

# Gender pay gap report 2022





**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, Professor Sir Ian Chapman**

UKAEA is a special organisation with a special mission – to deliver sustainable fusion power and maximise the economic and scientific benefits along that pathway. In order to meet this mission, we need special people. The skills, talent and dedication of our colleagues form the basis for all of our achievements – from uncovering new science, to enabling industry to grow; from inventing new products, to managing complex, multi-disciplinary projects; from setting world records and delivering world firsts, to developing the brilliant people the fusion sector needs.

We aim to champion diversity in everything we do. We are proud to be an incredibly multicultural organisation, made up of colleagues from 64 different countries, and with opportunities to work with partner organisations around the world. We are proud that the organisation covers a range of technical disciplines that you can't find in any other fusion organisation. And we are proud of our inclusive and authentically friendly culture where everyone's opinion is valued and challenge is welcomed.

However, amongst our scientists and engineers in particular, we do not employ enough women (nor indeed people from under-represented groups in general). This results in a gender pay gap within the organisation. Whilst we have seen a very mild improvement in our gender pay gap this year, it remains unacceptably large. We must do much more – we are investing considerably in training the next generation of graduates and apprentices, endeavouring to reach communities under-represented in our field. For instance, this year we have invested in a new initiative to broaden participation in engineer and technician apprenticeships from disadvantaged groups. At the top of the organisation we lead by example, with half of our executive team being women during the relevant period. We are committed to equal opportunities for all of our people so they can fulfil their potential and contribute to our special mission, irrespective of their gender.

### **Written statement**

I confirm that the information contained in this report is accurate and in accordance with the Gender Pay Gap reporting requirements.



**PROFESSOR SIR IAN CHAPMAN, CEO - UKAEA**

### **An update from our Director of People and Organisational Development, Liz Haynes**

An engaged workforce is one where everyone is pulling in the same direction, with clarity about the organisational objectives and how they contribute to them. The highly ethical and motivational nature of our mission and goals, as we work towards creating a sustainable source of energy for the planet, is one that unites us. We are an inclusive and multicultural organisation and proud of the diversity of UKAEA, but we know that we need to be ever more ambitious about how we reflect it in our work.

We have made considerable effort to narrow the gap in pay between men and women but, whilst we are achieving improvements, there is still a long way to go before we approach pay parity, and we must maintain the focus and redouble our efforts to attract more women to join UKAEA and ensure equal opportunities exist for women to promote, particularly in Science, Technology, Engineering and Mathematics (STEM) roles. The challenge is multifaceted, but we are committed to improving our gender pay gap by responding to the contributory factors, scrutinising key decisions and championing diversity in everything we do.









## Mission

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

The **five interconnected strategic goals** to deliver on this mission are:



Solve challenges of sustainable fusion energy - from design through to decommissioning - with world-leading science and engineering.



Enable partners to design, deliver, and operate commercial fusion power plants.



Drive UK economic growth and a thriving industry that exports fusion technology around the world.



Create clusters that accelerate innovation in fusion and related technologies.



Develop the talented, diverse people needed to deliver fusion energy.



## The work we do

The United Kingdom Atomic Energy Authority (UKAEA) is an executive non-departmental public body of the Department for Energy Security and Net Zero (DESNZ). Before 7th February 2023, UKAEA was an executive non-departmental public body of the Department for Business, Energy and Industrial Strategy.

Our work forms a key contribution to the government's ambitious target of achieving net zero greenhouse gases. We believe fusion can be an environmentally responsible part of the world's energy supply in the second half of this century. We are responsible for the management of the UK's fusion research programme, based at Culham Campus 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 (MAST) Upgrade.

We are working hand in hand with the private sector and academia to drive fusion forward towards commercialisation. Our initiatives aim to grow the capability of the UK industry and make the UK a global hub for fusion innovation. Alongside the two fusion machines we operate, our programme includes world-class facilities such as the Remote Applications in Challenging Environments (RACE) robotics centre, Materials Research Facility (MRF), and Hydrogen-3 Advanced Technology (H3AT) at Culham, and the Fusion Technology Facility (FTF) at Rotherham.

