

2023 Pirbright Gender Pay Gap Report

The Pirbright Institute



The Pirbright Institute delivers world-leading research to understand, predict, detect and respond to viral disease outbreaks. Through our knowledge, expertise, facilities, and rigorous academic, biosafety, and ethical standards, we study viruses of livestock that are endemic and exotic to the UK. This also includes zoonotic viruses, those transferable to humans. By using the most advanced tools and technologies with professional excellence, we strive to understand host-pathogen interactions in animals and arthropod vectors. With a vision to apply scientific research to prevent and control viral diseases, protecting animal and human health and the economy, our major strength in understanding the immune systems of

livestock provides a platform to control current diseases and respond to emerging threats.

To achieve our vision we embrace diversity in our workforce, enabling our people to feel included and supported. We create an environment where innovation and creativity are welcomed, with an expectation of organisational high performance facilitating our excellent academic reputation.

The Institute promotes a culture of openness and transparency, which is underpinned by our core values of Passion, Reliability, Innovation, Dignity & Respect and Excellence. We take [PRIDE](#) in supporting equity through fairness in pay, benefits, and equal access to opportunities across the Institute.

What is the Gender Pay Gap?

The gender pay gap is defined as the difference between the **mean or median** earnings of male and female employees, expressed relative to male earnings. The **mean** pay gap is the difference between the average hourly earnings of men and women. The **median** pay gap is the difference between the midpoints of hourly earnings of men and women. The gender pay gap is not the same as unequal pay, The Pirbright Institute ensure that we compensate our employees with comparable pay for equal work. The gender pay gap refers to any disparity between the pay of men and women across the Institute regardless of job role.

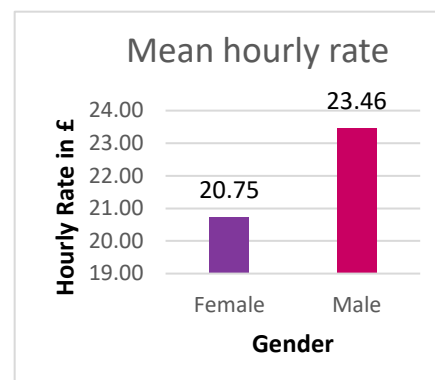
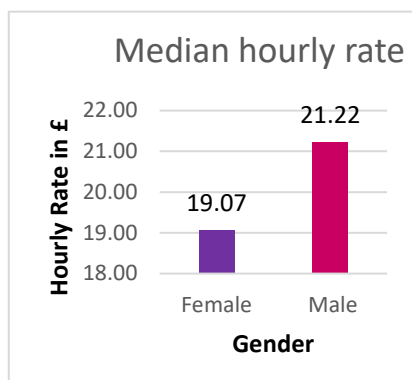
The Institute's mean hourly pay gap has increased, from 10.3% in 2022 to 11.6% in 2023, an increase of 1.3%. The median hourly gap has increased from 6.6% in 2022 to 10.1% in 2023, an increase of 3.5%; this is discussed further below.

The graph below shows the percentage difference between pay of men compared to women and hourly pay rate comparisons.

Mean and Median hourly pay comparison (£)

Mean pay gap 11.6%

Median pay gap 10.1%



Why is there a gender pay gap?

While we have seen a steady decrease in our gender pay gap over the last 5 years, we recognise that there has been a slight increase this year. When reporting data over a long period of time there is always the expectation that data will fluctuate, however our ongoing efforts to combat the gender pay gap can be seen in the reduction from 16% in 2018 to 11.6% in 2023.

There are fewer women in senior roles across science, capability and support disciplines, which make up a large proportion of our workforce, as well as a higher proportion of women in lower graded roles in relation to men, as seen in our Gender Ratio by Quartile graph below. This is a reflection of worldwide trends and is not seen solely within the Pirbright Institute.

The Gender Pay Quartiles table shows that the gender pay gap for the lower quartile, lower middle quartile and the upper middle quartile sit below 2% meaning that while there is a slight disparity between gender, it is minimal.

Whilst we are confident that men and women are paid equally for carrying out equivalent roles across the Institute, we recognise the need to redress the gender balance across all bands of the workforce.

The upper quartile has a mean pay gap favour of males at 7.6%. This is an increase from 5.6% reported in 2022. We recognise that this could be due to the increased disparity between the gender ratio within the upper quartile having changed from 38.5% women in 2022 to 34.9% in 2023. We also recognise that the roles receiving additional allowances such as unsociable hours pay and on call are predominantly occupied by males.

