



UK Atomic
Energy
Authority

Gender pay gap report 2018



UKAEA introduction:

The United Kingdom Atomic Energy Authority (UKAEA) is an executive non-departmental public body that reports to the Department for Business, Energy and Industrial Strategy (BEIS). Its main business is the management of the UK's magnetic confinement fusion research programme and the operation of the Joint European Torus (JET) facility under contract to the European Commission. It also operates the UK fusion facility the Mega Amp Spherical Tokamak (MAST). UKAEA is working to transfer current leading-edge technologies to UK industry and winning contracts in collaboration with UK industry and universities, with several facilities such as our Remote Applications in Challenging Environments (RACE) facility and our Materials Research Facility (MRF).

UKAEA has an international reputation for cutting edge science and engineering and plays an important part in sustaining the UK's science and technology capability.

**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.**

*INCLUSION AND A SENSE OF BELONGING IS THE MAINSTAY OF OUR APPROACH TO
ENGENDERING CULTURE CHANGE AT UKAEA*



PROFESSOR IAN CHAPMAN - UKAEA CEO, ATHENA BRONZE AWARD ENDORSEMENT LETTER

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

847

Employees at snapshot date



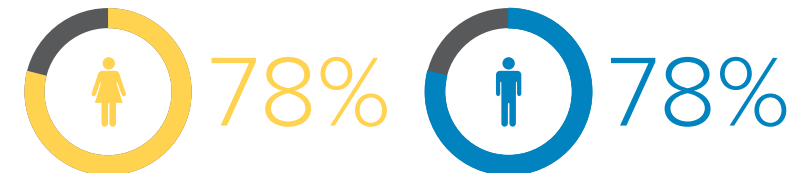
Gender pay gap



Gender bonus gap



Proportion of Male and Female receiving a bonus – in 12 months preceding 5 April 2018





Gender pay gap regulations require UK employers with more than 250 employees to publish their gender pay gap. This report was prepared using April 2018 salaries based on a snapshot date of 5 April 2018.

The regulations require us to report on the following:

- Mean 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.
- Mean 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

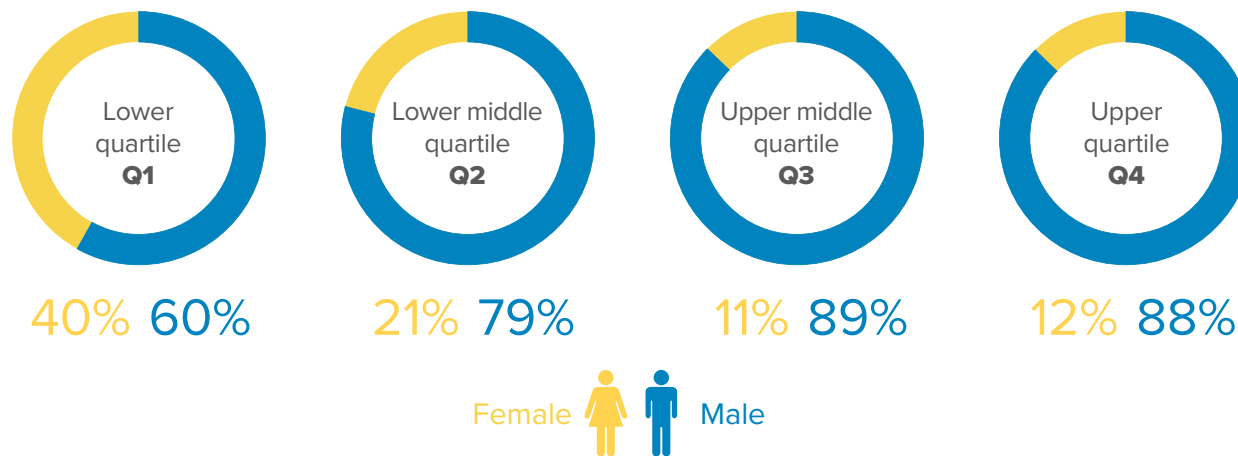
At UKAEA the mean gender pay gap is 17.4% and the median is 26.6%. The analysis of our gender pay shows that the gap is related to gender distribution across UKAEA grades and role discipline. The key findings are:

- 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.
- Over 80% of UKAEA roles are in Science, Engineering and Technology areas and nearly 64% of these are in engineering and technology scarce areas. Career paths in STEM (science, technology, engineering and mathematics) have historically attracted more men nationally.
- A higher proportion of male employees work in engineering and technology areas which typically attract higher rates of pay on the labour market.

