

GENDER PAY GAP AT ROTHAMSTED RESEARCH



ROTHAMSTED
RESEARCH

AS AT 5 APRIL 2024 OUR GENDER PAY GAP WAS 6.2% AGAINST A NATIONAL AVERAGE OF 13.1%

Rothamsted Research is a world-leading, non-profit research institute that focuses on strategic agricultural science for the benefit of farmers and society worldwide. At the heart of our research lies the need to feed a growing world population in a way that is sustainable. Our goal is to help underpin farming practice and the bioeconomy in the UK and globally.

We are primarily funded by the Biotechnology and Biological Sciences Research Council (BBSRC), and also receive additional support from other national and international funding streams, including government departments and charitable foundations, as well as from industry. We are also supported by the Lawes Agricultural Trust.

At Rothamsted, we take great pride in our people and their achievements. Our staff are experts in what they do and join us from around the world. We strive to provide a modern, dynamic working environment that enables collaboration and opportunities for career development. We believe that an organisation's success depends on its ability to draw on the skills, understanding and experience of all its people.

Our leaders play an influential role in developing the careers of those under their management, always demonstrating excellence, leading by example, and ensuring that we develop and continue to drive a positive culture for research, in which personal development, quality, diversity and inclusivity are deeply embedded in everything that we strive to achieve.

We recognise that gender equality is important to our success and welcome this opportunity to review and report our gender pay gap as of 5 April 2024, as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 for private and voluntary sector employers.

GENDER PAY GAP VS EQUAL PAY

When understanding a gender pay gap, it is important to be familiar with how this ratio differs from an equal pay disparity. The Equality and Human Rights Commission outlines the differences, as follows:

'Whilst both equal pay and the gender gap deal with the difference (disparity) in pay women receive in the workplace, they are two different issues':

1

Equal pay: means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.

2

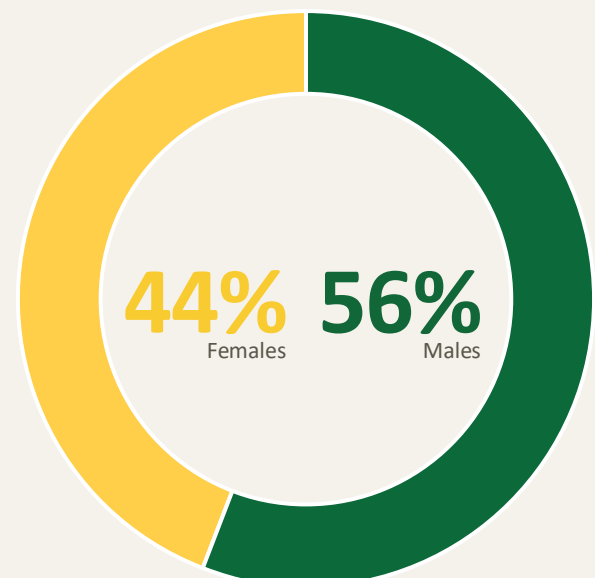
Gender pay gap: is a measure of the difference between the median hourly earnings of men and women across an organisation or the labour market. It is expressed as the difference between men's earnings and women's earnings as a percentage of men's earnings.

It is unlawful to pay women less than men for performing equal work, but it is not unlawful to have a gender pay gap. Rothamsted Research does not engage in practices that breach equal pay legislation. Gender equality is an issue that we take extremely seriously at Rothamsted, and we aim to go well beyond simple legislative compliance. Addressing our gender pay gap is a key part of this approach.

GENDER AT ROTHAMSTED RESEARCH

As at 5 April 2024 Rothamsted Research employed 212 men and 164 women.

Rothamsted Research staff by gender



UNDERSTANDING OUR DATA

It should be noted that a positive percentage indicates that, overall, women have lower pay or bonuses than males: a negative percentage indicates that, overall, male employees have lower pay or bonuses than women. Rothamsted Research employs a significantly higher percentage of males in senior roles, which impacts on both the gender pay gap and the likely difference therefore of any between bonus pay for men and women.

The UK gender pay gap (for full-time employees) in 2024 is 7.0% based on median hourly earnings of men and women for all employees in the UK, according to the Office for National Statistics. It is a measure across all jobs in the UK, not of the difference in pay between men and women for doing the same job.

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2024>

The 2024 gender pay gap for all employees (full-time and part-time, and excluding overtime and bonuses) at Rothamsted Research is:

Median pay gap

6.2%

Compared to 7.2% in 2023.

Mean pay gap

12.2%

Compared to 15% in 2023.

Gender ratio by quartile pay band

Upper

Man	70.2%
Woman	29.8%

Upper middle

Man	56.4%
Woman	43.6%

Lower middle

Man	47.4%
Woman	52.6%

Lower

Man	52.6%
Woman	47.4%

Median and Mean bonus pay comparison

Bonus was paid to 0% of women and 0.9% of males at the institute.

Median Bonus Pay Gap: 100%
Mean Bonus Pay Gap: 100%

2 men out of 212 received a one-off bonus for business-critical work outside the scope of their roles. This payment was agreed by the senior leadership team.

HOW WE ARE ADDRESSING OUR GENDER PAY GAP

The Institute's gender pay gap is 6.2%, which continues to be significantly lower than the national pay gap in 2024 of 13.1%.

The previous year's actions to support continued work in this area has been:

- Reviewing the criteria and application process for merit promotions
- Creation of an EDI Committee
- Creation of a Gender Equality Plan
- Undertaking an external equality pay audit
- Mandatory Equality and Diversity Training for all staff.

Rothamsted Research remains fully committed to reducing this figure further by:

- Our continued and on-going commitment to the principles of the Athena SWAN Charter shows our determination to address unequal gender representation across academic disciplines and across professional and support functions.
- Through newly defined Institute and emerging HR strategies we will continue to take positive action to address any gender imbalance at the more senior levels of the institute with increased focus on leadership development, mentoring and promoting diversity in all areas of the institute.
- Our pay mechanisms and processes are currently under review and will help us to achieve, as far as possible, that women and men are paid equally for work of equal value as well as creating an open and transparent pay policy that is agreed with a range of internal and external stakeholders.

I confirm the data reported are accurate.



Professor Angela Karp
Director and Chief Executive,
Rothamsted Research