



Gender pay gap Group Report 2020

Nuclear Decommissioning Authority



Introduction

During this difficult time, in which we have all faced unprecedented challenges in our personal and professional lives, the NDA group has retained its focus on equality, diversity and inclusion (ED&I). As part of the transformation of the NDA group, and in progressing our vision to create great places to work, we have continued to address the issues that drive a gender pay gap.

Across the group, we have seen a decrease in the mean gender pay gap in five of the eight NDA operating companies. Sellafield, Magnox, LLWR and Dounreay now have gender pay gaps that are below the national average of 15.5%.

We should be encouraged by the overall downward trend, but this is a long-term programme and there is still some way to go. The gender pay gap calculation, taken in isolation, is a blunt number so it is extremely important that we continue to identify, understand and address the underlying drivers for any gap.

We have undertaken diverse recruitment campaigns and promotions across the NDA group and have made a number of key female senior appointments and promotions.

Looking to the future of our industry, we continue to break down barriers in Science, Technology, Engineering and Mathematics (STEM), and we have seen increased female graduates and apprenticeship intakes in recent years - In 2019, 46% of the nuclear graduates intake were female and 40% of apprentices were female.

Corhyn Parr, CEO Designate of our Waste Division, replaced Paul Vallance as ED&I Executive sponsor for the NDA group in April 2020. Corhyn leads our ED&I Council and provides strategic direction for the NDA group.

We want to be an employer of choice for women and continue to break down barriers to progression, creating a great place to work with a culture where everyone can thrive

David Peattie,
NDA Group CEO

What is the gender pay gap?

This report deals with the gender pay gap for the NDA group. This is displayed as the difference between the hourly rate of pay of male employees and female employees, which is expressed as a percentage of the hourly rate of the male employees.

The gender pay gap is reported on both a mean (average) and median (mid-point on a distribution) basis.

The gender pay gap is not the same as equal pay, which is about paying the same to men and women who are doing like work, work of equal value or work related as equivalent.

The data: NDA and its businesses

The 2019-2020 NDA group gender pay gap average (weighted by employee numbers) is 13.1% mean and 12.4% median. Which is a small decrease compared with 13.3% mean and 12.7% median in 2018-2019.

This report includes the data for the NDA and its seven operating companies:

- Nuclear Decommissioning Authority (Corporate Centre)
- Sellafield Limited
- Magnox Limited
- Dounreay Site Restoration Limited
- Low Level Waste Repository Limited
- International Nuclear Services Limited
- Direct Rail Services Limited
- Radioactive Waste Management Limited

In February 2020, the NDA announced its decision to create a single nuclear transport division - Nuclear Transport Solutions (NTS) - bringing together our transport expertise and capabilities across the NDA group.

NTS started operating as a single organisation on 1 February, ahead of its full launch at the start of the 2021/22 financial year.

Nuclear Decommissioning Authority

The NDA is a non-departmental public body sponsored by the Department for Business, Energy and Industrial Strategy.

The NDA sets the strategy for 17 of the UK's civil nuclear sites, employing over 15,500 people, and provides performance assurance across the estate, ensuring value is delivered for the taxpayer.

The NDA has 5 offices across the UK and is accountable for annual expenditure of approximately £3 billion.

NDA Corporate Centre gender pay gap

Number of employees	% male employees	% female employees	Mean gap	Median gap
270	52%	48%	38.4%	32.4%

NDA Corporate Centre gender bonus gap

Mean gap	Median gap
55.7%	58.4%

Pay by quartiles

Women make up 82% of the lower quartile of the NDA Corporate Centre pay and 25% of the upper quartile. The proportions of male and female NDA Corporate Centre employees in each pay quartile:

Pay by quartiles Proportion of men/women (M% / F%)

Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
18% / 82%	46% / 54%	72% / 28%	75% / 25%

Sellafield Limited

Sellafield Ltd is responsible for the safe and secure operation and clean-up of the Sellafield nuclear site in west Cumbria – the Europe’s largest and most complex nuclear site.

Sellafield occupies a 265-hectare nuclear licensed site. Its diverse portfolio covers almost every aspect of the UK’s nuclear industry: decommissioning, spent fuel management, nuclear waste management and work to complete reprocessing operations.

