

2018 Pirbright Gender Pay Gap Report



The Pirbright Institute recognises that to meet its' strategic ambitions and goals as a centre of excellence in scientific research and biosafety, it must reflect the diversity and uniqueness of the work we carry out and the funders and stakeholders it serves.

Our Institute is made up of a dynamic and vibrant community of staff covering a diverse set of chosen fields, backgrounds and experience. We all play a crucial role in furthering the Institute's aspirations, advancing the frontiers of science and knowledge through our excellent scientific research, knowledge sharing and contribution; with a real focus on improving the world in which we live.

We continue to support equality through fairness of pay, benefits and opportunities. We are confident that men and women are paid equally for doing the same job at the Institute; however the reality is that a greater proportion of men than women in senior roles creates a gender pay gap across our Institute.

We are working hard to address this imbalance through ensuring that our processes and approaches align to our equality, diversity and inclusion (EDI) culture. We have continued to implement inclusive and diverse recruitment, including diverse shortlists and interview panels, offering a number of choices through flexible working, providing unconscious bias and interview training and fostering an inclusive culture for all. Addressing disparity in gender representation at senior levels will take time, and is not an easy fix. These actions will no doubt help in closing the current gender pay gap at The Pirbright Institute

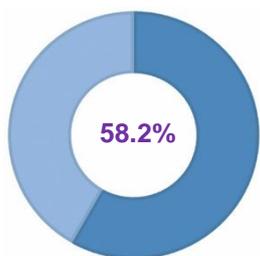
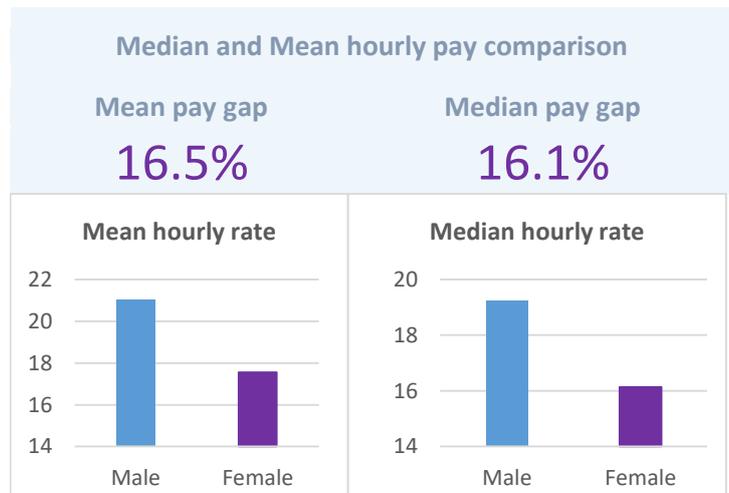
Matthew Eades
Head of HR and Corporate Development

Headline gender pay gap figures

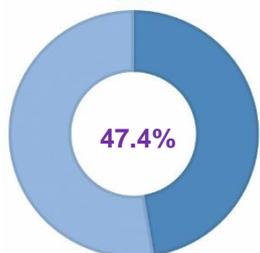
The gender pay gap is defined as the difference between the **mean or median** hourly rate of pay that male and female colleagues receive.

The **mean** pay gap is the difference between average hourly earnings of men and women. The **median** pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary.

These figures are provided in the charts opposite base on hourly rate of pay as at 31 March 2018 and bonuses (performance awards) paid in the year to March 2018.



