

GENDER PAY GAP AT ROTHAMSTED RESEARCH



ROTHAMSTED RESEARCH

Rothamsted Research is a world-leading, non-profit research institute that focuses on strategic agricultural science for the benefit of farmers and society worldwide. At the heart of our research lies the need to feed a growing world population in a way that is sustainable. Our goal is to help underpin farming practice and the bio-economy in the UK and globally.

We are funded by the Biotechnology and Biological Sciences Research Council (BBSRC), with additional support from other national and international funding streams, including government departments and charitable foundations, as well as from industry. We are also supported by the Lawes Agricultural Trust.

At Rothamsted, we take great pride in our people and their achievements. Our staff are experts in their fields and come from around the globe. We provide a modern, dynamic working environment that enables collaboration and opportunities for career development. We believe that an organisation's success depends on its ability to draw on the skills, understanding and experience of all of its people.

We are currently awaiting the outcome of our Athena SWAN Silver institutional application; we have held an [Athena SWAN Bronze Award](#) since 2014. We recognise that gender equality is vital to our success, and welcome this opportunity to report our gender pay gap as at 5 April 2017, as required by 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 & Human Rights Commission outlines the differences, as follows.

"Whilst both equal pay and the gender gap deal with the disparity of pay women receive in the workplace, they are actually 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 *The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed 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 ensures that we do not engage in practices that breach equal pay legislation. Gender equality is an issue that we take extremely seriously at Rothamsted, by aiming to go beyond legislative compliance. Addressing our gender pay gap is a key part of this approach for us.

GENDER AT ROTHAMSTED RESEARCH

Overall, the gender breakdown at Rothamsted Research was 54% male and 46% female at 5 April 2017. The gender pay gap for all employees (full-time and part-time, based on median hourly earnings and excluding overtime and bonuses) was 5.8%. This compares with an 18.4% pay gap for all employees in the UK, according to the Office for National Statistics (ONS 2017) [[See: Annual Survey of Hours and Earnings: 2017 provisional and 2016 revised results](#)].

Rothamsted Research staff by gender



Males

238

Females

200

54%

46%

UNDERSTANDING OUR DATA

It should be noted that a positive percentage reveals that, overall, female employees have lower pay or bonuses than males; a negative percentage reveals that, overall, male employees have lower pay or bonuses than females. Rothamsted Research employs a significantly higher percentage of males in senior roles, which impacts on both the gender pay gap and the difference between bonus pay for men and women.

Median and Mean hourly pay comparison

Median pay gap*

5.8%

Mean pay gap**

14%

Gender ratio by quartile pay band

Upper



Upper middle



Lower middle



Lower



Median and Mean bonus pay comparison

Median bonus pay

38.5%

Mean bonus pay

29%

Bonus pay went to 22% of males and 23% of females at the institute, more often linked to basic pay. The median bonus pay difference of 38.5% reflects the greater number of males in senior roles, on higher salaries.

*Median: the percentage difference in median (middle value) pay between male and female employees

**Mean: the percentage difference in mean (average) pay between male and female employees

HOW WE ARE ADDRESSING OUR GENDER PAY GAP

Though the institute's gender pay gap is 5.8%, which is 12.6% lower than the national pay gap at April 2017 of 18.4% (ONS 2017), Rothamsted Research remains committed to reducing this figure.

Several measures will help us to achieve this goal:

- We have Athena SWAN Bronze accreditation and recently submitted an application for Silver accreditation under the new criteria that recognise equality of opportunity for all;
- Our commitment to the principles of the Athena SWAN Charter shows our determination to address unequal gender representation across academic disciplines and across professional and support functions. This commitment includes measures to reverse the under-representation of women in senior roles, and to reduce the higher rate of loss of women in STEMM subjects;
- As part of our Athena SWAN Action Plan to 2020, we are committed to taking positive action to address the gender imbalance at the more senior bands through positive recruitment processes, talent review and mentoring to support career progression;
- We have a fair and transparent pay policy and review processes that help us to ensure that women and men are paid equally for work of equal value.

I confirm that the data reported are accurate.

Professor Achim Dobermann
Director and Chief Executive,
Rothamsted Research