

2025 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 characterised by trust, inclusion and excellence 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.

Our Gender Composition



What is the Gender Pay Gap?

The gender pay gap measures the difference between the mean or median hourly earnings of men and women, expressed as a percentage of male earnings.

- **Mean** pay gap: the difference between the average hourly earnings of men and women.
- **Median** pay gap: the difference between the midpoints of hourly earnings for men and women.

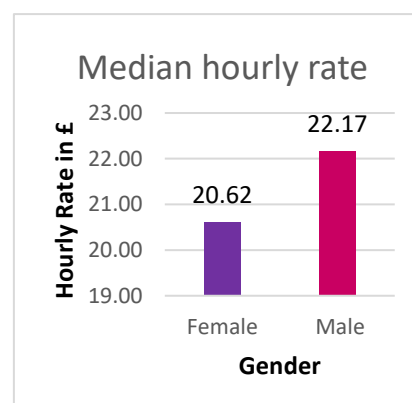
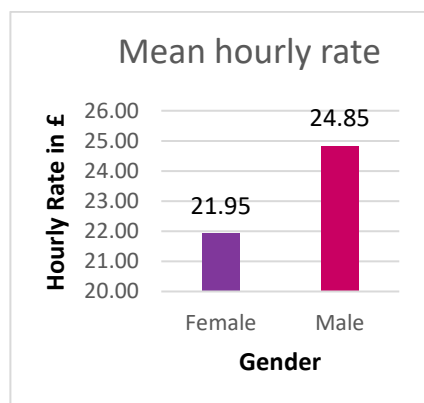
It is important to note that the gender pay gap is not the same as unequal pay. The Pirbright Institute ensures that employees performing equivalent roles receive comparable pay. The gender pay gap instead reflects the distribution of men and women across all roles and grades within the organisation.

In 2025, the Institute's mean hourly pay gap increased slightly from 11.6% to 11.7%, while the median hourly pay gap decreased from 7.6% to 7.0%. These trends are explored further below.

Mean and Median hourly pay comparison (£)

Mean pay gap 11.7%

Median pay gap 7.0%



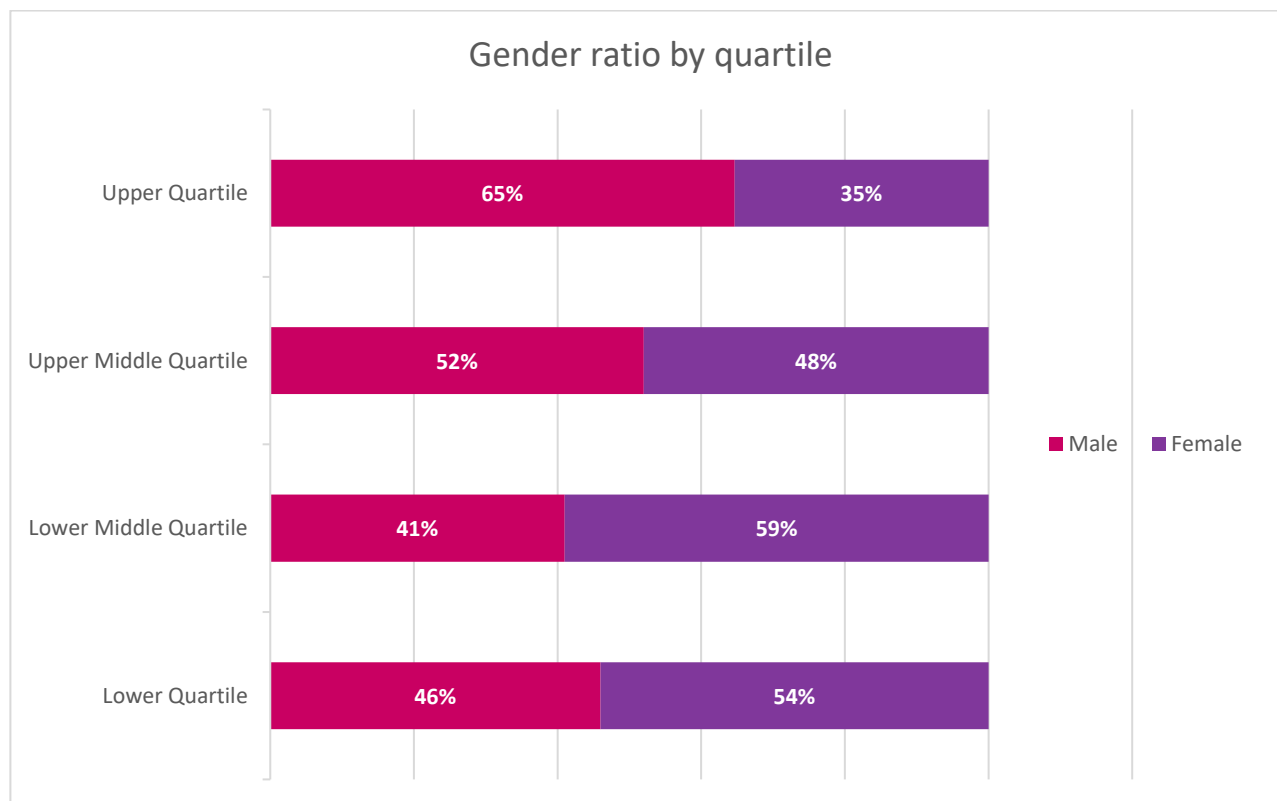
Pirbright Gender Pay Gap by UK Comparison 2025

