



UK Atomic
Energy
Authority

Gender pay gap report 2020



UKAEA's strategic EDI aim is

"to be an employer of choice that attracts, retains and develops people to their full capability because our reputation for valuing and celebrating all forms of diversity is widely acknowledged"

An introduction from our Chief Executive

Our mission to deliver low-carbon sustainable fusion power is vital in achieving net zero emissions globally and countering climate change. We can only overcome the challenges in delivering that vital mission through the ingenuity and dedication of our people. We are committed to fostering an environment and a culture where everybody can do their best, contribute to our success and is rewarded fairly. Only through nurturing diversity of background, skills and thought in a culture where everyone is included can we enable brilliant people to achieve brilliant things.

Ensuring this diversity in our field is not easy. On my first day at university, studying maths and physics I was shocked to find only a dozen women in a cohort of over 150. This picture has improved since then, but only a little. There are not enough women pursuing science and engineering careers, which fundamentally affects the gender pay gap in an organisation like ours. But we cannot, and do not, sit back and accept this – we are investing considerably in training the next generation of graduates and apprentices, endeavouring to reach communities under-represented in our field. At the top of the organisation we lead by example, with 45% of our executive team being women and the same on our international advisory committee. We are committed to equal opportunities for all of our people so they can fulfil their potential and contribute to a mission that really matters, irrespective of their gender.

Professor Ian Chapman
CEO

First thoughts...

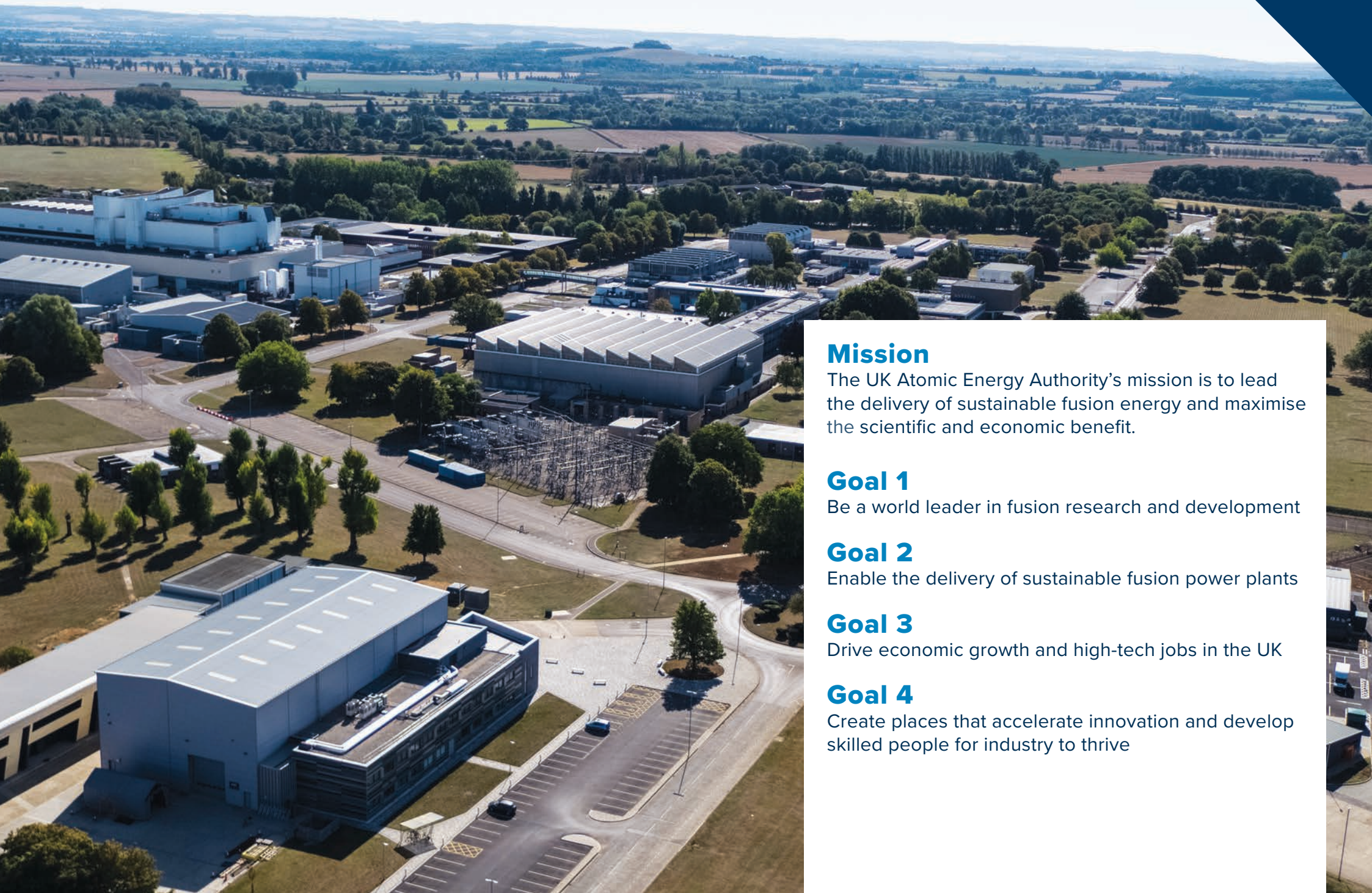
Having recently joined UKAEA, I've been astounded by the heartfelt commitment to advancing equality of opportunity, which is deeply rooted in the organisation and a visible part of our day-to-day work. In a varied career with organisations in the public and private sectors, I've never had such a positive experience of this aspect of organisational culture, from the very outset, as I've had here. There's no doubt in my mind that it's taken very seriously.

