

Gender pay gap report 2021



UK Atomic
Energy
Authority



UKAEA's strategic Equality, Diversity and Inclusion (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 has enormous potential to help the world achieve net zero emissions and contribute to countering climate change. We can only overcome the challenges we face to deliver our 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 be rewarded fairly. Only through nurturing diversity of background, skills and thought can we enable brilliant people to achieve brilliant things.

However, amongst our scientists and engineers, we simply do not employ enough women (nor indeed people from under-represented groups in general). This results in a gender pay gap within the organisation. Worse still, we have not managed to reduce this pay gap over the last couple of years as the proportion of under-represented groups within our workforce has remained approximately constant. 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 half of our executive team being women. 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

An update from the Director of People

I truly believe there is a genuine desire to increase equality and diversity in UKAEA and there are sincere aspirations to reduce our gender pay gap. However, it's fair to say that the realisation that we still haven't been able to make a great deal of progress to improve gender pay has been a wake-up call this year. It has caused us to reflect long and hard on how we've approached this issue and what we need to change in order to make the kind of difference we aspire to achieve. Our discussions about these results have included a lot of soul searching. The result is an action plan to provide in-depth analysis of the contributory factors, continual scrutiny of key decisions and the recognition that we all have a vital role to play in creating a positive step change. We must succeed.

Liz Haynes
Director of People



Remote handling in operation



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).

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. We are responsible for the management of the UK's fusion research programme, based at Culham Science Centre in Oxfordshire and at the Advanced Manufacturing Park in Rotherham, South Yorkshire. This includes the operation of world-leading fusion machines – the Joint European Torus (JET) and the Mega Amp Spherical Tokamak Upgrade (MAST Upgrade).

We are working hand in hand with the private sector and academia to drive fusion forward towards commercialisation and to transfer our leading-edge technologies to UK industry. Alongside our two fusion machines, our programme includes facilities such as our Remote Applications in Challenging Environments (RACE) robotics centre, Materials Research Facility and Fusion Technology Facilities at Culham and at Rotherham. These will soon be added to by the new Hydrogen-3 Advanced Technology (H3AT) facility, a world-first centre for researching fuelling technologies for fusion.

UKAEA's ambitious Spherical Tokamak for Energy Production (STEP) programme aims to capitalise on this research programme to design and build a prototype fusion powerplant in the UK to put energy on the grid by 2040.

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 from firms around the Thames Valley region at Culham Science Centre.

We know that the contributions of our employees 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 to all 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

1478

Employees at snapshot date

Women

24%

Men

76%

Gender pay gap

Mean (average)

14.7%

Median

29.4%

Gender bonus gap

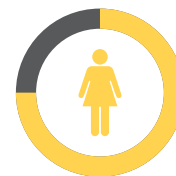
Mean (average)

16.8%

Median

21.5%

Proportion of **Women** and **Men** receiving a bonus - in 12 months preceding 5 April 2021



75%



75%



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 2021 salaries based on a snapshot date of 5th April, 2021.

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 for 2021 is 14.7%.

This is a decrease of 1.7% from 16.4% in 2020.

The median gender pay gap has increased 1% from 28.4% in 2020 to 29.4%.

Analysis shows the issues impacting UKAEA's gender pay gap include:

- **The low number of women at senior levels within UKAEA.** The proportion of women in the highest quartile has increased from 13% in 2020 to 15% in 2021, but is still low and the level of progression for women beyond the lower middle quartile is inadequate. We need to take steps to identify and remove the barriers preventing internal progression for women into senior levels.
- **The relatively low number of women employed within UKAEA,** which has remained static from 2020 to 2021 at 24%. Increasing the number of female employees is one of the biggest challenges for UKAEA as 70% of UKAEA's roles require capability in STEM subjects (science, technology, engineering and mathematics). Of the 70%, women occupy only 13% of our STEM roles. The low number of women who study STEM subjects has always been a barrier to UKAEA's ability to recruit women into STEM roles. However, there has been some positive news within the UK relating to STEM education. The number of women studying STEM 'A' levels has increased by 31% between 2010 and 2019 and between 2011 and 2020 the number of women accepted onto full-time STEM undergraduate courses increased by 50.1%.* Disappointingly the number of women appointed to our apprenticeship and graduate schemes reduced by 50% and 22.5% respectively in 2021. We need to take action to ensure that UKAEA is an attractive and inclusive environment for women at all grades.
- **Women account for 50% of UKAEA's non-STEM (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 is 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 40% and falls steadily across the grades to 15% in the highest quartile.
- **The pay gap is further exacerbated by the fact that a large proportion of science, 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 87% 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 the payment is awarded fairly to men and women in the applicable roles.