In 2023, the government established UK Industrial Fusion Solutions Ltd (UKIFS) to deliver a prototype fusion energy plant at West Burton in Nottinghamshire. UKIFS is a subsidiary of UKAEA.

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 Campus.

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.





## Gender Pay Gap Regulations

**Gender pay gap regulations require UK employers with more than 250 employees to publish their gender pay gap. This report was prepared using April 2022 salaries based on a snapshot date of 5th April 2022.**

The regulations require us to report on the following:

- Mean and median difference between the pay of 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. This is based on all bonuses (defined in legislation) paid in the 12 months ending on UKAEA's snapshot date.
- Proportion of female and male employees receiving bonus payments in the 12 months ending on UKAEA's snapshot date.
- Proportion of female and male employees in each pay quarter (these are defined in legislation and are not based on UKAEA pay bands).



## Key facts

UKAEA employees at snapshot date	Women	Men
1683	25%	75%

### What is the Gender Pay Gap?

Mean (average)	Median
12.2%	26.3%

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.

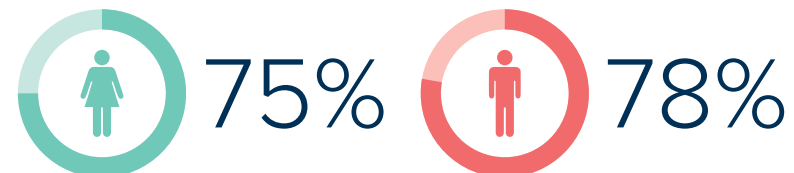
The Korn Ferry Hay job evaluation system we use is widely recognised as a robust tool for establishing the size of different jobs to ensure that roles are correctly graded.

### What is the Gender Bonus Gap?

Mean (average)	Median
15.5%	23.8%

The gender bonus gap is a measure that shows the difference in average bonus pay between men and women. UKAEA's main bonus scheme is awarded fairly to men and women as a percentage of basic pay, but a gender bonus gap may exist because different jobs are paid differently and the number of women performing these jobs varies.

Proportion of **women** and **men** receiving a bonus (in 12 months preceding 5th April, 2022).





## Key findings

At UKAEA, the mean gender pay gap for 2022 is 12.2% and the median is 26.3%. The gender pay gap in 2021 was 14.7% (mean) and 29.4% (median).

The main issues impacting UKAEA's gender pay gap are:

- **The relatively low number of women employed within UKAEA in STEM roles.** Out of 1059 STEM roles, 13% are held by women which remained unchanged since 2021. This is below the national averages for the core-STEM workforce, which saw a marginal percentage increase from 26.6% in December 2021 to 26.9% in June 2024. Of the 13% of women employed within UKAEA in STEM roles, 9% work in scientific and 91% in engineering roles.
- **The low proportion of women in science, technology and engineering roles which attract a market premium rate of pay.** A large proportion of science, technology and engineering roles at UKAEA attract a market premium rate of pay in order to compete with the higher rate of pay that these roles attract in the UK labour market. Since men account for roughly 87% of these roles, market premium rates of pay increase average pay for men within UKAEA as a whole by approximately 6% relative to women even though this market premium is awarded fairly to men and women.
- **A higher number of men new starters in roles which attract a market premium rate of pay.** 71% of men new starters were eligible for MPP compared to 31% of women new starters because of the roles they were successfully recruited into.
- **The above factors create an uneven gender distribution across each grade.** The proportion of women in the lower pay quarter is 39% and consistently falls across the grades to 18% in the upper pay quarter.





## Key STEM statistics

### STEM statistics

Girls sitting GCSE exams across STEM subjects rose **3.21%** from 1,123,181 in 2019 to 1,159,207 in 2022.<sup>1</sup>

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Women sitting A-Levels across STEM subjects increased **2.5%** from 432,289 in 2019 to 465,017 in 2022.<sup>2</sup>

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There has been a marginal increase from **26.6%** in December 2021 to **26.9%** in June 2022 in the percentage of women making up the Core-STEM workforce.<sup>3</sup>

### UKAEA statistics

**12.4%** of engineering roles held by women (an increase from 12.1% in 2021).

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**25%** of science roles held by women (an increase from 24% in 2021).