Of course, we still have a long way to go, but I'm absolutely certain that the whole of the Authority is united in the efforts to make it a place where the rich diversity of our society can thrive in rewarding careers. It's clear that women have historically been under-represented in science and engineering, but we'll be working to effect a change in that, both within UKAEA and more widely, and to open up all our professions to even greater representation by women. I really look forward to being a part of that work in the coming years and I'm excited and ambitious about what we can achieve.

Liz Haynes
Director of People



Telescopic Articulated Remote Manipulator inspection



Mission

The UK Atomic Energy Authority's mission is to lead the delivery of sustainable fusion energy and maximise the scientific and economic benefit.

Goal 1

Be a world leader in fusion research and development

Goal 2

Enable the delivery of sustainable fusion power plants

Goal 3

Drive economic growth and high-tech jobs in the UK

Goal 4

Create places that accelerate innovation and develop skilled people for industry to thrive

UKAEA – the work we do

The United Kingdom Atomic Energy Authority (UKAEA) is an executive non-departmental public body of the Department for Business, Energy and Industrial Strategy (BEIS). We are responsible for 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. We also operate the UK fusion facility, the Mega Amp Spherical Tokamak (MAST).

Our mission is to lead the delivery of sustainable fusion energy and maximise scientific and economic benefit. Our work forms a key contribution to the government's ambitious climate change target of achieving net zero greenhouse gas emissions by playing a leading role in identifying sustainable energy sources.

UKAEA leads the world in developing fusion power – the source of the universe's energy. We are working hand in hand with the private sector to transfer current leading-edge technologies to UK industry. Some of the exciting developments in our work include successful bids to secure contracts in collaboration with a number of companies and universities, through facilities such as our Remote Applications in Challenging Environments (RACE) facility and our Materials Research Facility (MRF). MRF enables industrial and academic researchers to analyse the effects of irradiation on materials.

The Hydrogen-3 Advanced Technology (H3AT) facility will provide academic and industrial users with comprehensive tritium test systems and training systems and is expected to open at Culham in 2023. RACE, H3AT, MRF and other UKAEA capabilities, aim to help UK industry to secure around £1 billion in contracts from ITER and other global fusion projects. UKAEA's most recent programme, Spherical Tokamak for Energy Production (STEP) is a staged programme to design and build a prototype compact fusion energy powerplant to put energy on the grid.

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 host the Oxfordshire Advanced Skills apprentice training centre for engineering technicians at our Culham Science Centre.

We know that the contributions of our colleagues are key to the success of UKAEA, and that it is their demonstration of our organisational values – Committed, Trusted, Innovative, Collaborative – that enables us to achieve our mission. Paying them fairly for the work they do, within the parameters of our role as a public sector body, underpins every aspect of our approach to remuneration. We focus on creating an environment where colleagues can develop their skills and knowledge, progressing exciting and rewarding careers, and where there are equal opportunities for all our employees so they can fulfil their potential and contribute to UKAEA's success, irrespective of gender.

What is the Gender Pay Gap?

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 to equal pay, which 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. The HAY job evaluation system we use is widely recognised as a robust tool for establishing the size of different jobs.



