



UK Atomic  
Energy  
Authority

# Gender pay gap report 2017



**We value our employees and the contribution they make. We pay them fairly for the work they do and we aim to create an environment where there are equal opportunities for all our employees so they can fulfil their potential and contribute to UKAEA's success, irrespective of their gender.**

*FOR US TO ACHIEVE THE GOALS WE MUST FOSTER DIVERSITY, FOSTER INCLUSION, RECOGNISE AND RESPECT THE DIFFERENCES BETWEEN STAFF, AND CREATE AN ENVIRONMENT WHERE THAT IS WELCOME AND SUPPORTED. GENDER EQUALITY IS PART OF OUR STRATEGY.*



IAN CHAPMAN CEO - UKAEA • ALL STAFF TALK, JANUARY 2018

The **gender pay gap** is a measure that shows the difference in average pay between men and women. Because different jobs are paid differently and the number of women performing these jobs varies, a gender pay gap may exist. This is different from equal pay.

**Equal pay** is the difference in pay between men and women who carry out the same or similar jobs.

The gender pay gap does not show differences in pay for comparable jobs and so is not an indicator of unequal pay. UKAEA regularly carries out equal pay comparisons and thoroughly investigates any pay discrepancies between male and female employees doing comparable jobs. The Hay job evaluation system we use is widely recognised as a robust tool for establishing the size of different jobs. We are confident that men and women at UKAEA are paid equally for doing equivalent jobs.

Employees at snapshot date

753

Employees at snapshot date



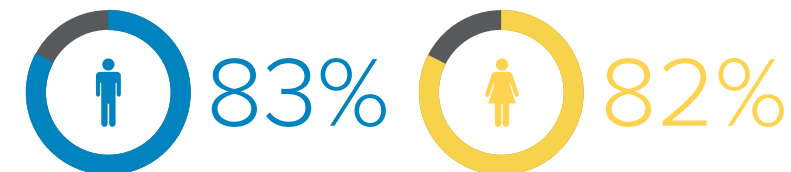
Gender pay gap



Gender bonus gap



Proportion of Male and Female receiving a bonus – in 12 months preceding 5 April 2017





**The Government has introduced regulations for gender pay gap reporting for companies in the UK. The regulations require UK employers with more than 250 employees to publish their gender pay gap. This report was prepared using April 2017 salaries based on a snapshot date of **5 April 2017**.**

The regulations require us to report on the following:

- Average and median difference between male and female (gender pay gap). This is the difference in the hourly rate of pay of all male and female employees irrespective of their role. The hourly rate of pay must include items specified in the regulations such as basic pay, various allowances and shift pay.
- Average and median gender bonus gap.
- Proportion of females and males receiving bonus payments.
- Proportion of females and males in each quartile pay bands (these are pay bands as defined in the legislation, not UKAEA pay bands).

# Key findings

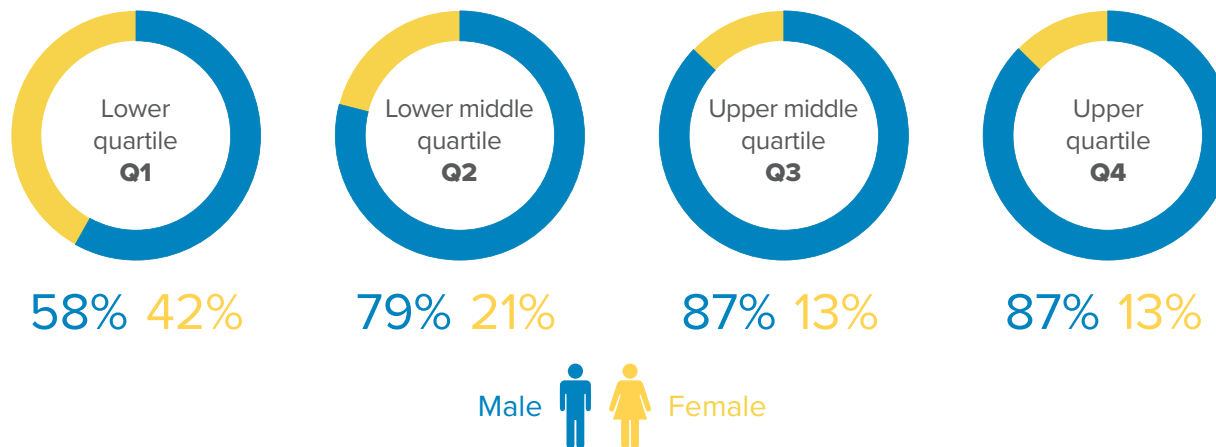
At UKAEA the mean (average) pay gap is 16.7%. The analysis of our gender pay shows that the gap is related to gender distribution across UKAEA grades and role discipline. The key findings are:

- Male employees represent the majority of UKAEA workforce (77%). Over 50% of UKAEA roles are in science, engineering and technology scarcity areas and career paths in STEM (science, technology, engineering and mathematics) have historically attracted more men nationally.
- Uneven gender distribution across UKAEA grades. The analysis shows a high concentration of female employees in junior grades which are typically lower-paid. As a result, the average pay of all female employees is lower than the average pay of all male employees who are more strongly represented in senior grades.
- A higher proportion of male employees work in engineering and technology areas which are typically higher-paid.

