

GENDER PAY GAP AT ROTHAMSTED RESEARCH



ROTHAMSTED RESEARCH

AS AT 5 APRIL 2025 OUR GENDER PAY GAP WAS 10.3% AGAINST A NATIONAL AVERAGE OF 12.8%

Rothamsted Research is a world leading, non profit research institute dedicated to strategic agricultural science that delivers impact for farmers and society worldwide. Our research underpins resilient farming practices and strengthens the bioeconomy in the UK and internationally.

We see the Institute's purpose as generating new discoveries and knowledge of relevance and wide application to meeting current and future challenges facing food production. We work collaboratively with UK Government, researchers, farmers and industry to extend our scope and capacity for delivering impact. Rothamsted has a strong reputation of collaborating internationally, ensuring we are at the forefront of cutting-edge discoveries and addressing global challenges.

We are primarily funded by the Biotechnology and Biological Sciences Research Council (BBSRC), with additional support from a wide range of national and international funding bodies, including government departments, charitable foundations and industry partners. We are also proudly supported by the Lawes Agricultural Trust.

Our people are central to our success. Rothamsted brings together experts from around the world, and we are committed to providing a modern, collaborative and dynamic working environment that fosters innovation and draws on the diverse skills, experiences and perspectives of all its staff.

Our leaders play a crucial role in shaping the careers of those they manage. They demonstrate excellence, lead by example and help to nurture a positive research culture where personal development, quality, diversity and inclusivity are embedded in everything we do.

We recognise that gender equality is vital to our success, and we welcome the opportunity to review and publish our gender pay gap data as of 5 April 2025, in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 for private and voluntary sector employers.

GENDER PAY GAP VS EQUAL PAY

When understanding a gender pay gap, it is important to be familiar with how this ratio differs from an equal pay disparity. The Equality and Human Rights Commission outlines the differences, as follows:

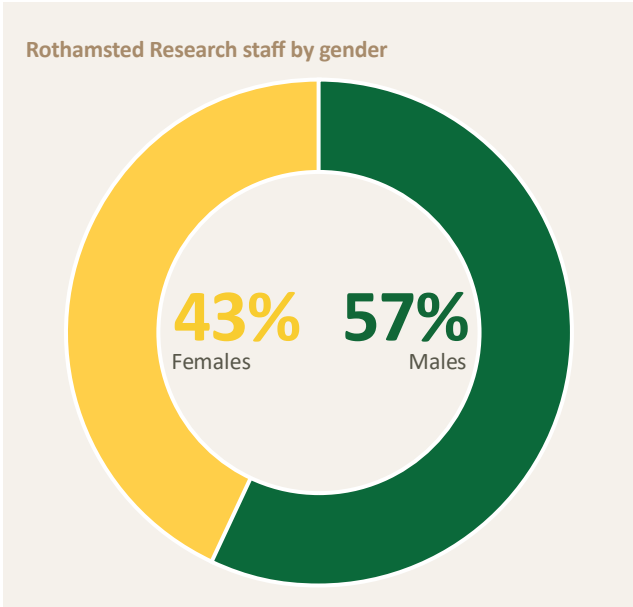
'Whilst both equal pay and the gender gap deal with the difference (disparity) in pay women receive in the workplace, they are two different issues':

- 1 Equal pay: means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.
- 2 Gender pay gap: is a measure of the difference between the median hourly earnings of men and women across an organisation or the labour market. It is expressed as the difference between men's earnings and women's earnings as a percentage of men's earnings.

It is unlawful to pay women less than men for performing equal work, but it is not unlawful to have a gender pay gap. Rothamsted Research does not engage in practices that breach equal pay legislation. Gender equality is an issue that we take extremely seriously at Rothamsted, and we aim to go well beyond simple legislative compliance. Addressing our gender pay gap is a key part of this approach.

GENDER AT ROTHAMSTED RESEARCH

As at 5 April 2025 Rothamsted Research employed 206 men and 158 women.



UNDERSTANDING OUR DATA

It should be noted that a positive percentage indicates that, overall, women have lower pay or bonuses than males: a negative percentage indicates that, overall, male employees have lower pay or bonuses than women.

This most recent pay analysis shows that the Institute's gender pay gap has widened to a median difference of 10.3% from a median difference of 6.2%. We are disappointed to see this widening which can be accounted for by small changes in personnel numbers which, as a small organisation, has a large effect on the gender pay gap calculations. Rothamsted Research employs a significantly higher percentage of males in senior roles, which impacts on both the gender pay gap and the likely difference therefore of any between bonus pay for men and women. The gender ratio by quartile pay band clearly demonstrates that the distribution across the four quartiles, starts to decrease at the upper middle and significantly at the upper quartile.

The UK gender pay gap for full-time employees in 2025 is 6.9% based on median hourly earnings of men and women for all employees in the UK, according to the Office for National Statistics. It is a measure across all jobs in the UK, not of the difference in pay between men and women for doing the same job.

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2025>

The 2025 gender pay gap for all employees (full-time and part-time, and excluding overtime and bonuses) at Rothamsted Research is:

Median pay gap

10.3%

Compared to 6.2% in 2024

Mean pay gap

14.6%

Compared to 12.2% in 2024

Gender ratio by quartile pay band

Upper

Man	71.4%
Woman	28.6%

Upper middle

Man	53.8%
Woman	46.2%

Lower middle

Man	50.5%
Woman	49.5%

Lower

Man	51.1%
Woman	48.9%

Median and Mean bonus pay comparison

No bonuses were paid in 2025

HOW WE ARE ADDRESSING OUR GENDER PAY GAP

The Institute's gender pay gap is 10.3%, which continues to be lower than the national pay gap in 2025 of 12.8%.

The actions to support continued work in this area has been:

- Our recent renewal to the Athena SWAN Charter, including a detailed action plan.
- Monitoring and review of recruitment data and the establishment of baselines upon which progress can be measured and improved.
- External salary benchmarking exercise.
- Mandatory Equality and Diversity Training for all staff.

Rothamsted Research remains fully committed to reducing this figure further by:

- Our continued and on-going commitment to the principles of the Athena SWAN Charter, which shows our determination to address unequal gender representation across academic disciplines and across professional and support functions.
- Re-focussing of EDI activities.
- Reviewing our recruitment, promotion and reward processes to ensure consistency and fairness.
- A renewed focus on mentoring, promotion workshops and leadership development to support positive action to address gender imbalance at the more senior levels.

I confirm the data reported are accurate.



Patrick Bailey

Director and Chief Executive,
Rothamsted Research