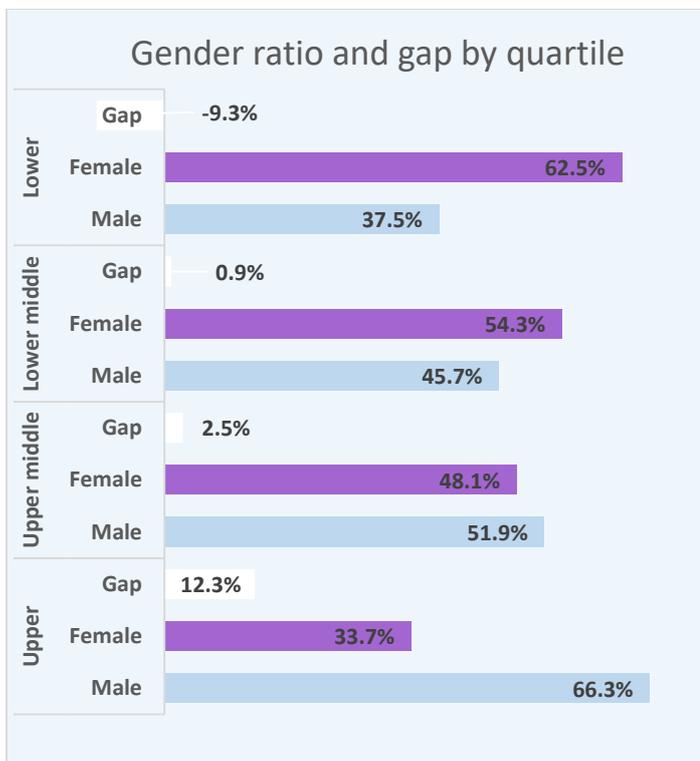
% against total of
208 Female
Employees



% against total of
200 Male
Employees

Proportion of male and female colleagues receiving a bonus award (performance award) payment in budget year 2017-2018

Employees at all levels of the Institute may be awarded an annual performance award, depending on level of performance.



Why the gender pay gap exists

Whilst we remain confident that men and women are paid equally for carrying out equivalent roles across the Institute, the main reason for an organisation-wide gender pay gap is an imbalance of male and female colleagues at senior levels.

There are fewer women in senior roles across science, capability and support disciplines, as well as a higher proportion of women relative to men across the lower graded bands. Of course there are a numerous roles across each Institute pay band, all requiring varied levels of technical skills, experience and knowledge. As a result there will always be appropriated differences in levels of pay.

Reducing the gap

The Pirbright Institute is committed to EDI, not only is it the right thing to do, but also it benefits our scientific research and international reputation. Therefore we remain committed to reducing our gender pay gap by:

- **Review of Total Reward pay, benefits and staff bonuses schemes** – this has been actioned following the 2018 Pay Award.
- **Review of our recruitment process and career development opportunities** – a proposal is in place to meet this challenge which will help to address the gender imbalance going forward.
- **Nurturing female talent at senior level** – this continues to be addressed through the Institute's Leadership and Management programmes and Institute / EDI associated development opportunities.

Addressing the pay gap

Gender forms a central part of the Institute's Equality, Diversity and Inclusion strategy. This strategy reflects the Institute's commitment in continuing to build a culture where everyone can be their whole selves, meet their potential and produce their best work.

In achieving and maintaining this culture, we know that we must continue to be proactive in our approach to all forms of diversity including gender.

We will continue to report progress towards our gender targets that have been in place since 2016/17. Progress is reported in our *Annual Report* and will continue to be monitored and challenged regularly by the Institute's EDI Committee, Senior Leadership Team and Trustee Advisory Board.

Performance success for Institute senior leadership teams is linked to gender progression across the Institute.

The Institute has a Director-level champion responsible for the progression of gender diversity, which is currently Mike Johnson, Capability Director

Recruitment

We aim to recruit from the widest possible talent pool. Our recruitment strategy helps guide our hiring managers in ensuring that the language in job adverts is gender neutral; develops a diverse candidate list for jobs; and understands the importance of interviewing people using diverse panels in order to avoid unconscious biases. We now hire graduates (whether under grad/ post grad or PhD) from numerous universities each year and have improved our female hiring ratio to approx. 32%. We will continue to find creative and alternative ways to improve this ratio.

For experienced hire recruitment we work alongside third party agencies and social media platforms to ensure rich diversity across our candidate pool. Of the experienced professionals, scientists and engineers we hired in 2017, over 49% were women and almost 15% overall came from a Black, Asian and Minority Ethnic (BAME) background. To build on this progress, we advertise on job boards specifically geared towards attracting diverse candidates and demographics and utilise specialist recruitment agencies who promote our roles to women returning to work.

Retention

Once we have the right people, we really want them to stay. Our people have the greatest organisational value so in supporting them we have implemented an Equality, Diversity and Inclusion committee and external network (Employers Network for Equality and Inclusion), an active gender network reflected in our committed focus to Athena Swan (celebrating a successful re-submission of Bronze award status in 2017), and delivery of a Women in Leadership Development Programme in December 2018 at the

Institute. We continue to offer a range of flexible working options at all levels, with just under 10% of our staff currently working on a part-time basis.

We are encouraged that this is having an impact. In previous employee surveys, 72% said that they believe the Institute takes diversity seriously, and 86% of colleagues said they feel they are treated with respect as individuals.