* Women in STEM Week 2021: How we're empowering the next generation (The Education Hub)

Key findings at a glance

STEM statistics - The core sciences and maths are compulsory at GCSE

The number of girls taking STEM subjects (including non-mandatory) at GCSE has stagnated at 47.9%.⁺

The number of girls taking non-mandatory STEM subjects has fallen, including: computing (down 2.2%), engineering (down 11.4%), design and tech (down 7.5%) and statistics (down 27%).⁺

As regards A Levels, the number of females studying physics increased slightly in 2021 to 23.1%, from 22.9% in 2020.^x

The number of females studying A Level physics dropped in 2021 to 38.9% compared with 39.4% in 2020.^x


⁺ Taken from Analysis of 2021 GCSE core STEM entrants (WISE)

^x Taken from Analysis of 2021 A Level core STEM entrants (WISE)

UKAEA statistics

10% of UKAEA's engineering job roles are held by women (a decrease from 10.4% in 2020)

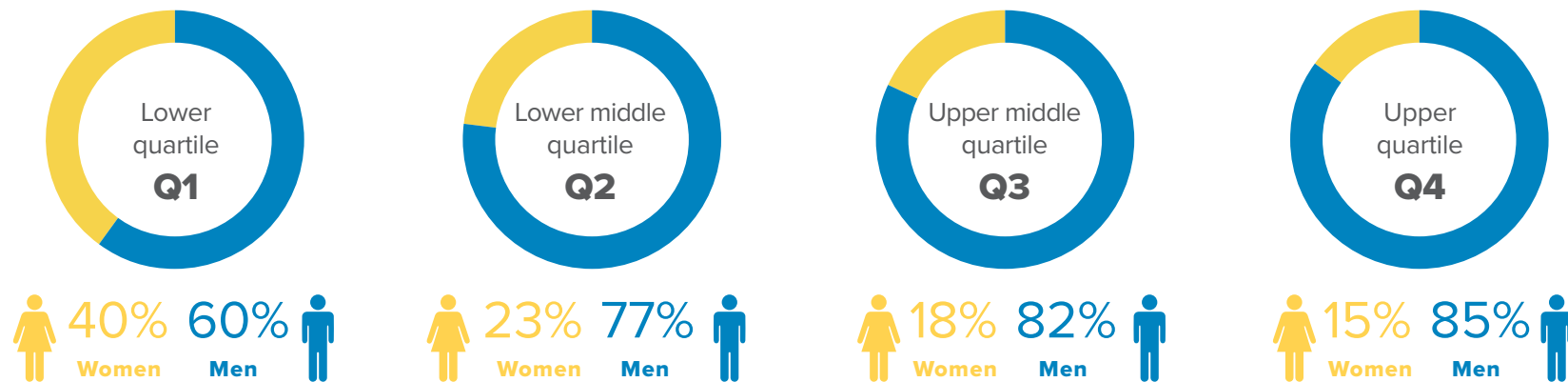
24% of UKAEA science roles are held by women

Women account for  **50%** of UKAEA non-STEM (business support) roles

We acknowledge that there are many reasons why fewer girls than boys study STEM subjects and ultimately why fewer women than men enter (and stay in) STEM careers. The root causes behind the lack of women in STEM careers are societal and as with other STEM organisations, UKAEA must be prepared to make significant effort to counter the impact.

The increase in the median gender pay gap of 1% from 2020 shows a trend which UKAEA must address. Whilst the gap can be attributed to the low numbers of female employees, uneven gender distribution across pay grades and the application of market premium payments for some STEM roles, there are steps that we can, and must take, to reduce the gap.

Pay quartiles – the gender split in each quartile



The above quartiles show the gender distribution across four equally sized pay quartiles, each containing 369/370 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 42% in 2020 to 40%
- Q2** the percentage of women in this quartile has increased from 22% in 2020 to 23%
- Q3** the percentage of women in this quartile has remained static at 18%
- Q4** the percentage of women in this quartile has increased from 13% in 2020 to 15%



Enjoying Culham's open areas

Spotlight on Chantal Nobs



Before starting at UKAEA, in 2017, Chantal gained a PhD in Experimental Nuclear Physics and conducted research in laboratories around the world to study the structure of exotic nuclei. Since starting her role in the Applied Radiation Technology department at UKAEA, Chantal has been able to apply this experience to grow the benchmarking and experiment activities in her group. Chantal runs the RADLab, a gamma spectroscopy lab that houses the ADRIANA equipment used to support the monitoring of radioactive samples and waste on-site, and she coordinates neutronics benchmark experiments on JET and at the Frascati Neutron Generator, in Italy. Outside of work, Chantal is Chair of the Institute of Physics South Central Branch committee and is passionate that physics is for everyone.



