UKRI Central Services, 2021

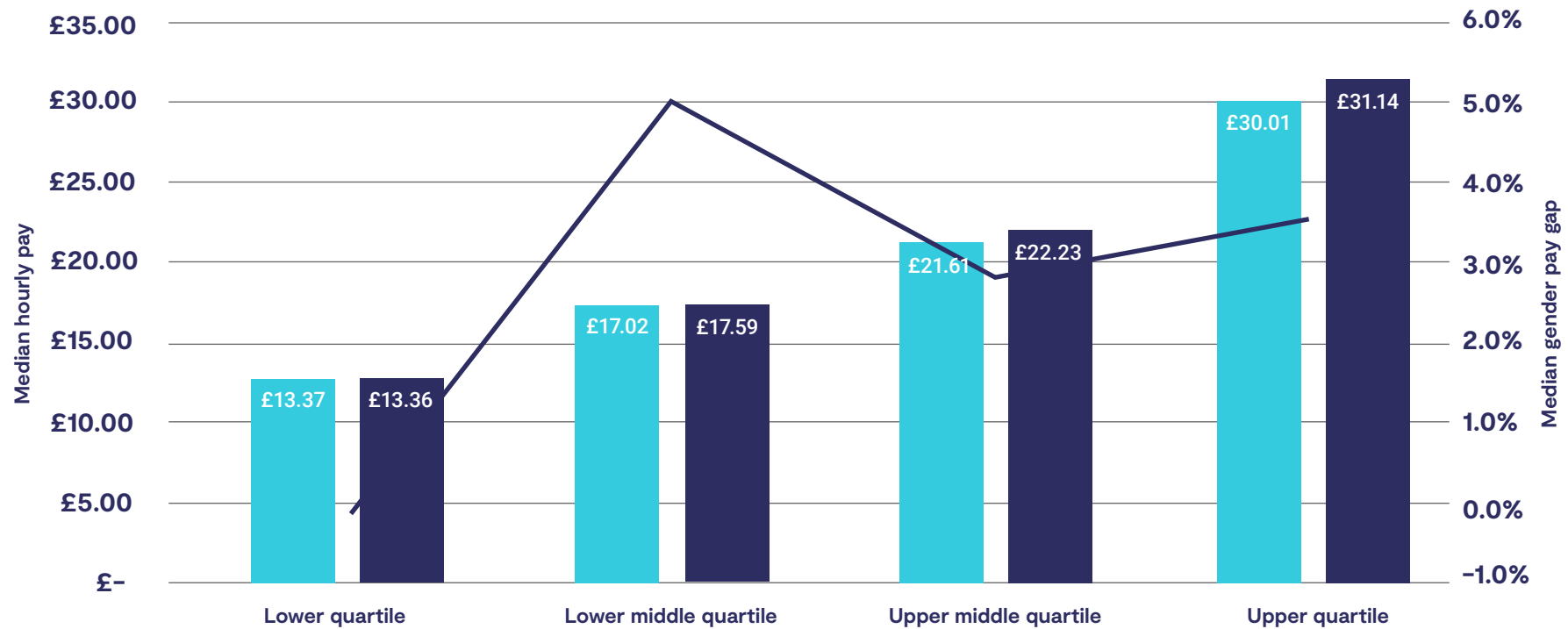




UK Research and Innovation

Figure 25: UKRI Central Services median gender pay gap by quartile 2021

Men Women Median gender pay gap





UK Research
and Innovation