Key facts

UKAEA employees at snapshot date

1263

Employees at snapshot date

Women

24%

Men

76%

Gender pay gap

Mean (average)

16.4%

Median

28.4%

Gender bonus gap

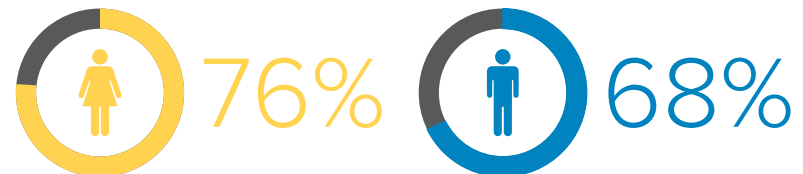
Mean (average)

19.5%

Median

25.4%

Proportion of **Women** and **Men** receiving a bonus - in 12 months preceding 5 April 2020





Gender Pay Gap Regulations

Gender pay gap regulations require UK employers with more than 250 employees to publish their gender pay gap. This result was prepared using April 2020 salaries based on a snapshot date of 5th April, 2020.

The regulations require us to report on the following:

- Mean and median difference between male and female employees (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 band (these pay bands are as defined in the legislation, not UKAEA pay bands)

Key findings

At UKAEA the mean gender pay gap is 16.4%. This is a decrease of 0.3% from 16.7% in 2019. The median gender pay gap has increased from 26.1% in 2019 to 28.4%. Although the reduction in the mean gender pay gap is a modest one, it represents a considerable achievement in view of the issues that UKAEA faces in increasing the number of women in certain roles. It is a positive development on which we are continuously building to further reduce the gap.

One of the biggest challenges for UKAEA is the number of women studying STEM (science, technology, engineering and mathematics) subjects in the UK. The number of women studying 'A' level science has increased by 10% since 2012, with female students now outnumbering males for the first time ever. However, physics is still overwhelmingly dominated by male students, with only 23% being female. Other STEM subjects such as applied mathematics, high voltage electrical engineering and computing also remain unbalanced, and less than 15% of GCSE students in engineering and maths are female. Physics, engineering and computing are the subjects that underpin almost all technical and scientific roles in UKAEA. Other STEM subjects such as mathematics and computing also remain unbalanced. We are committed to work in collaboration with other organisations to increase the number of women studying STEM subjects and working in STEM roles.

Analysis shows that one of the main reasons for our gender pay gap is the low proportion of women in our science, technology and engineering job roles and the high proportion of women in business support roles. Key findings are:

- Women make up 24% of UKAEA employees
- 10.4% of UKAEA's engineering job roles are held by women (an increase from 10% in 2019) and additionally 22% of UKAEA science roles are held by women.
- Women account for more than 60% of UKAEA business support roles, with representation weighted towards the junior/lower pay grades. The high proportion of women in business support roles is discussed in UKAEA's 2018 Athena SWAN application and noted as a contributor to UKAEA's gender pay gap.
- The above factors create an uneven gender distribution across the pay grades. The proportion of women in the lowest pay quartile is 42% and falls steadily across the grades to 13% in the highest pay quartile.
- 11.9% of our 16.4% average gender pay gap arises solely from the uneven gender distribution across all grades within UKAEA.
- The pay gap is further exacerbated by the fact that a large proportion of technology and engineering roles at UKAEA have a market premium rate of pay in order to compete with the higher rate of pay that these skills attract in the UK labour market. Since men account for approximately 90% of employees in these roles, this premium payment increases average pay for men within UKAEA as a whole by approximately 5% relative to women, even though this premium payment is awarded fairly to men and women within the applicable roles.

Key findings at a glance

STEM statistics

10% increase in women studying "A" levels since 2012

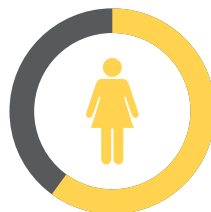
15% increase in GCSE students in engineering and maths are female

UKAEA statistics

10.4% of UKAEA's engineering job roles are held by women (an increase from 10% in 2019)