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**44%** of non-STEM (business support) roles are held by women (a decrease from 50% in 2021).

<sup>1</sup> Analysis of 2022 GCSE Core STEM entrants (WISE)

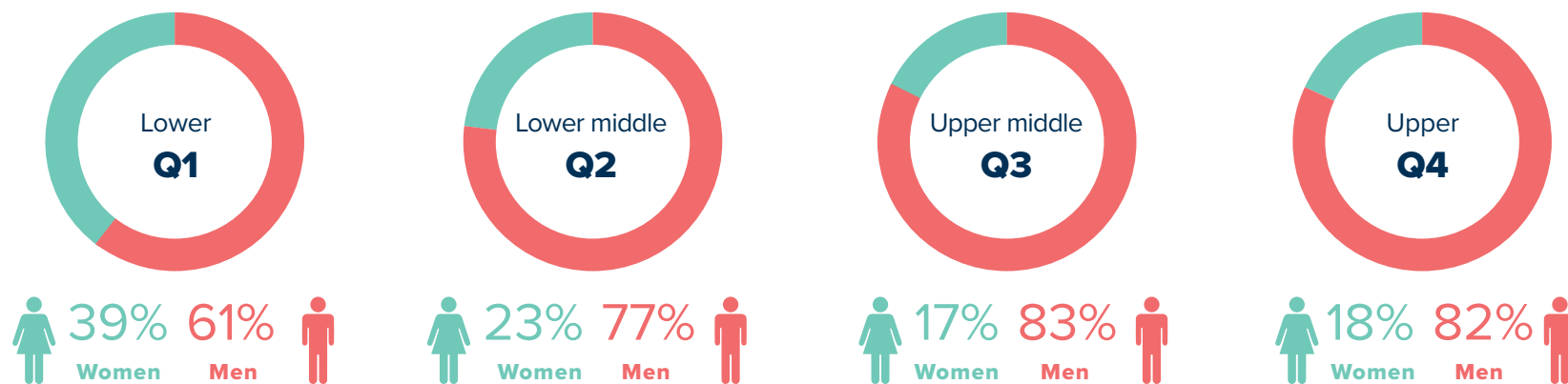
<sup>2</sup> Analysis of 2022 A-Level Results (WISE)

<sup>3</sup> Updated Workforce Statistics- June 2022 (WISE)

We acknowledge that there are many reasons why fewer women and girls than men and boys study STEM subjects and ultimately why fewer women than men enter (and stay in) STEM careers. UKAEA is committed to countering the impact of this.



## Pay quarters



The above quarters show the gender distribution across four equally sized pay quarters, each containing 415/416 employees ranked from lowest to highest pay rates. The most significant changes in the pay quarter statistics are:

- Q1** the percentage of women in this quarter has reduced from 40% in 2021 to 39%
- Q2** the percentage of women in this quarter has remained the same as 2021 at 23%
- Q3** the percentage of women in this quarter has reduced from 18% in 2021 to 17%
- Q4** the percentage of women in this quarter has increased from 15% in 2021 to 18%



## Spotlight on Nicola Barber



Nicola joined UKAEA in April 2022 as Head of Risk and Assurance. Nicola is a Certified Member of the Institute of Risk Management, member of the Nuclear Industry Special Interest Group Steering Group for the Institute of Risk Management and UKAEA appointed Board member of RADS SAFE CLG. Her career has included leading on assurance, risk and project controls in the Rail, Oil and Gas and Nuclear decommissioning industries. She started her early career as a Project Planner and is an avid supporter of the Women's Network being passionate about EDI.





## Spotlight on Dr Elina Militello Asp



Elina joined UKAEA in October 2012 and is currently the Transport and Scenario Modelling Group Leader. Elina is a physicist with over 20 years' experience in fusion plasma physics research and has worked at several national laboratories across Europe. Elina is currently leading a highly complex modelling project to improve the understanding of how to best operate ITER ("The Way" in Latin), a critical next-step multi-billion international fusion experiment that is being built in France. At UKAEA and across the nuclear sector, Elina is driving equality, diversity and inclusion issues in the UKAEA Women's network and is Women in Nuclear's Executive Lead for Regional Teams South.