Collaboration in the Culham Learning & Development Centre

Spotlight on Fernanda Rimini



Fernanda arrived at JET in 1987 with a 1 year post-doc grant ... and didn't leave until 1999. Her work included participation in the 1997 record DTE1 experiments. After few years at CEA Cadarache, France, she came back to JET in 2009 and started working in JET Plasma Operations Group. She is currently JET Senior Exploitation Manager for EUROfusion. Her main role is participation in, and management of, scientific and technical research and engineering developments in the European Fusion programme, and her principal area of competence lies in plasma physics, real-time plasma control, scenario development and integrated machine commissioning. Fernanda is one of the JET Expert Session Leaders with overall responsibility for safe tokamak operation close to the technical boundaries of the JET machine, and she has been one of the group of international experts tasked, in 2016/2017, to revise with IO the ITER Research Plan.

Spotlight on Amanda Quadling, Director of Materials Research, and Carrie Leadbeater-Hart, Director of JET Decommissioning and Repurposing



Amanda representing UKAEA at COP 26

Amanda Quadling

Having originally graduated as a geochemist in South Africa, Amanda led the Mineralogy Division at the South African Science Council (Mintek) before moving to the UK over 10 years ago. She was Research Director at a FTSE250 UK corporate and Technical Director at a UK manufacturing SME prior to joining UKAEA. Among Amanda's qualifications, she has a degree in Ethics from the University of South Africa and a PhD in Materials Science and Engineering from Imperial College, London. Amanda represented UKAEA as one of an international panel of experts who took part in an event on fusion energy at COP 26, the UN Climate Change Conference in Glasgow in 2021. She is passionate about addressing UKAEA's gender pay gap and is supporting UKAEA's Gender Pay Gap Panel to implement effective solutions.

Carrie Leadbeater-Hart

Carrie Leadbeater-Hart joined UKAEA on 31 January 2022 as Director for JET Decommissioning and Repurposing and Executive Sponsor for young people. Carrie is a Chartered Mechanical Engineer with extensive delivery experience through all phases of the nuclear cycle. Her career has included shaping the decommissioning strategy at Magnox Harwell and working at the Office for Nuclear Regulation. She started her career as an apprentice mechanical engineer and is enthusiastic about encouraging women into STEM careers and creating an environment which enables equity of progression.



Plan

UKAEA is proud to have adopted a Being Inclusive plan to increase our EDI maturity. Specific initiatives in place to make UKAEA an inclusive and fair environment, relating to culture, Talent Acquisition, and Learning and Development, were published in our 2020 Gender Pay Gap Report. However, it is evident that insufficient progress is being made to reduce our gender pay gap in spite of these activities, and that a plan focused specifically on tackling the factors contributing to our gender pay gap is required. The action plan below sets out the steps that we are committed to implementing.

Action Plan

ACTION	IMPACT	DEADLINE
Establish a Gender Pay Gap Panel, chaired by an Executive Sponsor	Enabling regular analysis of the gender pay gap in order to track and monitor the impact of the action plan, recommending and ensuring the implementation of additional appropriate measures promptly	31 March 2022
Carry out biannual equal pay audits, the results of which will be published	Ensuring that equal pay issues are addressed swiftly should they occur and that our staff are confident in our pay arrangements	31 April 2022
Carry out further in-depth empirical analysis of the factors contributing to the gender pay gap	Gain full understanding of all the contributing factors to enable UKAEA to implement further specific steps to address the gap	31 May 2022
Provide inclusive sponsorship/coaching resources for women, ensuring that they are appropriate for all women, including those impacted by intersectionality	Identify and remove the barriers which are preventing women from progressing their careers to senior positions within UKAEA	31 May 2022
Introduce increased oversight of discretionary pay and benefits	Ensuring equity in decision making relating to discretionary pay and benefits	30 June 2022
Introduce more proactive recruitment arrangements	Attract more women to apply for UKAEA's vacant roles	31 July 2022
Enhance shared parental leave payments for men	Creating a culture where policies relating to caring are accessible and attractive to both men and women enables all employees to take responsibility for caring	30 September 2022



Spreading awareness about Fusion



TIM BESTWICK - Chief Technology Officer and Director of Strategy, Communications and Business Development
EXECUTIVE SPONSOR FOR GENDER

This is a very disappointing gender pay gap report which is not acceptable, and we are committed to take all steps necessary to address it. Understandably the contributory issues can be complex and there is an important place for careful analysis, but on the other hand it is essential there is meaningful action in the near term. I have every expectation that UKAEA, including our managers and decision makers, will rise to this important challenge, and look forward to more positive results in the future that demonstrate real progress.

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
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