22% of UKAEA science roles are held by women

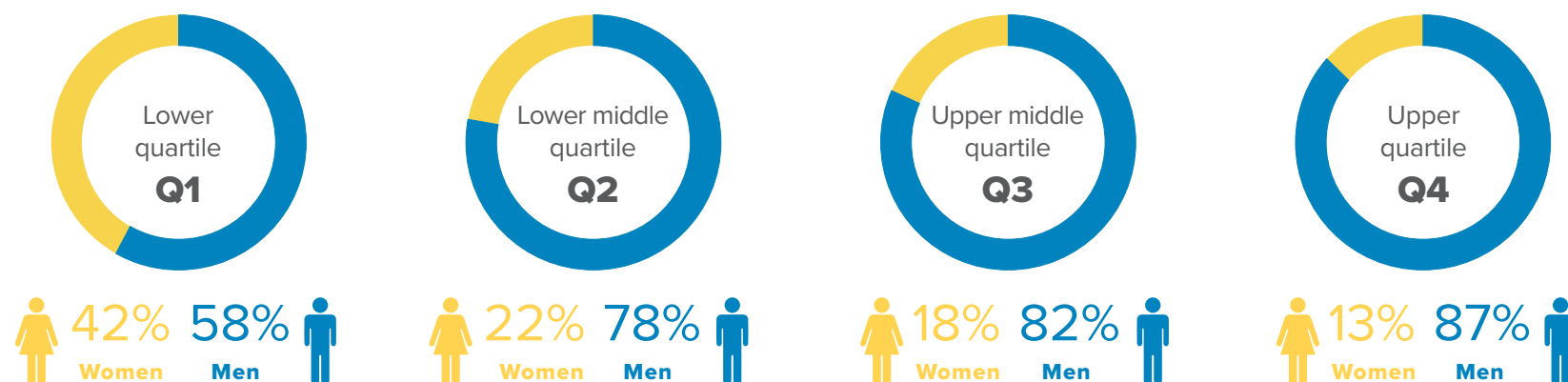
Women account for more than



60% of UKAEA business support roles

The modest reduction in the mean gender pay gap, of 0.3%, and the increase in the median gender pay gap of 2.5% between 2019 and 2020 are explained by the uneven gender distribution across pay grades, an increase in women joining UKAEA through early careers routes, together with market premium payment for some technology and engineering roles.

Pay quartiles – the gender split in each quartile



The above quartiles show the gender distribution across four equally sized pay quartiles, each containing 315/316 employees ranked from lowest to highest pay rates. The most significant changes in the pay quartile statistics are:

Q1 the percentage of women in this quartile has reduced from 45% in 2019 to 42% in 2020, demonstrating an increase in men in the lower grades

Q2 the percentage of women in this quartile has increased from 19% in 2019 to 22% in 2020, demonstrating an increase in women in this quartile

Q3 the percentage of women in this quartile has increased from 16% in 2019 to 18% in 2020, demonstrating an increase in women in this quartile

Q4 the percentage of women in this quartile has not changed since 2019, demonstrating that at the highest level, there has been no variation to the gender distribution in UKAEA.



Discussing novel pipe servicing robots

Spotlight on leading physicist, Nanna Heiberg, and UKAEA's Chief Operating Officer, Lyanne Maclean



Nanna Heiberg

BSc, MSc, MInstP, CPhys

Nanna - who is a Danish national - came to the UK in 1979 to study. She has worked in cryogenic engineering for over 30 years and has managed turn-key X-ray beamline installations on synchrotrons around the world.

Nanna joined UKAEA as a project manager. She has been manager of the MAST-U Operations Department since December 2017.

Nanna receiving her Royal Academy of Engineering Major Projects Award

Lyanne Maclean

MBE

Lyanne Maclean became UKAEA Chief Operating Officer in 2019. She was previously a British Army Officer; leaving as a Colonel having commanded her Regiment in conflicts worldwide. She was awarded a QCVS for work in Angola and has served in the MoD, with NATO and the UN.

As lead planning officer, she was awarded an MBE for her role in Operation Taybridge and contingency planning after 9/11. Lyanne was COO to the largest Defence College in Europe and spent five years as Royal Mail's Head of Fleet Services.



Progress and plans

Culture

Setting UKAEA's expectations and commitment to culture change in a published Being Inclusive Strategy, together with a wide-reaching Action Plan

Ensuring that our commitment to treat all our colleagues with dignity and respect is demonstrated by the implementation of initiatives which enable us to improve equality, diversity and inclusion (EDI)

Regularly communicating and demonstrating the commitment at a senior level to creating an inclusive and diverse workplace

Committing to achieve Silver Athena SWAN Award and to advancing the careers of women

Supporting an Inclusion Council, as a sub-committee of the Executive Committee, chaired at Director level, as well as an EDI Project Board, with representation drawn from across UKAEA, in support of the Being Inclusive Strategy and Action Plan

Increasing the resources dedicated to embedding EDI best practice across the organisation

Establishing internal networks for minority groups, including women

Supporting women returning from maternity leave by providing appropriate breastfeeding facilities