## Spotlight on Shep Lynch



Shep Lynch joined UKAEA at the end of 2019 after years of working in many different fields across the Republic of Ireland. They are currently an Operational Technology Officer in the Materials Research Facility and works closely with EDI programmes and other major projects. They chair the UKAEA LGBTQI+ Employee Network, spreading awareness of issues, addressing concerns and educating others where necessary. The issue of equality, equity and diversity are daily issues that Shep tackles. They are passionate about addressing UKAEA's Equality Spectrum, encouraging those with a diverse background to join the STEM workplace and nurtures an environment that embraces equity of progression, especially that of the Gender Pay Gap.

## Spotlight on Nadeera Jayasekera

Nadeera joined UKAEA in 2019 as a Graduate Tritium Process Engineer. Nadeera is an Associate member of the Institute of Chemical Engineers. Her career has included fusion fuel cycle design, tritium plant commissioning and operation. She is currently a Plant Supervisor for the JET Active Gas Handling System and is leading the design of the Water Detritiation System within the STEP fuel cycle. She is also a proactive supporter of EDI and is currently part of the writing group for the Athena Swan Silver Application.





## Action Plan

In our 2021 gender pay gap report we published our action plan focussed specifically on tackling the factors contributing to our gender pay gap.

Many of the activities are now embedded into UKAEA's practices and are being monitored during the year to ensure progress is being made to reduce our gender pay gap.

The action plan is a working document and is summarised on the next page.

## Final words

### Executive Sponsor for Gender

Chief Technology Officer and Director of Strategy, Communications and Business Development

### Tim Bestwick

While there have been some small improvements overall the picture on Gender Pay Gap at UKAEA is still very poor, and not what we aspire to. This may be a complex topic with a temptation to get distracted into analysis rather than action, but I am taken with the simplicity of the statement in the report: "To address the imbalance, UKAEA needs to attract more women to join UKAEA and ensure equal opportunities exist for women to promote...". That's what we need to do, and it needs to be uppermost in the minds of UKAEA's managers.

ACTION	IMPACT	DEADLINE	UPDATE
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	<b>Complete.</b> The Panel's activity will continue in 2023/24.
Carry out biannual equal pay audits, the results of which will be published	Ensuring that our staff are confident in the application of our pay arrangements, and that equal pay issues are addressed swiftly should they occur	31 April 2022	<b>Ongoing.</b> An equal pay audit was carried out in 2022 and UKAEA will move to an annual equal pay audit, the results of which will be published internally.
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	<b>Ongoing.</b> UKAEA uses analytical tools to identify the contributing factors of its gender pay gap and monitor progress of the action plan and impact of key decisions.
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	<b>Ongoing.</b> A group coaching provider is being identified.
Introduce increased oversight of discretionary pay and benefits	Ensuring equity in decision making relating to discretionary pay and benefits	30 June 2022	<b>Complete.</b> A review of discretionary pay and benefits has been carried out and improvements to policies, process and practices are being made.
Introduce more proactive recruitment arrangements	Attract more women to apply for UKAEA's vacant roles	31 July 2022	<b>Ongoing.</b> Due to resourcing challenges there has been a delay introducing more proactive recruitment arrangements. Resource is now in place and recruitment measures and KPIs to positively impact ED&I are being developed.
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	<b>Complete.</b> Enhanced shared parental leave payments will be introduced in April 2023.
Increase transparency of pay, recruitment and promotion decisions	Addressing cognitive bias, improving capability and demonstrating equity	Ongoing	<b>New action.</b>
Develop a multi-year action plan with oversight from the Gender Pay Gap Panel	Improved monitoring, accountability and transparency	31 March 2024	<b>New action.</b>



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  
Authority

Find out more  
[www.gov.uk/ukaea](http://www.gov.uk/ukaea)

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