

GENDER PAY GAP AT ROTHAMSTED RESEARCH



ROTHAMSTED RESEARCH

AS AT 5 APRIL 2019 OUR GENDER PAY GAP WAS 6.8% AGAINST A NATIONAL AVERAGE OF 17.3%

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 its people.

In early 2018 we retained our Athena SWAN Bronze accreditation which we have held since 2014. We recognise that gender equality is critical to our success and welcome this opportunity to report our gender pay gap as at 5 April 2019, 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':

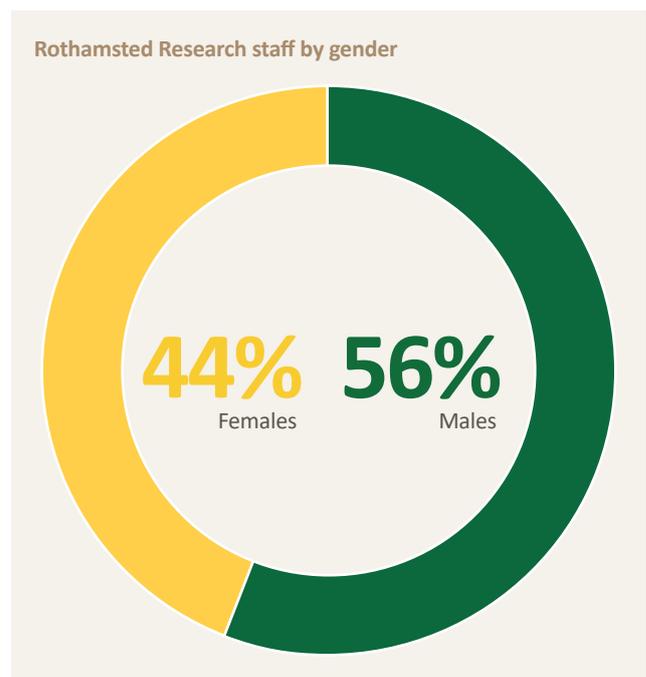
- 1 Equal pay: means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.
- 2 Gender pay gap: is a measure of the difference between the median hourly earnings of men and women across an organisation or the labour market. It is expressed 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 212 male employees and 164 female employees as FTE figures as at 5 April 2019.



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 the gender pay gap.

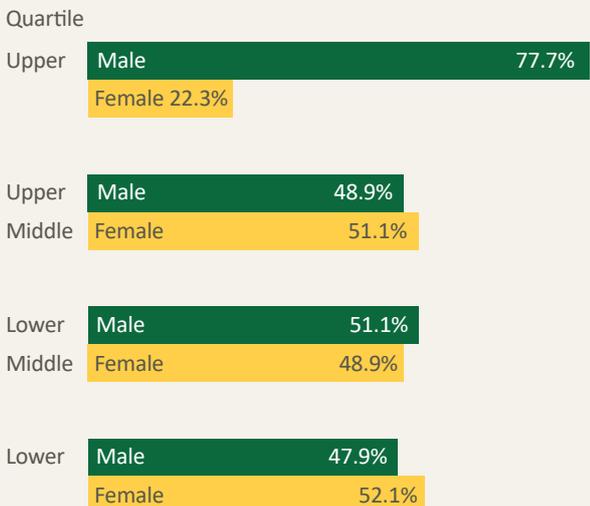
The UK gender pay gap for 2019 is 17.3% based on median hourly earnings of men and women for all employees in the UK, according to the Office for National Statistics (ONS2019). It is a measure across all jobs in the UK, not of the difference in pay between men and women for doing the same job.

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2019>

The 2019 gender pay gap for all employees (full-time and part-time, and excluding overtime and bonuses) at Rothamsted Research is:

Median Pay Gap **6.8%** Mean Pay Gap **15.7%**

Gender ratios by quartile:



Median and Mean bonus pay comparison

Bonus was paid to 0.53% of females and 0.80% of males at the institute

Median Bonus Pay Gap **-10.9%** Mean Bonus Pay Gap **-0.45%**

HOW WE ARE ADDRESSING OUR HOURLY EARNINGS GENDER PAY GAP

Though the Institute's median gender pay gap is 6.8%, which is considerably lower than the national median pay gap at April 2019 of 17.3% for all employees in the UK, according to the Office for National Statistics (ONS2019), 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 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 STEM subjects;
- As part of our Athena SWAN Action Plan for 2020, we are committed to taking positive action to address the gender imbalance at the more senior bands through positive recruitment processes, talent reviews 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 Angela Karp
Interim Director,
Rothamsted Research