

# Gender Pay Gap Report 2018



# Welcome to the 2018 Magnox Gender Pay Gap Report

Everyone has the right to feel respected, valued and included at work. This is vital to us as individuals and to our organisation as a whole. I know the vast majority of people at Magnox believe it to be important too. In a 2017 survey, 96 per cent of respondents said that they understood why equality, diversity and inclusion (EDI) were important to our organisation.

For Magnox to be successful in its mission, we need to retain and utilise the skills and talents of all our people. The business case is clear; organisations taking respect and inclusion seriously attract and retain the best people, perform better, benefit from diverse experiences and ideas, and are ultimately more successful.

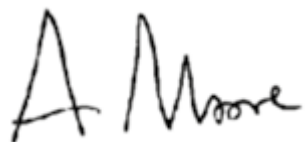
My Magnox leadership colleagues and I, as well as the Nuclear Decommissioning Authority (NDA), are committed to ensuring equality, diversity and inclusion is given the priority it requires. We will continue to work with our staff and trade unions to achieve this. EDI impacts us all and each and every one of us has a role to play to embed a culture of respect and inclusion.

I am pleased that our gender pay gap compares favourably with the UK average and am happy to see an improvement since the 2017 data. However, I am disappointed that a pay gap remains and I am determined to address this.

We will continue to work collaboratively with the NDA group to erode the gender pay gap.

*I, **Tony Moore**, Managing Director, confirm that the information in this statement is accurate.*

*Signed*

 25/03/2019



# Gender Pay Gap

Magnox Ltd is required by law to publish an annual gender pay gap report.  
*This is its report for the snapshot date of 5 April 2018.*



The mean gender pay gap for Magnox Ltd is

**9.5%**

(compared to 12.7% in 2017).

The median gender pay gap for Magnox Ltd is

**8.2%**

(compared to 13.7% in 2017).

The gender pay gap is the difference between the average hourly pay for women compared to the average hourly pay for men expressed as a percentage of men's average pay.

The mean gender bonus gap for Magnox Ltd is

**4%**

(compared to 6.7% in 2017).

The median gender bonus gap for Magnox Ltd is

**0.9%**

(compared to 1.4% in 2017).

The gender bonus gap is the difference between the average bonus paid to women compared to the average bonus paid to men expressed as a percentage of the men average bonus.

The proportion of male employees in Magnox Ltd receiving a bonus is **99.3%** and the proportion of female employees receiving a bonus is **100%** (compared to **95.2%** (male) and **99.8%** (female) in 2017).

*The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.*

More than 2,500 people across the organisation have attended diversity and inclusion training

## 2. Pay Quartiles by Gender

Band	Males (2018)	Females (2018)	Males (2017)	Females (2017)	Description
<b>A</b> Lower quartile	69.1%	30.9%	65.9%	34.1%	Includes all employees whose standard hourly rate places them at or below the lower quartile
<b>B</b> Lower middle quartile	78.3%	21.7%	75.1%	24.9%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
<b>C</b> Upper middle quartile	75.3%	24.7%	82.6%	17.5%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
<b>D</b> Upper quartile	84%	16%	85%	15%	Includes all employees whose standard hourly rate places them above the upper quartile



The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



### 3. What are the underlying causes of Magnox Ltd's gender pay gap?

The gender pay gap is the difference between the average hourly pay of women compared to men, expressed as a percentage of men's average pay. It does not take into account the role or level in the organisation of men and women. The figures show the mean average hourly pay of women at Magnox Ltd is 9.5% lower than the mean average hourly pay for men. The difference in the average gender pay is the result of proportionately more men being in senior and higher paid roles at Magnox Ltd than women. This is demonstrated in the table above showing the gender distribution across the four pay quartiles. There is a greater proportion of women employed in roles that fall in the lower quartiles than men.

Women currently make up 24% of the employees at Magnox Ltd. The lower proportion of women in the organisation is consistent with the gender demographics within the UK's nuclear sector. This is a consequence of it being historically difficult to recruit women in Science, Technology, Engineering and Mathematics (STEM) based disciplines.

The Magnox  
executive team is now  
30% female





EDI ambassadors  
are being trained at  
all Magnox sites

#### 4. How does Magnox Ltd's gender pay gap compare with the UK average?

The mean gender pay gap for the UK is 17% and the median is 17.9% lower for women than men (according to the October 2018 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures). At 9.5% and 8.2% respectively, Magnox Ltd's mean and median gender pay gap compares favourably with the UK mean and median gender pay gap figures.

## 5. What is Magnox Ltd doing to address its gender pay gap?

Magnox Ltd is committed to promoting equality, diversity and inclusion (EDI) within the organisation and has a number of actions in place.

Magnox Ltd has set up an EDI steering group, comprised of a number of directors and senior managers, to define the EDI strategy and sponsor initiatives to promote and embed EDI across the organisation. Progress to date has included publication of an EDI strategy, a communication campaign to raise awareness of and the profile of the topic, an all staff EDI survey, to enable better understanding of the views of the workforce and opportunities for improvement, and the provision of training for all staff on respect and inclusion and unconscious bias.

Magnox Ltd has launched a Women's Network with the aim of increasing gender diversity and equality across the organisation.

Magnox Ltd is supporting the development of female talent in the organisation through the talent management programme and the graduate scheme:

**36%** of participants of the 2018 talent programme are female

**30%** of STEM graduates recruited in the last 2 years are female

**31%** of promotions last year were awarded to female employees



**Respected. Included.  
Performing at our Best.**

In addition, a review of all policies and procedures has been undertaken to identify and address any inappropriate gender or other demographic bias.

Magnox believes that these initiatives will contribute to the continuing erosion of the gender pay gap. In holding that belief, Magnox would point to the improvement in its gender pay gap this year compared to a year ago. Although the improvement on 2017 is partly due to a number of male employees whose pay fell in the upper quartiles for historic reasons leaving the business, it is largely as a result of these initiatives beginning to take effect.

Magnox Ltd is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.



The Women's Network now has more than 200 members



For further information visit [www.gov.uk/government/organisations/magnox-ltd](http://www.gov.uk/government/organisations/magnox-ltd)



*Magnox, owned by Cavendish Fluor Partnership, is the management and operations contractor responsible for 12 nuclear sites and one hydroelectric plant in the UK, under contract to the site owner, the Nuclear Decommissioning Authority.*