

# 2019 Pirbright Gender Pay Gap Report



The Pirbright Institute is a world-class organisation where knowledge, expertise, facilities, professional excellence and rigorous academic, biosafety and ethical standards combine to generate global health and economic impacts.

To achieve the Institute's vision as an international organisation we embrace diversity in our workforce, where people feel included and supported, innovation and creativity are enabled, organisational performance is high and academic reputation is excellent.

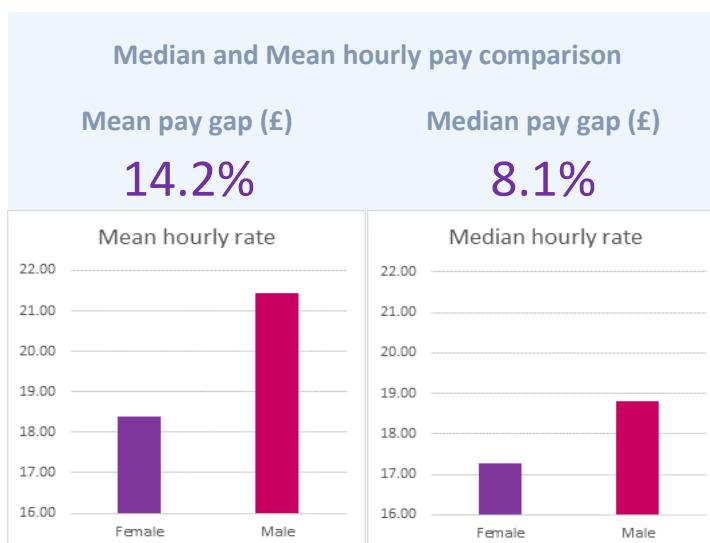
The Institute promotes a culture of openness and transparency, which is underpinned by our core values of Passion, Reliability, Innovation, Dignity and respect & Excellence. We take [PRIDE](#) in supporting equality through fairness in pay, benefits and equal access to opportunities across the Institute.

## What is the Gender Pay Gap Report?

From 2017, any organisation with 250 or more employees must publish their 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. These figures are provided based on the hourly rate of pay as at 31 March 2019.

The graphs show the percentage difference between pay of men compared to women and hourly pay rate comparisons.



The proportion of male and female employees receiving a bonus award (performance award) payment in the budget year 2018-2019 can be seen below along with the gender pay gap in these bonus awards.



4.6%  
against a total of 175 female employees



5.6%  
against a total of 179 male employees

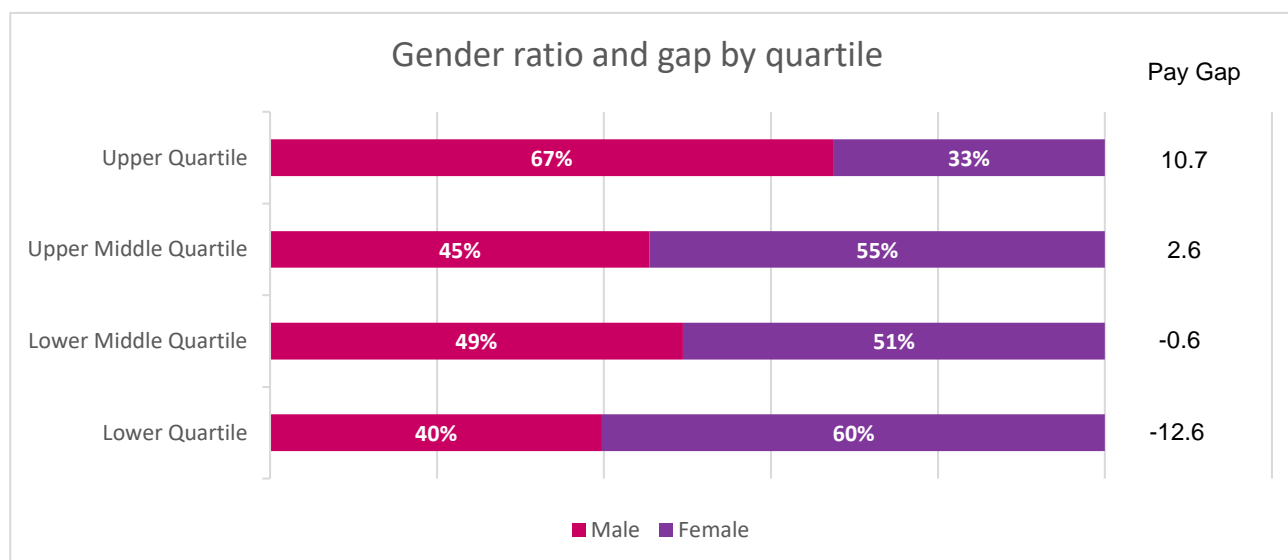
### Mean bonus pay gap

4.8%

### Median bonus pay gap

0%

Below are the gender ratios and gender pay gaps within each pay quartile. These are calculated by putting all employees in order of hourly pay and dividing equally into 4 quartiles. Each pay quartile then represents 25 percent of the pay population.