The chart entitled 'Pay Quartiles' shows the gender distribution across four equally sized pay quartiles within which employees were ranked from the lowest to highest hourly rate of pay. The graph shows that females are highly represented in the first pay quartile (Q1) 42/58 female/male split but this reduces to 21/79 in the second pay quartile (Q2) and 13/87 in third and fourth quartiles (Q3 and Q4). Females are proportionally less represented in the higher pay quartiles which affects the gender pay gap results.

The average gender pay gap in Construction and Finance sectors are highest between 20% and 28% respectively. The average gender pay gap across the Public Sector is 9%. The average gender pay gap reported in the Scientific and Research sector is 17% with many engineering companies reporting their gender pay gap above 20%.

Pay Quartiles - Proportion of Males and Females in each pay quartile



Each quartile contains an equal number of employees ranked from the lowest to highest hourly rate of pay



# Bonus

The UKAEA's average gender bonus gap is 19.9%. It shows the difference in average bonus payments received by male and female employees. The gender bonus gap was calculated on payments made in the 12 months preceding the snapshot date of 5 April 2017. The legislation requires that the calculation of the bonus gap is based on actual amounts paid to employees which means that no adjustments were made to reflect pro-rata payments received by part-time employees. This approach distorts the gender bonus gap results as there are more female employees than men working part-time. Also, our bonus payments are calculated as a percentage

of annual salary, so if a gender pay gap exists, it is then replicated in the gender bonus gap.

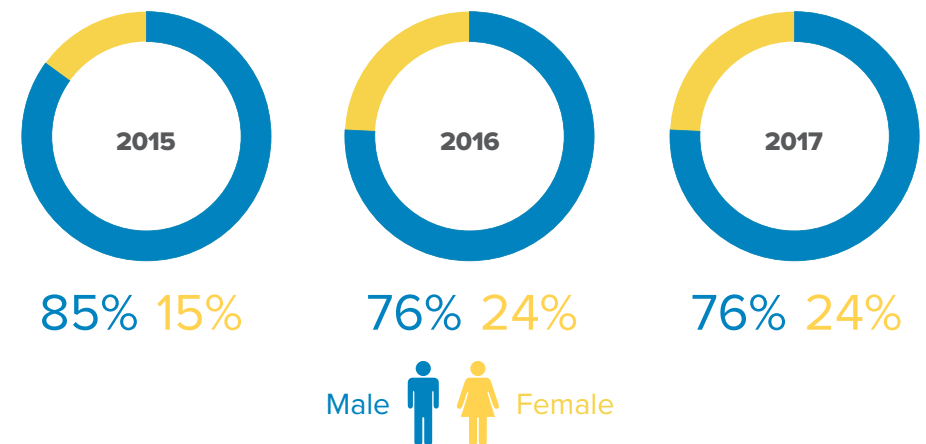
This analysis of our gender pay gap shows that there are various factors contributing to the pay gap. We believe that the gap is a result of types of jobs female and male employees are doing. We are confident that the gender pay gap is not a reflection of equal pay issues at UKAEA as we continue to ensure that our employees are paid equally for doing the same or similar jobs, irrespective of their gender.

## Addressing the gender pay gap

We are committed to improving the gender balance of our workforce. We have several initiatives in place which were originated through the Athena SWAN project that we believe will gradually have more positive effects in the long term. The importance of diversity and inclusion in creating a workplace that is welcoming to everyone has been emphasised by senior management. To help us to embed these principles actively into the workplace culture, Inclusion Ambassadors were appointed throughout the organisation.

We are committed to ensure that our mentoring programme is inclusive to female employees and provides them with support needed to progress to the next level of their careers. We continue to work with line managers to ensure that they are inclusive in terms of how they provide development opportunities and delegate responsibilities etc. to ensure that all employees have equal opportunity to develop and progress. We have already seen an increase in numbers of female employees being promoted over the last 3 years.

Promotions by Gender in the last three years



There are various local and national initiatives encouraging young females to see science, technology, engineering and mathematics (STEM) as a future career. In 2015 we were awarded the Athena SWAN Bronze Award in recognition of our continuous efforts to achieve gender equality in the workplace. We are proud that UKAEA is one of only 16 research institutes to receive the award. We are already engaging with pupils from local schools through our school outreach programme and we plan to take further positive action to encourage more women to apply for engineering apprenticeships. We do now have more female apprentices than we have ever had before. We will continue to work on improving this trend for the graduate intake too as this helps us to increase numbers of women in our talent pipeline. We are also developing better guidance on promotion routes and will be providing career guidance workshops for all.

To support employees to manage their work/life balance we have improved the provision of flexible working arrangements. We have set up a female peer group supporting women returning to work from maternity leave.

We are facing many challenges in attracting females to engineering roles. Statistics show that there are 11% women working in engineering professions, so the available talent pool is limited. To ensure we maximise our chances of attracting females to our organisation we have introduced unconscious bias awareness to our recruitment training and are promoting flexible working arrangements through our job adverts. We continue to work on our recruitment practices to ensure they are bias free and we are participating in national campaigns to encourage more women to work in science, engineering and technology.

To provide more dedicated focus on diversity and inclusion we are currently recruiting an Equality, Diversity and Inclusion Champion.

### Written statement

I confirm that the information contained in this report is accurate and in accordance with the legislations.



IAN CHAPMAN CEO - UKAEA

The UK Atomic Energy Authority's mission is to lead the commercial development of fusion power and related technology, and position the UK as a leader in sustainable nuclear energy



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