

2024 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.

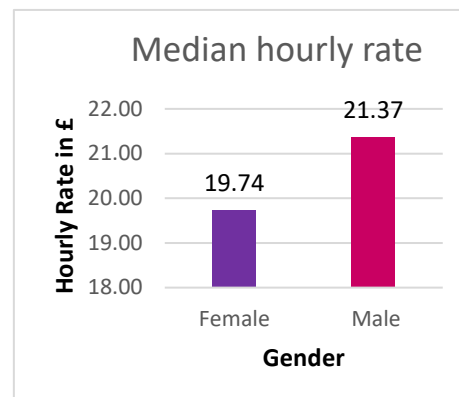
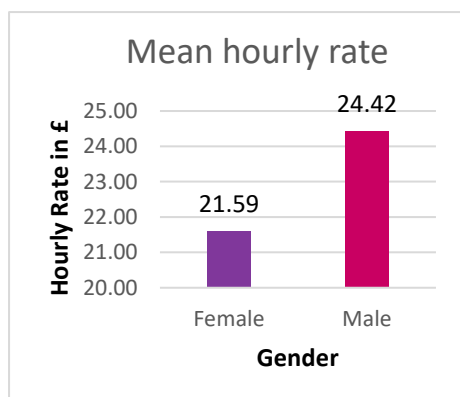
The Institute's mean hourly pay gap has remained the same, 11.6% in 2023 and 2024. However, the median hourly gap has decreased from 10.1% in 2023 to 7.6% in 2024, a decrease of 2.5%; this is discussed further below.

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 7.6%



Why is there a gender pay gap?

Within the last 6 years we have seen a decrease in our gender pay gap, reducing by 4.4% from 16% to 11.6%. Whilst there was a slight increase in the gender pay gap in 2023, this year the mean pay gap remains unchanged at 11.6%, with median pay gap falling from 10.1% in 2023 to 7.6% in 2024.

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 reflects worldwide trends and is not seen solely within the Pirbright Institute.

The Gender Pay Gap by Quartile table shows that the gender pay gap by mean for the lower middle quartile and the upper middle quartile sit below 2% meaning that while there is only a slight disparity between gender.

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 lower quartile has a mean pay gap favouring females of -4.7%, which has changed significantly from 1.1% favouring male employees in 2023. This could be a reflection of the increase in women within the lower quartile as seen in the Gender Ratio by Quartile graph below which has increased from 53% in 2023.

The upper quartile has a mean pay gap in favour of males at 8.1%. This is an increase from 7.6% reported in 2023 despite the gender ratio of women in the upper quartile increasing slightly from 34.9% to 35.9%. We also recognise that the roles receiving additional allowances such as unsociable hours pay and on call are predominantly occupied by males.