Appointing and training Executive Sponsors to provide strategic direction in relation to the identified protected characteristics and providing all minority groups, including women, with a sponsor for promotion

Mandating EDI objectives for all employees to increase inclusivity

Reviewing pay across UKAEA and addressing equal pay issues

Progress

Our Being Inclusive Strategy was published in November 2019

An action plan was published in November 2019

EDI featured in All Staff Talks; Executive Sponsorship of lunchtime EDI events and delivery of Being Inclusive Moments in meetings since 2020

Our application for the Athena Swan Silver Award will be submitted in 2024

Inclusion Council Meetings held semi-annually; Being Inclusive Project Board Meetings are held every 6 weeks since 2020

EDI Partner role introduced in July 2019; EDI Apprentice recruited in September 2021

We are aiming to launch five employee networks for minority groups by 2022

Breastfeeding facilities were introduced in 2020

Executive sponsors and promotion sponsors will be in place by the end of 2022

All employees have had mandatory EDI objectives in appraisals since April 2020

An annual review of pay has been carried out since 2018, and individual actions are taken as necessary



Operating the revolutionary Symmetry detector system

Bonus payments

UKAEA's mean and median gender bonus gap in 2020 was 19.5% and 25.4% respectively. The bonus gap shows the difference in average bonus payments received by male and female employees. The gender bonus gap was calculated using payments made in the 12 months preceding the snapshot date of 5th April, 2020. The gender bonus gap was 19.2% (mean) and 18.2% (median) in 2019, which indicates a widening of the gender bonus gap. Legislation requires that the calculation of the bonus gap is based on actual payments paid to employees, which means that no adjustments can be made to reflect pro-rata payments received by part time employees. This approach affects the reporting of the gender bonus gap results as there are more women than men working on a part time basis. Also, UKAEA's bonus payments are calculated as a percentage of annual salaries (plus some allowances), so if a gender pay gap exists, it is replicated in the gender bonus gap.

Spotlight on Director of Materials Research



Amanda Quadling

Working as a geologist, Amanda ran diamond laboratories for De Beers and BHP Billiton and worked to prevent the use of conflict diamonds. Following a PhD in Materials Science and Engineering, she was appointed Director of the Ceramic Fibre Centre of Excellence for Morgan Advanced Materials. She has also been Technical Director for M&I Materials, and in 2019 was named by the Financial Times as the 10th most influential woman in UK engineering. She is UKAEA's Director of Materials, an advisory board member for the Nuclear Futures Institute at the University of Bangor, and sits on the boards of Henry Royce and NIRAB.

Talent Acquisition

Advertising the offer of flexible working on almost all job advertisements

Advertising all UKAEA roles on EDI job boards

Creating a new UKAEA careers website which will promote EDI within UKAEA and encourage applications from under-represented groups

Scrutinising adverts for hidden gender stereotyping and removal of male/female bias in wording

Ensuring that our extensive programme of hosted, local and national outreach activities is inclusive and actively encourages women to see science, technology, engineering and mathematics as future careers

Progress

Flexible working has been offered on almost all job advertisements since 2019

Our vacancies are already being advertised on Vercida and Inclusive Companies, and will appear on other job boards

Our new careers website will be launched in December 2021

We have been actively reviewing advertisements to remove stereotyping and bias since January 2019

Recruitment events will be hosted from December 2022



Trainee apprentice

Learning and Development

Signposting internal career progression routes more clearly.

Ensuring that our mentoring programme is inclusive and provides support for career development via non-traditional paths

Working with line managers to ensure that they are inclusive in the way they enable development opportunities and delegate responsibilities so that all employees have equality of opportunity in development and progression

Publicising our family-friendly policies, including a buddying scheme to support new parents at work

Giving access to hybrid working to all employees, subject to role requirements

Being an active member of the Nuclear Institute's Women in Nuclear (WiN) group and providing speakers for outreach engineering events

Enabling attendance at external EDI events

Progress

We have been signposting progression opportunities even more clearly since 2019

Our mentoring programme has been in place since 2013

Guidance on promotion and delegation is published on our intranet, and promotion statistics are monitored to identify and address any issues

A campaign to publicise our policies will be launched by March 2022

Hybrid working will be widely available to employees from 2021

We have been actively participating in WiN and outreach engineering events since 2018

A calendar of EDI conference attendance will be produced in January each year for EDI external events and will be included in the EDI budget from 2022

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 delivery of sustainable fusion energy and maximise scientific and economic benefit



UK Atomic
Energy
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