Sellafield is the custodian of the majority of the UK’s stockpile of plutonium, which is held in safe and secure storage on the site. Consolidation of materials at Sellafield is an ongoing activity and will continue to be part of the site’s mission.

Sellafield is the only site that is safely managing all three forms of nuclear waste: high, intermediate and low.

Sellafield Ltd is licensed under the Nuclear Installations Act 1965 and is the holder of the Nuclear Site Licence for the Sellafield site (incorporating the former Windscale site).

Sellafield gender pay gap

Number of employees	% male employees	% female employees	Mean gap	Median gap
10,843	73%	27%	13.6%	11.5%

Sellafield gender bonus gap

Mean gap	Median gap
19.9%	0%

Pay by quartiles

Women make up 46% of the lower quartile of the Sellafield pay and 16% of the upper quartile. The proportions of male and female Sellafield Ltd employees in each pay quartile:

Pay by quartiles Proportion of men/women (M% / F%)

Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
54% / 46%	71% / 29%	82% / 18%	84% / 16%

Magnox Limited

Magnox Ltd is responsible for decommissioning 10 of the UK's earliest nuclear power stations and two historical research facilities, as well as generating electricity at the Maentwrog hydro-electric plant.

Decommissioning work is under way at Berkeley, Bradwell, Chapelcross, Dungeness A, Harwell, Hinkley Point A, Hunterston A, Oldbury, Sizewell A, Trawsfynydd, Winfrith and Wylfa.

The work is as diverse as it is challenging, ranging from decommissioning of structures and land remediation, to management of spent nuclear fuel, radioactive waste and other hazardous materials, including asbestos, and the introduction of innovative techniques to deliver the NDA's mission safer and faster while providing value for the UK taxpayer.

Magnox Ltd gender pay gap

Number of employees	% male employees	% female employees	Mean gap	Median gap
2,144	75%	25%	6%	8.7%

Magnox Ltd gender bonus gap

Mean gap	Median gap
5.3%	1.7%

Pay by quartiles

Women make up 30% of the lower quartile of the Magnox Ltd pay and 18% of the upper quartile. The proportions of male and female Magnox Ltd employees in each pay quartile:

Pay by quartiles Proportion of men/women (M% / F%)

Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
70% / 30%	75% / 25%	74% / 26%	82% / 18%

Dounreay Site Restoration Limited (DSRL)

Dounreay Site Restoration Ltd (DSRL) is responsible for the safe and secure clean-up and demolition of Dounreay site - Britain's former centre of fast reactor research and development in the north of Scotland - and the Low Level Waste (LLW) disposal facility next to the licensed site.

Work at the site includes decommissioning and demolishing redundant facilities, segregating and packaging the radioactive and non-radioactive wastes for long-term storage or disposal, removing nuclear fuels.

DSRL is a wholly-owned subsidiary of the Cavendish Dounreay Partnership, a consortium of Cavendish Nuclear, Jacobs and Amentum. It is funded by the Nuclear Decommissioning Authority (NDA) to deliver the site closure programme. deliver the NDA's mission safer and faster while providing value for the UK taxpayer.

DSRL gender pay gap

Number of employees	% male employees	% female employees	Mean gap	Median gap
1,197	69%	31%	10.1%	10.1%

DSRL gender bonus gap

Mean gap	Median gap
16.2%	9.8%

Pay by quartiles

Women make up 38% of the lower quartile of the DSRL pay and 20% of the upper quartile. The proportions of male and female DSRL employees in each pay quartile:

Pay by quartiles Proportion of men/women (M% / F%)

Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
62% / 38%	64% / 36%	70% / 30%	80% / 20%

Low Level Waste Repository Limited (LLWR)

Low Level Waste Repository Ltd (LLWR) manages the Low Level Waste Repository in west Cumbria which provides safe and cost effective disposal of lower activity material on behalf of the UK.

LLWR is responsible for both the operation of the LLW site, and the delivery of the National Low Level Waste Programme, on behalf of the Nuclear Decommissioning Authority.

LLWR Ltd is owned by the international consortium UK Nuclear Waste Management, a consortium made up of Amentum, Studsvik and Orano, who were awarded the contract to manage the site on behalf of the NDA.