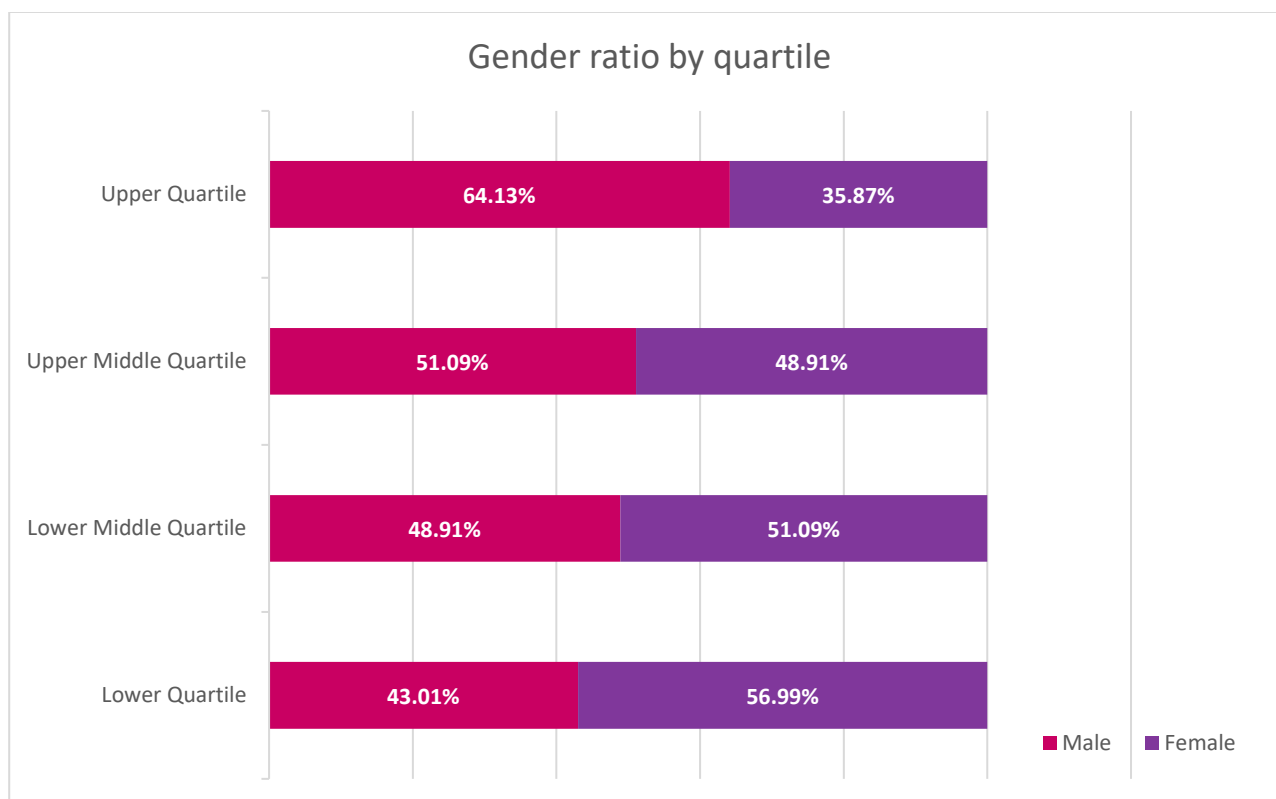
The Office for National Statistics (ONS) reports overall provisional data for 2024 of a median pay gap of 7% therefore the Institute median of 7.6% suggests we are approximately in line with the national average.

Our targets to reduce the gender pay gap are:

- Improve imbalances in pay quartiles through recruitment plans which address identified areas of under-representation.
- Extend leadership development programmes, including mentorship across the Institute to rebalance the current disparity.

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 Gap by Quartile 2024

Lower Quartile				
	Overall	Female	Male	Pay Gap %
Average (Mean)	15.42	15.73	15.02	-4.69
Average (Median)	16.22	16.22	16.22	0.00
Lower Middle Quartile				
	Overall	Female	Male	Pay Gap %
Average (Mean)	19.34	19.37	19.31	-0.35
Average (Median)	19.28	19.28	19.28	0.00
Upper Middle Quartile				
	Overall	Female	Male	Pay Gap %
Average (Mean)	22.63	22.43	22.82	1.75
Average (Median)	22.76	22.34	23.46	4.78
Upper Quartile				
	Overall	Female	Male	Pay Gap %
Average (Mean)	34.91	33.03	35.96	8.14
Average (Median)	31.50	31.50	31.51	0.01

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.
- Increased awareness and opportunity for all employees to submit applications for progression and reward schemes.
- Offering a range of flexible working patterns and family friendly policies.
- Introducing Reverse Mentoring to enable senior staff to learn about the experiences of minoritised and junior staff for continued improvement.
- Leading on a cross-institutional mentoring project to help junior staff develop their skills.



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 to building a more diverse workforce with an inclusive culture at all levels of the Institute.

The Pirbright Institute's Gender Pay Gap Report 2024 is endorsed by the Senior Leadership Board and its Director and CEO, Professor Bryan Charleston.



Professor Bryan Charleston
Institute Director and CEO