

# BBSRC GENDER PAY GAP REPORT 2017

## Introduction

Earlier this year, the government introduced legislation that made it statutory for organisations with 250 or more employees to report annually on their gender pay gap.

The **gender pay gap** shows the difference in the average pay between all women and men in a workforce. It is influenced by a number of factors, including the demographics of an organisation. The gender pay gap is different to **equal pay**. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

## BBSRC

The Biotechnology and Biological Research Council (BBSRC) is an independent, non-departmental public body of the Department for Business, Energy and Industrial Strategy (BEIS). Our vision is to lead world-class 21st century bioscience, promoting innovation in the bioeconomy and realising benefits for society within and beyond the UK. From 1 April 2018, the BBSRC (along with eight other organisations) will form UK Research and Innovation (UKRI).

BBSRC aims to embed diversity in all we do as an investor, employer, and partner. Our intention is to fully reflect the communities in which we work in order to ensure we are accessing the best input, talent and perspectives. We value and promote an inclusive research community where diverse talent is used to advance discovery, develop skills and knowledge, and drive innovation in the UK.

Our aspiration is to:

- be recognised nationally and internationally as a leader in equality and inclusion in the research community
- eliminate unintentional bias from our systems, processes, behaviours and culture
- recognise, learn from and work with our partners to create inclusive research communities.

## BBSRC's Pay System

The pay system is harmonised in a consortium consisting of BBSRC, the Engineering and Physical Sciences Research Council (EPSRC), the Economic and Social Research Council (ESRC), Arts and Humanities Research Council (AHRC) and the Science and Technology Facilities Council. The consortium operates a single pay system comprising of pay bands which vary according to the level of responsibility that staff have. Each pay band has a set pay range; some of which overlap. The pay ranges and mechanisms are shared with staff to promote transparency, equality and understanding of the pay system. As part of the 2015 Pay Remit, contractual pay progression

arrangements were removed to comply with Government requirement and the consortium is working with BEIS on how to allow pay movement within bands, within current Public Sector Pay Policy.

BBSRC operates a reward and recognition scheme based on annual performance, irrespective of gender.

### BBSRC’s Gender Pay Gap Data

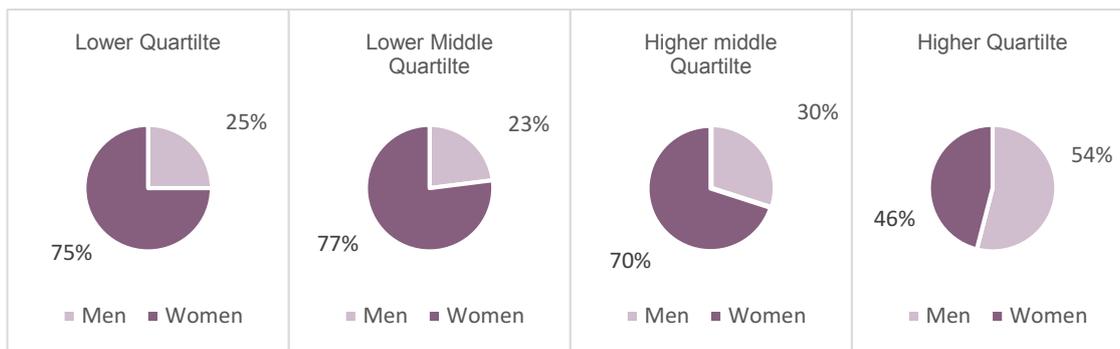
We are required to report our gender pay gap data in six different ways: the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses, and the number of men and women according to quartile pay bands. Our data in 2017 was as follows:

	Women’s earnings are
<b>Mean gender pay gap in hourly pay</b>	14.8% lower
<b>Median gender pay gap in hourly pay</b>	10.4% lower
<b>Difference in mean bonus payments</b>	2.3% lower
<b>Difference in median bonus payments</b>	1.1% lower

Table 1

In the 2016 pay award, BBSRC offered a non-consolidated salary increase to individuals rated as exceptional performers. This was paid as a one-off bonus.

58.2% of men received a bonus in the relevant pay period compared to 61.4% of women.



The BBSRC workforce is predominantly female. 66% of our workforce are women. However, the fact that there are a greater proportion of men in the upper pay quartiles compared with lower pay quartiles, and a greater proportion of women in the lower pay quartiles compared with the upper pay quartiles, has an impact on our gender pay gap.

### Actions to Remove the Gender Pay Gap

Meaningful change takes time. We are committed to reducing the gender pay gap, and have introduced a range of measures to address this which are set out below.

- **Recruitment and Retention** – We currently provide training for recruitment panel interviewers, operate mixed gender interview panels and review job specs before they are advertised. We also carry out exit interviews so we can analyse the reasons why people leave BBSRC.
- **Family friendly** – We provide a range of policies and practices to support working parents and those returning to work, including flexible working, job sharing, part-time and term-time working, home-working, parental leave, paid maternity/adoption and paternity leave.
- **Progression** – We ensure that everyone has the opportunity and support to develop their careers through our talent management scheme. We are looking to strengthen and promote our mentoring arrangements.
- **Equality and Diversity Strategy** – We provide a forum to promote equality, inclusion and diversity across all teams in BBSRC. This forum produces and reviews BBSRC's Equality and Diversity Strategy, which includes a targeted action plan.
- **Equality and Inclusion Data** - Annually we produce staff data, including gender data on recruitment, promotion, and leavers. This is shared with staff and published on our website. BBSRC conducts equal pay audits every two years.
- **Diversity training:** We provide all staff with Unconscious Bias Training.
- **Beyond gender:** We are also committed to ensuring our workforce is reflective of the general population, including nationality, ethnicity and disability.

We know there is more to do. The creation of UKRI provides an opportunity to take a wider perspective and to use the collective good practice, learning, expertise and pay remit options to bring a systematic approach to address the gender pay gap.

From April 2018, BBSRC will be part of UK Research and Innovation (UKRI). In the next annual reporting period (2018-19), UKRI will consolidate the data into a UKRI report presenting the whole picture as a new organisation.

### Declaration

This data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

BBSRC

26 March 2018