

GENDER PAY GAP AT ROTHAMSTED RESEARCH



ROTHAMSTED RESEARCH

AS AT 5 APRIL 2020 OUR GENDER PAY GAP WAS 7.5% AGAINST A NATIONAL AVERAGE OF 15.5%

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 primarily funded by the Biotechnology and Biological Sciences Research Council (BBSRC), and also receive 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 what they do and join us from around the world. We strive to 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 its people.

Our leaders play an influential role in developing the careers of those under their management, always demonstrating excellence, leading by example and ensuring that we develop and continue to drive a positive culture for research, in which personal development, quality, diversity and inclusivity are deeply embedded in everything that we strive to achieve.

We recognise that gender equality is important to our success and welcome this opportunity to review and report our gender pay gap as at 5 April 2020, 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 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':

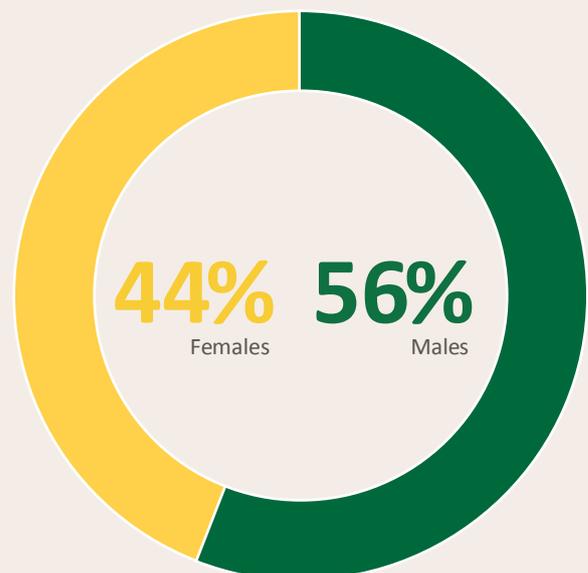
- 1 Equal pay: means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.
- 2 Gender pay gap: is a measure of the difference between the median hourly earnings of men and women across an organisation or the labour market. It is expressed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

Rothamsted Research has 202 male employees and 160 female employees as FTE figures as at 5 April 2020.

Rothamsted Research staff by gender



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.

The UK gender pay gap for 2020 is 15.5% based on median hourly earnings of men and women for all employees in the UK, according to the Office for National Statistics (ONS2020). 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/2020>

The 2020 gender pay gap for all employees (full-time and part-time, and excluding overtime and bonuses) at Rothamsted Research is:

Median pay gap

7.5%

Mean pay gap

15.1%

Gender ratio by quartile pay band

Upper

Male	75.6%
Female	24.4%

Upper middle

Male	52.2%
Female	47.8%

Lower middle

Male	53.3%
Female	46.7%

Lower

Male	40.7%
Female	59.3%

Median and Mean bonus pay comparison

Bonus was paid to 22.5% of females and 14.9% of males at the institute

Median Bonus Pay Gap

0%

Mean Bonus Pay Gap

-90.5%

HOW WE ARE ADDRESSING OUR GENDER PAY GAP

Though the Institute's gender pay gap is 7.5%, which is considerably lower than the national pay gap at April 2020 of 15.5% for all employees in the UK, according to the Office for National Statistics (ONS2020), Rothamsted Research remains very committed to reducing this figure and several measures will help us to achieve this goal:

- We have Athena SWAN bronze accreditation which provides the institute with a clear framework to recognise equality of opportunity for all;
- Our continued and on-going 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 measure to reverse the under-representation of women in senior roles, and to reduce the higher rate of loss of women in STEMM subjects;
- We continue to take positive action to address any gender imbalance at the more senior levels of the institute through positive recruitment processes, talent reviews and mentoring to support career progression in every way that we can;
- We have a fair and transparent pay mechanism and review processes that help us strive to ensure that women and men are paid equally for work of equal value.

I confirm the data reported are accurate.



Professor Angela Karp
Director and Chief Executive,
Rothamsted Research