

2022 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 the Institute's vision and as an international organisation we embrace diversity in our workforce, enabling our people to feel included and supported. We create an environment where innovation and creativity are enabled, 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.

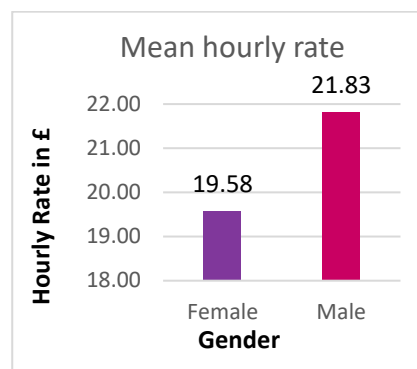
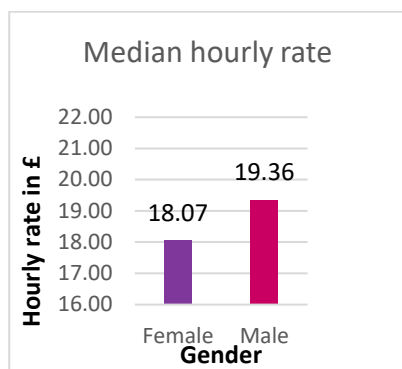
The Institute's mean hourly pay gap has reduced slightly, from 10.6% in 2021 to 10.3% in 2022 a decrease of 0.3%. However, the median hourly gap has increased slightly from 5.8% in 2021 to 6.6% in 2022.

The graph below shows the percentage difference between pay of men compared to women and hourly pay rate comparisons. There were no bonuses paid in 2022 so no gender gap for bonuses is applicable.

Mean and Median hourly pay comparison (£)

Mean pay gap 10.3%

Median pay gap 6.6%



Why is there a gender pay gap?

The Institute is pleased to have maintained a relatively equal gender balance in terms of employee numbers for the last 5 years. We offer a range of flexible working arrangements and family friendly policies which enables us to attract and retain equal numbers of women and men. We are also able to report that both men and women have benefitted from our enhanced flexible and family friendly policies, including shared parental leave.

The reduced mean (average) pay gap demonstrates the continuing effort across the Institute to ensure equity in all roles. The table below suggests that women receive higher pay than men in our lower quartile, however, there are 20% more women in this quartile, this represents a small increase from 57.6% in 2021 to 59.8% in 2022.

The lower middle and upper middle quartiles are reported as equal pay, which also reflects the gender balance across these two quartiles. There does, however, appear to be a discrepancy at the upper quartile. This is reflected by the higher percentage of men (62%) within this quartile. This also reflects a slight reduction in women in this quartile from 39.8% in 2021 to 38.5% in 2022.

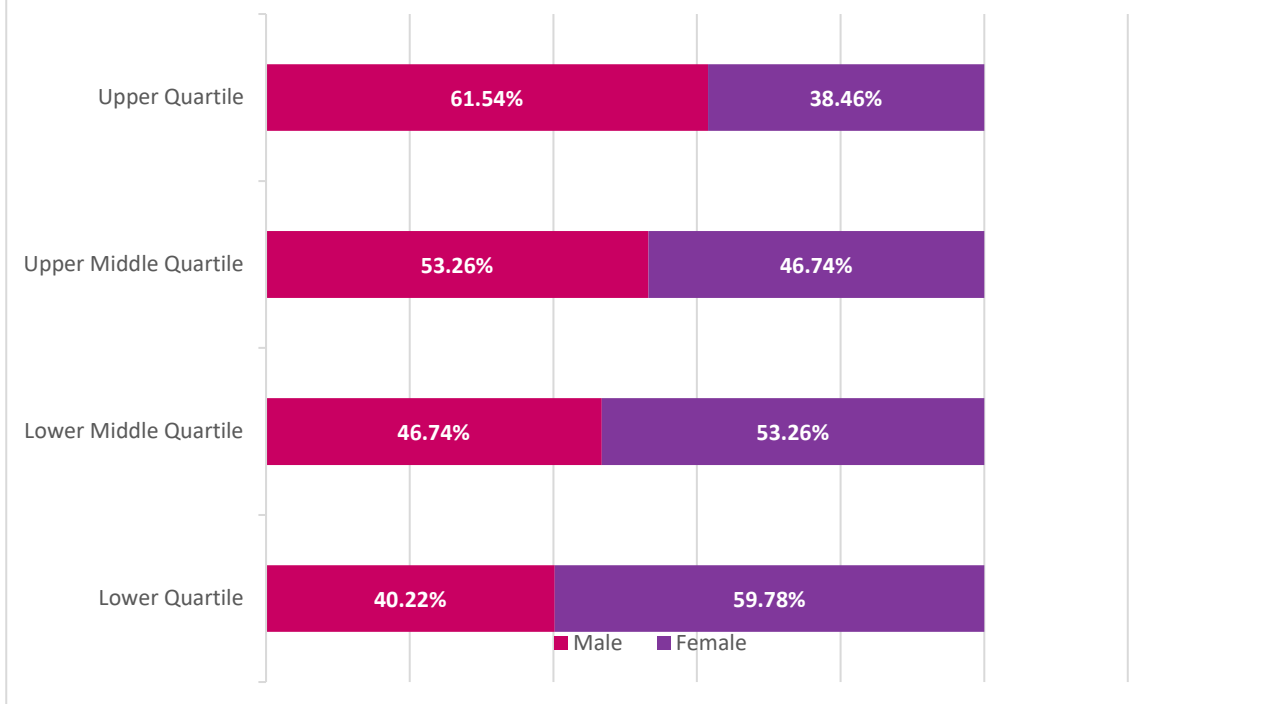
Whilst we are confident that men and women are paid equally for carrying out equivalent roles across the Institute, we recognise the need to redress the gender balance particularly at the lower quartile with a mean gender pay gap in favour of females -5.2% an increase from -3.3% 2021.

