



UKCEH Gender Pay Gap Report

April 2023 data, Published 4th April 2024



UK Centre for
Ecology & Hydrology

Introduction

Humans depend on nature and are changing nature. At the UK Centre for Ecology & Hydrology, we seek 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. Our 500 scientists provide the data and insights that researchers, governments and businesses need to create a productive, resilient and healthy environment. Scientific curiosity, integrity and transparency are at the heart of how we work.

Our research extends from molecular biology to global climate modelling, and we carry out fieldwork across the world, from the semi-arid West African Sahel to the rainforests of South East Asia. Our focus is on mitigating and building resilience to climate change, preventing and reducing pollution, and creating sustainable ecosystems.

We believe that the best solutions are co-designed and co-delivered, and our partnerships cross borders, sectors and disciplines. We are 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.

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.

This is the 4th year UKCEH have published our gender pay gap report and we are pleased to see a decrease in our pay gap this year.

The data provided in this report is based on the snapshot date of 5 April 2023. 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 the UKCEH gender pay gap. In the meantime, UKCEH is committed to reporting our progress on an annual basis.

Gill Lay Director, People & Operations

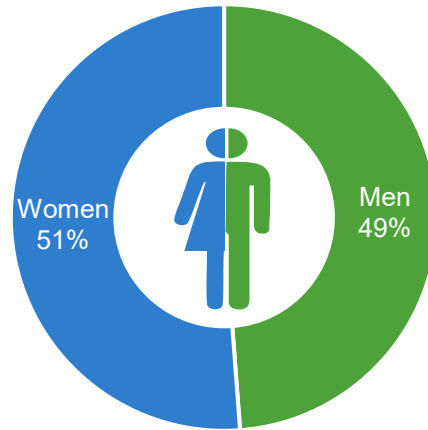


Our gender composition

The UKCEH workforce for the purpose of gender pay gap reporting consisted of 586 individuals, 300 women and 286 men.

The resulting breakdown is as follows:

- 51% of the workforce are women
- 49% of the workforce are men



Our gender pay gap

On the snapshot date, UKCEH had a gender pay gap in median pay of 8.2%, down 1.5% from last year. Our gender gap in mean pay was 14%, a reduction of 2.6% from 2022. UKCEH recognises the importance of looking at both the mean and median in understanding its pay gaps.

Median gender pay gap	Mean gender pay gap
8.2%	14.0%
-1.5% from 2022 (9.7%)	-2.6% from 2022 (16.6%)

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. We are pleased to see that this year the percentage of females in the upper quartiles has increased.

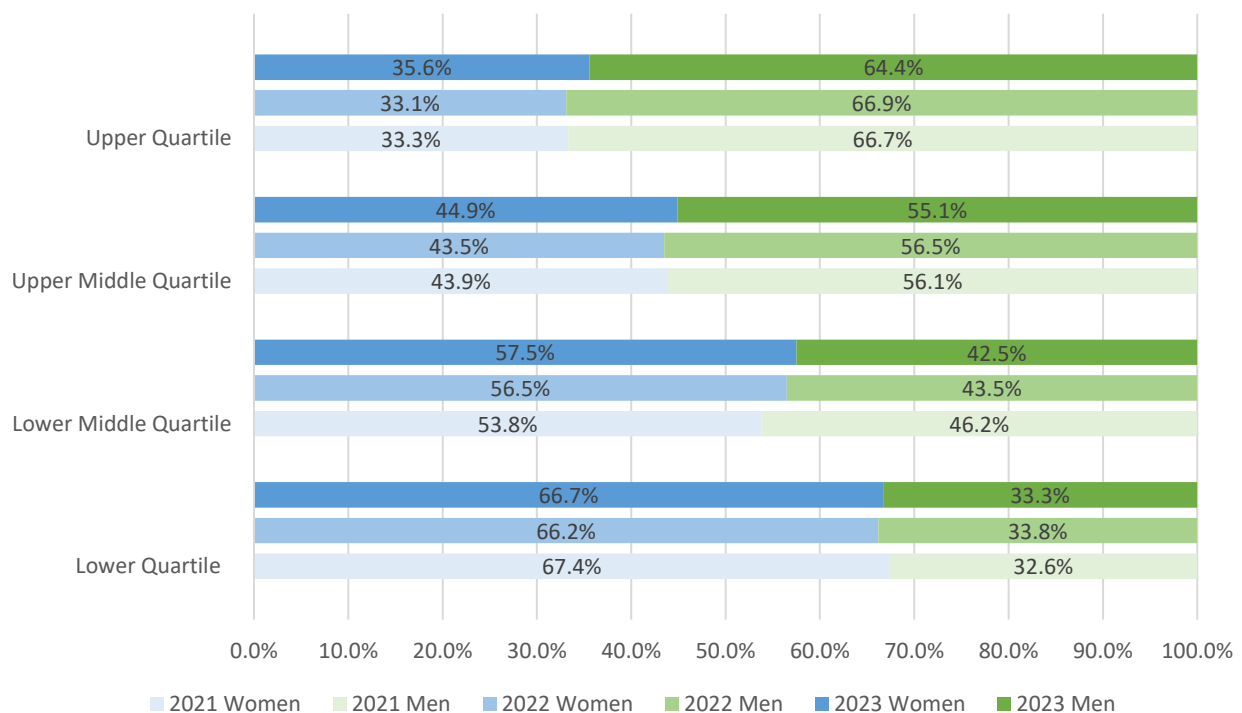


Figure 1 - Quarterly Distribution

Our bonus pay gap

UKCEH distributed two bonus payments in 2022, an end of year bonus for all employees (excluding directors) and a cost-of-living bonus based on employees' salaries.

Median bonus pay gap	Mean bonus pay gap
0%	-43.4%
No previous data recorded	No previous data recorded

The median bonus came out at a 0% gap due to most people only receiving the end of year bonus which was equal for everyone.

The mean bonus shows a gap of 43.4% in favour of women. This is likely because the cost-of-living bonus was paid to those with lower overall salaries, which as we can see from figure 1, women make up 66.7% of the lower pay quartile.

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 plans to repeat this exercise in 2024.

Following an Equality, Equity, Diversity and Inclusion (EEDI) review, UKCEH 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

So far we have:

- Carried out an inclusive language check on all job adverts
- Emphasised hybrid working and flexible working in our job adverts where appropriate
- Offered training to all employees on being consciously inclusive
- Reviewed and enhanced procedures relating to EEDI
- Created a programme on awareness events and learning opportunities to increase confidence in EEDI at UKCEH

Future actions include:

- Reviewing the inclusivity of non-office environments and improving upon the current position
- Improve accessibility, transparency, and inclusivity of recruitment process by making the end-to-end recruitment process fairer and more inclusive.
- Exploring secondments and mentoring as alternative development opportunities for staff
- Partnerships with other organisations with similar ambitions to highlight visible role models and boost Early Careers exposure



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