Mean			
The Pirbright Institute		UK comparison	
2025	2024	2025	2024
11.7%	11.6%	13.4%*	13.8%

Median			
The Pirbright Institute		UK comparison	
2025	2024	2025	2024
7.0%	7.6%	12.8%*	13.1%

* 2025 UK comparison is the most recent data published by the ONS (dated 23rd October 2025)

The proportions of men and women within each pay quartile¹:



¹Pay quartiles are calculated by ranking all employees by hourly pay and dividing them into four equal groups, each representing 25% of the workforce.

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 16.0% to 11.7%. Whilst there was a slight increase in the gender pay gap in 2023, this levelled off in 2024 to 11.6%.

A key driver of the pay gap is the under-representation of women in senior roles across scientific, capability, and support functions, alongside a higher proportion of women in lower-graded roles. This pattern mirrors global trends across STEM and research organisations.

The Gender Pay Gap by Quartile data shows that the lower middle and upper middle quartiles have mean gaps below 2%, indicating minimal disparity at these levels. However, the upper quartile continues to show a higher mean gap in favour of men.

Quartile Highlights:

- Lower quartile: Mean gap of 0.1%, shifting from -4.7% in 2024 despite a continued female-majority workforce in this band.
- Upper quartile: Mean gap of 6.9%, an improvement from 8.1% in 2024, reflecting ongoing efforts to reduce gender disparities at senior levels.
- Roles attracting additional allowances (e.g. unsociable hours, on-call duties) are predominantly held by men, contributing to the overall gap.

Paid Bonuses are not awarded at Pirbright to any employees.

To continue narrowing the gap, the Institute is committed to:

- Improving gender representation across all pay quartiles, with a particular focus on the upper quartile.
- Strengthening recruitment strategies to attract under-represented groups.
- Expanding leadership development and mentoring opportunities to support progression for women and other under-represented groups.

What are we doing to reduce our gender pay gap?

In 2023, The Pirbright Institute was awarded the Athena Swan Charter Silver Award in recognition of our commitment to gender equity. Our submission includes a [detailed action plan](#), that we continue to work on. Key activities to reduce our gender pay gap are detailed below:

- Our full-time EDI Manager monitors progress and promotes actions to close the pay gap and identify and reduce the contributory factors.
- Our Parents and Carers Network provides a space for support and resources and contributes to policies or processes that may impact this group.
- We ensure our recruitment processes reach applicants from a diverse range of backgrounds. Including advertising to wider talent pools and increasing diversity on panels.
- We have robust governance on starting pay and pay on promotion to ensure offers are equitable and free from gender bias.
- We offer a range of flexible working patterns and family friendly policies- including enhanced maternity leave pay and shared parental leave. We offer an Attendance Support Grant for those with caring responsibilities to cover the costs of attending training, conferences and unexpected overtime.
- We are enhancing monitoring of reward allocation and performance reviews to reduce bias and challenge assumptions about 'readiness' for progression.
- We are increasing awareness and opportunity for all employees to submit applications for progression and reward schemes.
- We track grant success and allocation of high-visibility opportunities to ensure equitable distribution across genders and close opportunity gaps.
- We employ Roving Researchers to support continuity of work for those on sick or parental leave and offer mentoring and refresher training for staff returning from career breaks.
- We encourage all staff and students to be involved in internal and external mentoring to enhance skills and career prospects. We have introduced a 'Leading Self' workshop series to support those in or before leadership positions to enhance skills and prepare for future success.
- We partner with sector peers to address industry-level challenges, recognising that no single organisation can solve gender pay gaps by working alone.
- We are refreshing our Career Development support and competency frameworks to ensure EDI work and research culture-often disproportionately undertaken by women-are valued in promotion applications.



Gender equality is integral to The Pirbright Institute's 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, 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 2025 is endorsed by the Senior Leadership Board and its Director and CEO, Professor Bryan Charleston.



Professor Bryan Charleston
Institute Director and CEO MRCVS FRS
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