The upper quartile has a mean pay gap favour of males at 5.6%. This is a reduction from 8.7% reported in 2021. The Office for National Statistics (ONS) reports overall provisional data for 2022 of a median pay gap of 14.9% compared to 15.4% in 2021 and therefore the Institute median of 6.6% compares very favourably.

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 ratio by quartile 2022



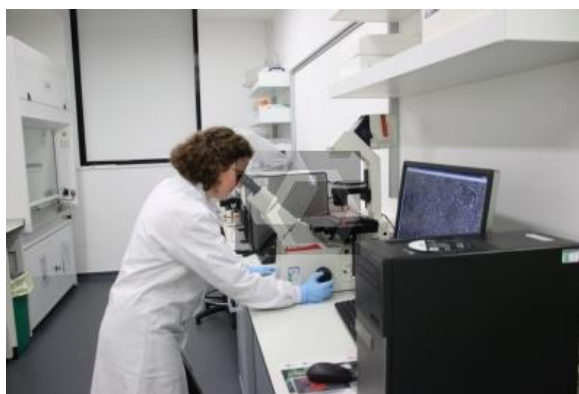
Gender pay quartiles and Pay gap 2022

Lower Quartile				
	Overall	Female	Male	Pay Gap %
Average (Mean)	13.64	13.92	13.23	-5.25
Average (Median)	14.65	14.65	14.65	0.00
Lower Middle Quartile				
	Overall	Female	Male	Pay Gap %
Average (Mean)	17.58	17.58	17.57	-0.06
Average (Median)	17.50	17.50	17.50	0.00
Upper Middle Quartile				
	Overall	Female	Male	Pay Gap %
Average (Mean)	20.56	20.55	20.57	0.06
Average (Median)	20.86	20.77	20.94	0.80
Upper Quartile				
	Overall	Female	Male	Pay Gap %
Average (Mean)	31.19	30.08	31.88	5.65
Average (Median)	28.97	29.11	28.27	-2.96

What are we doing to reduce our gender pay gap?

Measures include:

- Offering a range of flexible working patterns and family friendly policies.
- Providing workshops for managers and staff embracing equality, diversity and inclusion.
- Providing workshops for managers and employees how to identify and reduce unconscious bias.
- Celebrating the successes of those promoted.
- 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 reward promotion and reward schemes.



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 Trustee Board. Our overall trend continues towards a gender balanced workforce with equal pay and we remain focused on building a more diverse workforce with an inclusive culture at all levels of the Pirbright Institute.

The Pirbright Institute's Gender Pay Gap Report 2022 is endorsed by the Senior Leadership Board and its Director and CEO, Professor Bryan Charleston.



Professor Bryan Charleston
Institute Director and CEO