



The UK Centre for Ecology & Hydrology (UKCEH) is an independent, not-for-profit research institute committed to equality, diversity and inclusivity.

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations annually showing the pay and bonus gap between male and female employees. These measure the difference between the average hourly rates of pay for men and women, irrespective of their role or seniority within UKCEH. By comparing mean or median rates of pay, it reflects broad trends in employment and salaries. The calculations do not measure equal pay and we are confident that men and women at UKCEH are paid equally for doing the same or similar work. However, we have a gender pay gap and we remain committed to addressing the root cause.

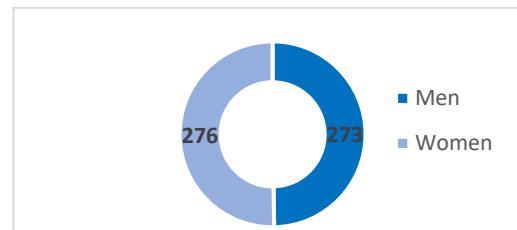
UKCEH employees are employed on either Legacy Terms (pre-independence from UKRI) or New Terms (since December 2019). The majority of UKCEH staff are employed on one of the main salary and banding structures.

The data provided in this report is based on the snapshot date of 5 April 2021. The initial 'pay period' for employees is therefore the April payroll. The data excludes those individuals on reduced pay, e.g. through sickness, maternity, paternity, career break or other unpaid leave.

Our gender composition

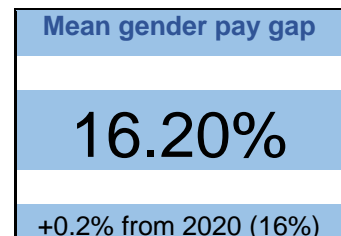
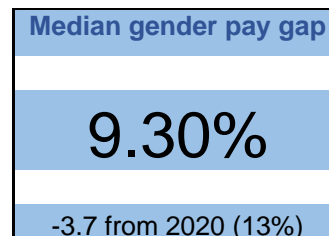
The UKCEH workforce for the purpose of gender pay gap reporting consisted of 549 individuals, 276 women and 273 men. Therefore:

- 50.3% of the workforce are women, and
- 49.7% of the workforce are men.



Our gender pay gap

On the snapshot date, UKCEH had a gender pay gap in median pay of 9.3%, which is lower than the median pay gap for the whole economy as reported by the Office for National Statistics (ONS). Median pay is the preferred measure used by the ONS because it is less affected by extreme outliers. According to the Office for National Statistics (ONS)¹ - October 2021 figures - the median gender pay gap for the whole economy is 15.4%. Our gender gap in mean pay was 16.2%. However, UKCEH recognises the importance of looking at both the mean and median in understanding its pay gaps.



¹<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2021>

The proportions of men and women within each pay quartile

The UKCEH pay gap is mainly attributable to an uneven distribution of men and women across bands, with women generally accounting for a higher percentage of the staff in bands at the lower end of the structure and men accounting for a higher percentage of staff in higher bands.

Upper quartile	Women	33.3%	-1.7 from 2020 (35%)
	Men	66.7%	+1.7 from 2020 (65%)
Upper middle quartile	Women	43.9%	+1.9 from 2020 (42%)
	Men	56.1%	-1.9 from 2020 (58%)
Lower middle quartile	Women	53.8%	+0.8 from 2020 (53%)
	Men	46.2%	-0.8 from 2020 (47%)
Lower quartile	Women	67.4%	-2.6 from 2020 (70%)
	Men	32.6%	+2.6 from 2020 (30%)

Our bonus pay gap

UKCEH has a 0% bonus gap since we did not pay bonuses in 2020/2021.

Commitments, Actions and Progress

UKCEH is committed to the principle of equal pay for work of equal value for all employees.

An equal pay review/audit is a statistical analysis of an organisation's pay and People data to identify any gender pay differences. It is recommended in the statutory Code of Practice (Equality and Human Rights Commission 2011) as an effective means of ensuring that a pay system delivers equal pay.

As part of the Reward and Recognition Project which is planned for 2022/2023, UKCEH is planning to:

- conduct an equal pay review
- review pay and benefit policies to ensure fair, transparent levels of compensation
- review merit promotion and internal promotion processes

The Reward and Recognition project will run alongside an Equality, Diversity and Inclusivity audit, to ensure all areas affecting total reward are considered from an ED&I prospective.

Other areas which we believe will positively impact UKCEH gender pay gap are: recruitment procedures review, including job roles analysis; review our family-friendly policies and initiatives and application for an Equality and Diversity charter. All the reviews and audits will contribute to the creation of an action plan with short term and long term items.

All the actions identified will be on-going and reviewed on a regular basis. It might take some years before they will have an impact on UKCEH gender pay gap. In the meantime, UKCEH is committed to reporting our progress on an annual basis.

Gill Lay, Director for People & Operations