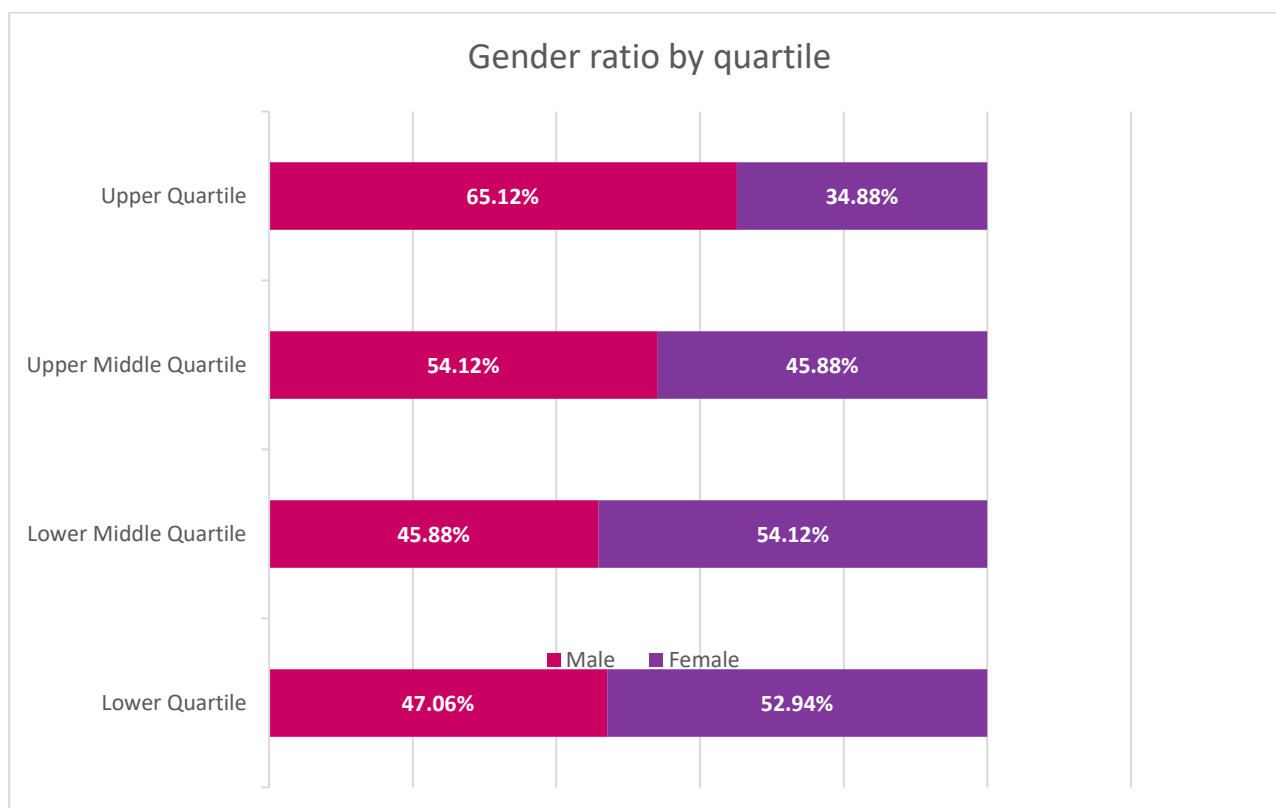
The Office for National Statistics (ONS) reports overall provisional data for 2023 of a median pay gap of 14.3% compared to 14.4% in 2022 and therefore the Institute median of 10.1% compares favourably.

Our targets to reduce the gender pay gap are:

- Increase representation to promote diversity of gender in specific departments.
- Improve imbalances in pay quartiles through recruitment plans which address identified areas of under-representation.
- Extend leadership development programmes, including mentorship across the Institute.

The proportions of men and women within each pay quartile¹:

¹ Pay quartiles are calculated by sorting all employees in order of their hourly pay and dividing them into four equal sections. Each pay quartile therefore represents a quarter of the pay population.



Gender pay quartiles and Pay gap 2023

Lower Quartile				
	Overall	Female	Male	Pay Gap %
Average (Mean)	14.89	14.82	14.98	1.05
Average (Median)	15.35	15.35	15.47	0.79
Lower Middle Quartile				
	Overall	Female	Male	Pay Gap %
Average (Mean)	18.59	18.63	18.55	-0.40
Average (Median)	18.29	18.29	18.29	0.00
Upper Middle Quartile				
	Overall	Female	Male	Pay Gap %
Average (Mean)	21.97	21.82	22.10	1.26
Average (Median)	22.31	21.88	22.31	1.89
Upper Quartile				
	Overall	Female	Male	Pay Gap %
Average (Mean)	33.16	31.48	34.07	7.59
Average (Median)	30.33	30.03	31.55	4.83

What are we doing to reduce our gender pay gap?

- In 2023, The Pirbright Institute received Athena Swan Charter Silver Award in recognition of our commitment to gender equity. Our submission includes a detailed action plan to continue this work.
- We employed a full-time EDI Manager to monitor progress and promote actions to close the pay gap and identify and reduce the contributory factors.
- Our recruitment processes have seen an overhaul to help promote applicants from a diverse range of backgrounds. Including advertising to wider talent pools, training all interview panels to enable equitable selection and increased diversity on panels.
- Increased governance on starting pay and pay on promotion.
- Celebrating those who have achieved personal recognition.
- Increased awareness and opportunity for all employees to submit applications for our promotion and reward schemes.
- Offering a range of flexible working patterns and family friendly policies.
- Providing workshops for managers and staff embracing equality, diversity and inclusion and on how to identify unconscious bias.



Gender equality is integral to The Pirbright Institute's Equality, Diversity, and Inclusion (EDI) strategy, which is driven forward by the Institute's EDI Committee, Senior Leadership Board and the Board of Trustee Directors. Our overall trend continues towards a gender balanced workforce with equal pay and we remain committed on building a more diverse workforce with an inclusive culture at all levels of the Institute.

The Pirbright Institute's Gender Pay Gap Report 2023 is endorsed by the Senior Leadership Board and its Director and CEO, Professor Bryan Charleston.



Professor Bryan Charleston
Institute Director and CEO