The chart entitled 'Pay Quartiles' shows the gender distribution across four equally sized pay quartiles, each containing 211/212 employees ranked from lowest to highest pay rates. The graph shows that females are highly represented in the first pay quartile (Q1) 40/60 female/male split but this reduces to 21/79 in the second pay quartile (Q2) and further to 11/89 in the third (Q3). Then the proportion of females in the fourth quartile increases slightly to 12/88 in the fourth quartile (Q4). Females are proportionally less represented in the higher pay quartiles which affects the gender pay gap results.

The highest median gender pay gap in the UK is the Finance and Insurance sector at 35.7%. The mean and median gender pay gap in the UK's Professional, Scientific and Technical sector is 19.3% and 20.8% respectively, with many engineering companies reporting their mean gender pay gap well above 20%. The gender pay gap in the Professional, Scientific and Technical sector for the geographical region where UKAEA operates is even wider: mean 22.2% and median 22.7%.

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

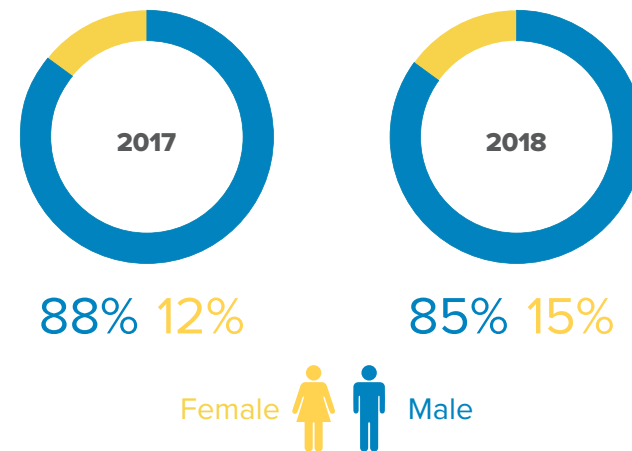
The UKAEA's mean and median gender bonus gap is 14.1% and 19.8% respectively. It shows the difference in average bonus payments received by male and female employees. The gender bonus gap was calculated on payments made in the 12 months preceding the snapshot date of 5 April 2018.

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 the 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. To provide more dedicated focus on diversity and inclusion the Equality, Diversity and Inclusion (EDI) Panel was formed in 2018. The Panel replaced the former working group that emerged after successfully submitting our first Athena SWAN Bronze Award application. The UKAEA's EDI Panel has an Executive Sponsor – a member of the Executive Team which reflects the importance of EDI within the organisation. In 2018 our second application for the Athena SWAN Bronze Award was submitted. Its robust action plan will continue to help us to embed diversity principles into the workplace culture and have positive effects in the long term. Additionally, EDI activities are supported by the on-going work of Inclusion Ambassadors across the organisation. Diversity and inclusiveness have been included as part of the UKAEA culture in all our training courses. The majority of our workforce attended the unconscious bias training and the numbers are growing.

Apprentices at snapshot date



To support employees to manage their work/life balance we have improved the provision of flexible working arrangements. The take up of flexible working has increased to 25% in the last three years. We have set up a parent buddy group supporting parents who are going on and/or returning to work from maternity/adoption/paternity leave. We have plans to develop this group into a networking group supporting working parents regardless of the stage of their family life.

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 observed the positive effects of this hard work already e.g. the proportion of females who were formally recognised for taking on additional responsibilities has increased compared to the previous reporting year. This creates an opportunity for women to progress their careers further.

There are various local and national initiatives encouraging young females to see science, technology, engineering and mathematics (STEM) as a future career. We continue to engage with pupils from local schools through our school outreach programme and we have taken further positive actions to encourage more women to apply for engineering apprenticeships. The proportion of female apprentices is increasing from year to year. The proportion of females entering our Graduate scheme has also increased from 9% in 2017 to 15% in 2018 and we are on track to increase it to 25% in 2019. This positive trend undoubtedly helps us to increase the number of women in our talent pipeline.

We are facing many challenges in attracting females into technical roles. To ensure we maximise our chances of attracting females to UKAEA, unconscious bias awareness is now part of our recruitment training. We are also promoting flexible working arrangements through our job adverts and we are seeing positive effects of these initiatives already. We continue to work on our recruitment practices to ensure they are free from bias and we participate in national campaigns (i.e. Athena SWAN awards scheme, Daphne Jackson Fellowships) and local campaigns to encourage more women to work in science, engineering and technology.

Written statement

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



PROFESSOR 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



UK Atomic
Energy
Authority

Find out more
www.gov.uk/ukaea

United Kingdom Atomic Energy Authority
Culham Science Centre
Abingdon
Oxfordshire
OX14 3DB

t: +44 (0)1235 528822