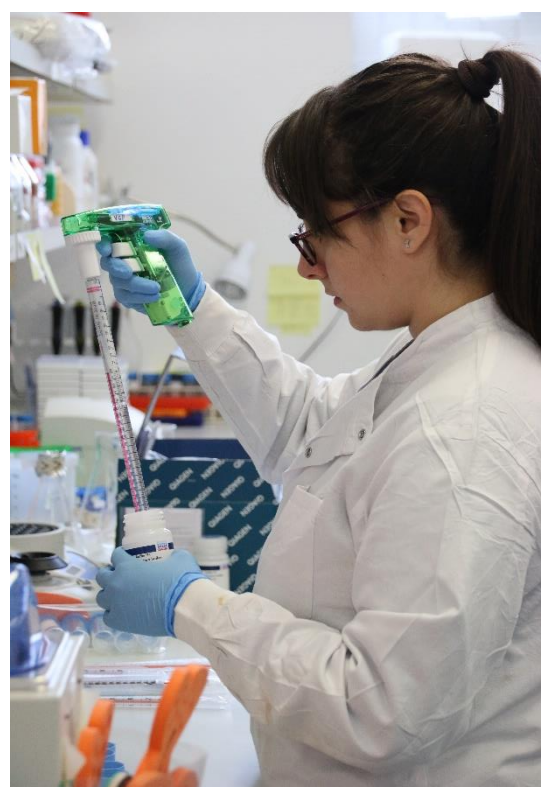


## Why is there a gender pay gap?

Whilst we are confident that men and women are paid equally for carrying out equivalent roles across the Institute, the main reason for the gender pay gap is the unequal distribution of men and women across seniority levels at the Institute.

Overall, women represent 54 percent of those in junior up to first line management roles and only 39 percent of those in middle and senior management roles. The impact of this uneven distribution on the gender pay gap can be seen in the results shown above in the pay gap by quartile information, where an increasing gender pay gap can be seen between the lower and upper quartiles.

The upper quartile gap has reduced from 12.3 percent last year to 10.7 percent this year, which is encouraging. We have also looked at the data to better understand the negative pay gap in the lower quartile and this is influenced by the higher number of male apprentices than females, which is an area we will focus more attention on in the year ahead to ensure we are doing all we can to attract more female apprentices.



## What are we doing to reduce our gender pay gap?

Our mean gap has reduced from 16.5 percent in April 2018 to 14.2 percent in 2019 and our median gap from 16.1 percent in April 2018 to 8.1 percent in 2019. Measures we have taken and successes include:

- **Recruitment** - we are pleased to report that our target of achieving a 50:50 gender balance by 2025, set in 2017, has already been achieved.
- A number of females have been successful in their appointment to senior positions at the Institute this year, which will help reduce the gap in our next report, including one position on the Senior Leadership Board, as well as in Science and Operations.
- We survey all candidates to seek feedback on their experiences during recruitment and to improve where necessary.
- A recent all staff and student survey showed that 93 percent either agreed (67 percent) or were neutral (26 percent) when asked whether, from what they have seen, Pirbright undertakes recruitment and selection fairly and transparently, leading to the best candidates being recruited.
- **Mentoring** - we have recently launched a mentoring scheme. All mentors are senior leaders and over 48 percent of these are female. 50 percent of those currently in mentor relationships are also female.
- **Personal Promotion Scheme** - we operate a Personal Promotion Scheme open to all employees, which has resulted in a number of successful promotions for staff across a range of pay bands. Of those successfully promoted since 2017, 73 percent are female. We are hopeful that continued advocacy for this scheme over coming years will help to support female development and narrow the gender pay gap further.
- **Flexible working arrangements** - we continue to offer a range of flexible working options for staff at all levels and are confident from recent surveys that this is having an impact. Currently 19 percent of our staff are working part-time or compressed hours and an all staff survey showed that 38 percent of respondents have already made use of flexible working policies, with a further 19 percent hoping to do so in the future.



## Other developments

Gender forms a central part to The Pirbright Institute's Equality, Diversity and Inclusion (EDI) strategy, which is monitored, challenged and driven forward by the Institute's EDI Committee, Senior Leadership Board and Trustee Advisory Board. We have recently strengthened the membership of our EDI Committee to include a wider representation of diverse characteristics at the Institute and have also appointed an Athena SWAN champion to further advance gender equality, representation, progression and success for all.

There is still a lot more to do and we will continue to focus on building a more diverse workforce and inclusive culture at Pirbright.

The Pirbright Institute's Gender Pay Gap Report 2019 is endorsed by the Senior Leadership Board and its Director and CEO, Professor Bryan Charleston.

Professor Bryan Charleston  
Institute Director and CEO

