



UKCEH Gender Pay Gap Report

April 2022 data, published 4th April 2023



UK Centre for
Ecology & Hydrology

Introduction

The UK Centre for Ecology & Hydrology is a centre for excellence in environmental science across water, land and air. Our 500 scientists work to understand the environment, how it sustains life and the human impact on it – so that together, people and nature can prosper. We have a long history of investigating, monitoring and modelling environmental change, and our science makes a positive difference in the world. The issues our science addresses include: air pollution, biodiversity, biosecurity, chemical risks, extreme weather events, droughts, floods, greenhouse gas emissions, land use, soil health, sustainable agriculture, sustainable ecosystems, sustainable macronutrient use, and water resources management. The UK Centre for Ecology & Hydrology is a strategic delivery partner for the Natural Environment Research Council, part of UK Research and Innovation.

UKCEH is committed to being an equitable, diverse and inclusive organisation.

We have already taken a range of steps to ensure fair and equitable access to opportunities. These include:

- carrying out an inclusive language check on job adverts
- promoting jobs using inclusive photography
- emphasising flexible working and hybrid working in our job adverts where appropriate
- offering all staff training on being consciously inclusive
- encouraging career development conversations as part of appraisals
- reviewing our procedures to ensure they are inclusive for all colleagues
- providing additional support to postgraduate research students
- creating resources to support accessible and inclusive communications

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 2022. 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.

All the actions identified in this report 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, People & Operations

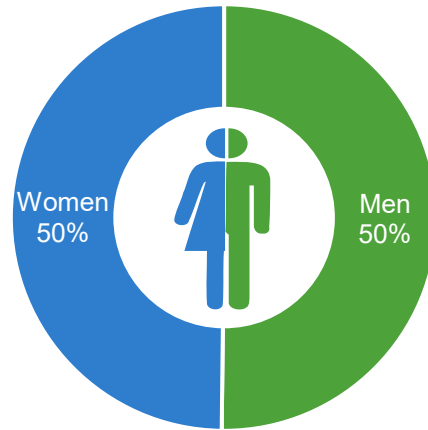


Our gender composition

The UKCEH workforce for the purpose of gender pay gap reporting consisted of 554 individuals, 276 women and 278 men.

The resulting breakdown is as follows:

- 50% of the workforce are women
- 50% of the workforce are men



Our gender pay gap

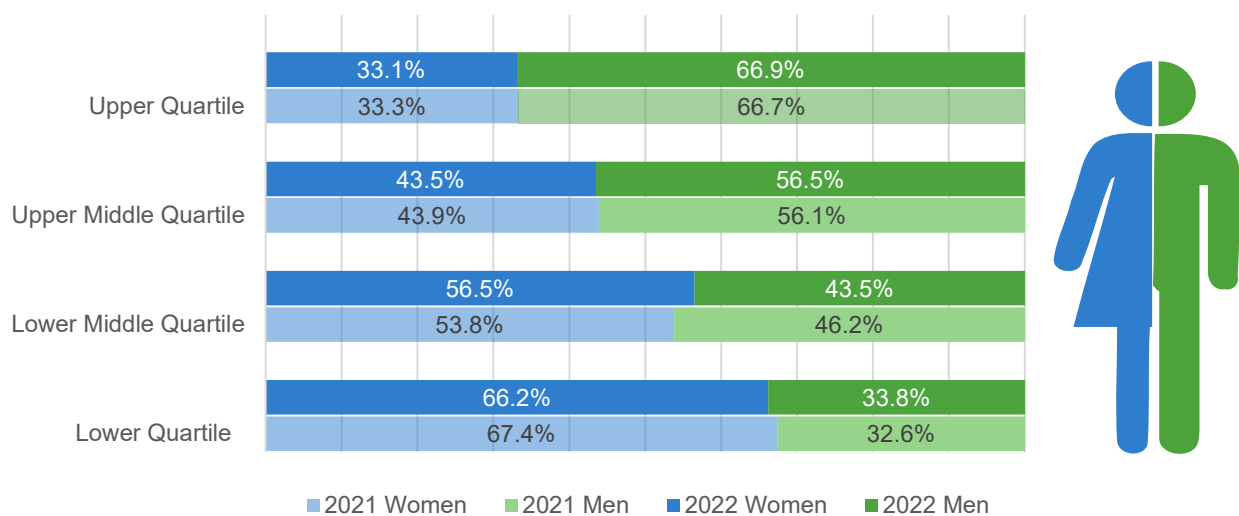
On the snapshot date, UKCEH had a gender pay gap in median pay of 9.7%, which is a slight increase of 0.4% from our gap in 2021, however, it is still lower than the median pay gap for the whole economy as reported by the Office for National Statistics (ONS). Median pay is the preferred measure used by the ONS because it is less affected by extreme outliers. According to the Office for National Statistics (ONS)¹ October 2022 figures - the median gender pay gap for the whole economy is 14.9%. Our gender gap in mean pay was 16.6%, an additional increase of 0.4%. However, UKCEH recognises the importance of looking at both the mean and median in understanding its pay gaps.

Median gender pay gap
9.7%
+0.4 % from 2021 (9.3%)

Mean gender pay gap
16.6%
+0.4% from 2021 (16.2%)

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 pay 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.



¹<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2022#:~:text=Among%20full%2Dtime%20employees%20the,at%20the%20longer%2Dterm%20trend.>

Our bonus pay gap

UKCEH has a 0% bonus gap as we did not pay bonuses in 2021/2022.

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.

UKCEH conducted an equal pay audit at the end of 2022 with further actions planned for 2023.

Following an Equality, Equity, Diversity and Inclusion review, UKCEH have created a two year action plan focussing on:

1. Fair and equitable access to opportunities
2. Respecting and valuing all in the workplace
3. Enabling inclusion and inclusive action
4. Governance, leadership and accountability

Within this plan the following areas have been highlighted as contributing to the positive improvement of the UKCEH gender pay gap:

- Improve accessibility, transparency, and inclusivity of recruitment process by making the end-to-end recruitment process fairer and more inclusive.
- Record demographic data throughout the recruitment process in order to be able to monitor progress.
- Review how we can increase the percentage of roles advertised as part-time or job-share opportunities, including senior roles.
- Encourage staff to recognise different leadership and communication styles.
- Investigate how project roles can be advertised internally and allocated fairly and equitably.



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