Development

We know we need to accelerate the career progression of women in the Institute and that career paths can be varied. In order to support the development of our people, around 100 colleagues

were invited to attend the Institute's Leadership and Management Development programme, whilst others have re-skilled through promotion and internal job moves across directorates.

We have also launched a centralised occupational health and wellbeing service to further support our employees and their ongoing careers choices. And since new skills can also be acquired outside the day job, we are increasing our support for community volunteering and public engagement activities.

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

Endorsements

The Pirbright Institute's Gender Pay Gap Report 2018 is endorsed by the Senior Leadership Team and its Director and CEO, Dr Bryan Charleston.

Signed



Dr Bryan Charleston
Institute Director and CEO

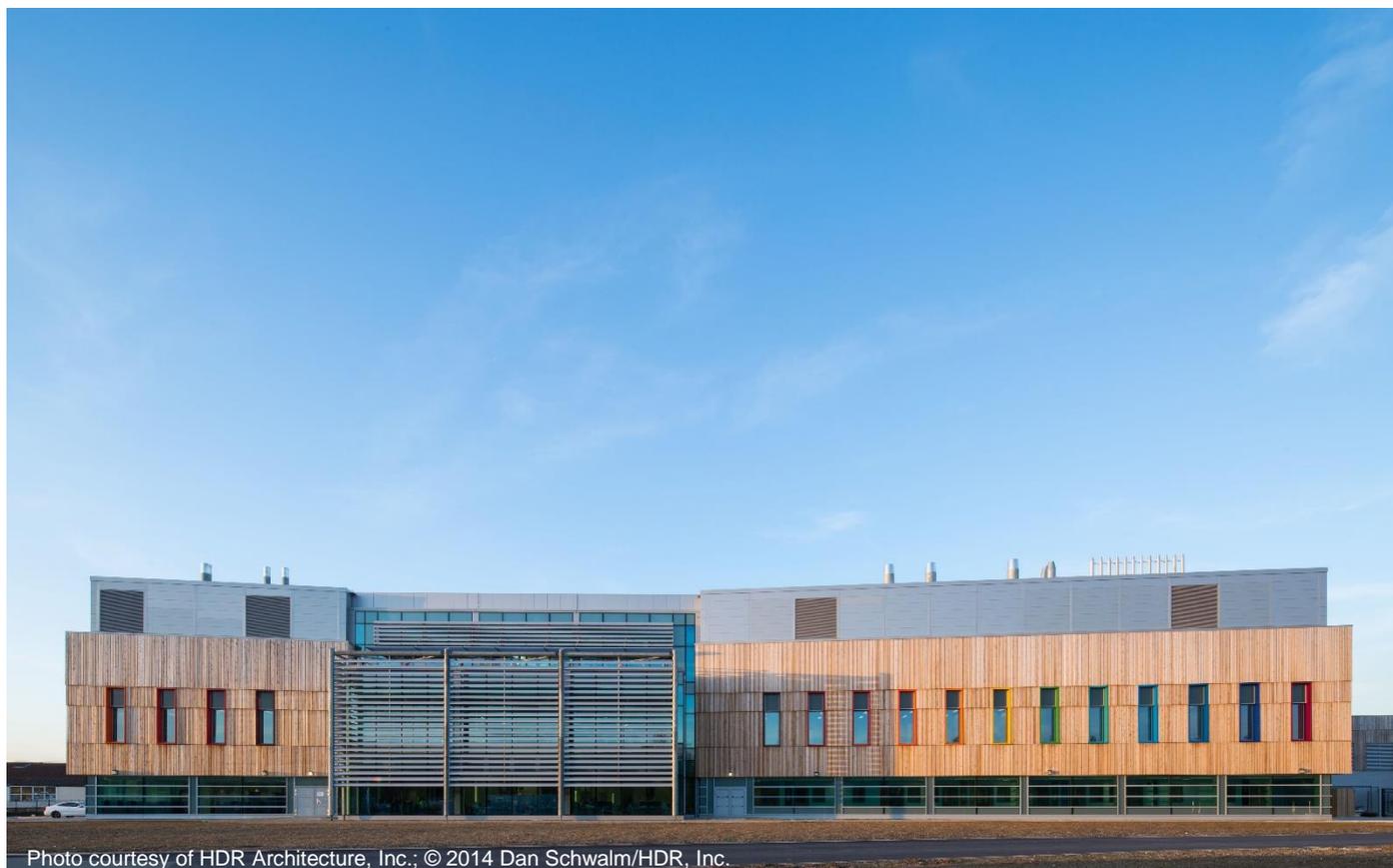


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