LLWR gender pay gap

Number of employees	% male employees	% female employees	Mean gap	Median gap
254	52%	48%	14%	11.9%

LLWR gender bonus gap

Mean gap	Median gap
19.3%	35.4%

Pay by quartiles

Women make up 56% of the lower quartile of the LLWR pay and 31% of the upper quartile. The proportions of male and female LLWR employees in each pay quartile:

Pay by quartiles Proportion of men/women (M% / F%)

Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
44% / 56%	34% / 66%	60% / 40%	69% / 31%

Direct Rail Services Limited (DRS)

Direct Rail Services is a wholly owned subsidiary of the Nuclear Decommissioning Authority and provides rail transport services in support of the its mission.

DRS has industry-leading expertise in the movement of spent nuclear fuel, decommissioning waste, and in providing support for nuclear construction.

DRS continues to provide a co-ordinated service to the nuclear industry and looks to be the world leader in safe, secure and reliable nuclear rail logistics - harnessing a culture of innovation, pride, respect and environmental awareness while providing value for money to the UK taxpayer.

Direct Rail Services is a dynamic business that is achieving sustained market growth with current turnover levels at around £80 million a year and employing more than 480 staff.

DRS gender pay gap

Number of employees	% male employees	% female employees	Mean gap	Median gap
483	81%	19%	20%	38%

DRS gender bonus gap

Mean gap	Median gap
-99%*	-115%*

Pay by quartiles

Women make up 42% of the lower quartile of the DRS pay and 11% of the upper quartile. The proportions of male and female DRS employees in each pay quartile:

Pay by quartiles Proportion of men/women (M% / F%)

Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
58% / 42%	83% / 17%	94% / 6%	89% / 11%

*The negative numbers reflect a bonus gap in favour of females. This gap is due to eligibility changes to the bonus structure in DRS during 19/20, meaning that fewer males received a bonus and female bonuses were significantly higher on average.

International Nuclear Services Limited (INS)

International Nuclear Services Ltd provides specialist nuclear transport, design and licensing services in support of the Nuclear Decommissioning Authority mission, and supplies such services for other customers.

Its subsidiary, Pacific Nuclear Transport Ltd (PNTL), is the world's most experienced nuclear shipping company and has delivered safe and secure transport solutions for over 40 years.

A big part of INS's work involves the transportation of MOX and spent fuel,

irradiated materials, special nuclear materials and the return of vitrified wastes to their country of origin.

INS offers a high-security Category 1 nuclear shipping capability and therefore plays a unique role supporting UK and global security goals, and making the world a safer place.

INS will continue to provide transport services to existing international customers while developing opportunities for new commercial business, both internationally and in support of the UK decommissioning

INS is a wholly owned subsidiary of NDA employing 128 people across locations in the UK, France and Japan.

INS gender pay gap

Number of employees	% male employees	% female employees	Mean gap	Median gap
128	62%	38%	25.3%	27.6%

INS gender bonus gap

Mean gap	Median gap
43%	51%

Pay by quartiles

Women make up 87% of the lower quartile of the INS pay and 17% of the upper quartile. The proportions of male and female INS employees in each pay quartile:

Pay by quartiles Proportion of men/women (M% / F%)

Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
13% / 87%	71% / 29%	79% / 21%	83% / 17%

Radioactive Waste Management Limited (RWM)

RWM is responsible for providing radioactive waste management solutions and implementing government policy on disposal of higher activity waste through the siting, construction and operation of a UK Geological Disposal Facility (GDF).

Geological disposal is recognised around the world as the safest long-term solution for managing higher activity radioactive waste. Delivering geological disposal is a nationally significant infrastructure project designed to manage radioactive waste effectively to protect people and the environment for generations to come.

RWM employs around 170 scientists, researchers, engineers, project managers, communications and engagement specialists and staff from a variety of support functions. As the GDF project progresses, RWM will grow and continue to evolve as an organisation.

RWM gender pay gap

Number of employees	% male employees	% female employees	Mean gap	Median gap
170	65%	35%	19.8%	12.1%

RWM gender bonus gap

Mean gap	Median gap
40.1%	34.5%

Pay by quartiles

Women make up 56% of the lower quartile of the RWM pay and 17% of the upper quartile. The proportions of male and female RWM employees in each pay quartile:

Pay by quartiles Proportion of men/women (M% / F%)

Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
44% / 56%	69% / 31%	63% / 37%	83% / 17%