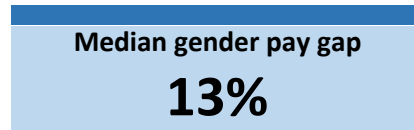
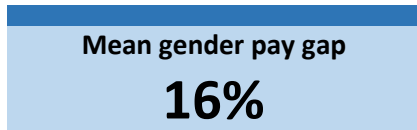


UKCEH GENDER PAY GAP REPORT

Our pay gap



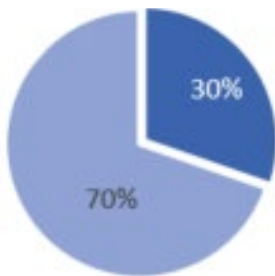
On 5 April 2020 UKCEH had a mean gender pay gap of 16% and median of 13%, broadly in line with the national picture. *ONS: The UK gender pay gap among all employees was 15.5% in 2020, down from 17.4% in 2019.

This means that UKCEH has a 16% mean difference (pay gap) in earnings between men and women. The charts below illustrate the gender distribution in pay at UKCEH across four equally sized quartiles, each containing 132 employees and demonstrating the higher proportion of men in more senior paid jobs and women in lower paid jobs having a notable impact on the gender pay gap.

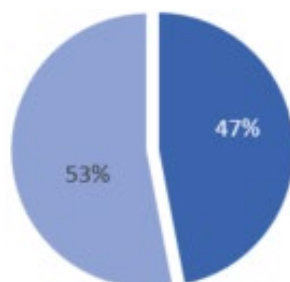
*The Office of National Statistics

Pay Quartiles

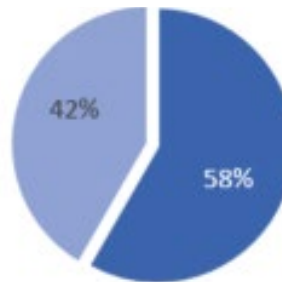
Lower quartile



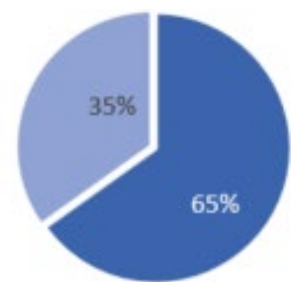
2nd quartile



3rd quartile



Upper quartile



Zero bonuses were applied in the reporting period therefore no data is presented here.

What UKCEH plans to do:-

UKCEH has been working to deliver against its newly developed Equality, Diversity and Inclusion Action Plan drafted and published in 2021 a year following the establishment of UKCEH as a new independent organisation with charitable status.

EDI Strategic Aims

1. We will provide a working environment that promotes dignity and respect for all. Our values and core expectations set out how we will work together to achieve this and

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create an environment which is inclusive, that is: individual differences and the contributions of all employees are recognised and valued.

2. We will promote equality of opportunity and equitable treatment for existing and prospective employees, post graduate researchers, students and visitors, ensuring job and role selection is based on skills, knowledge and demonstration of our values.
3. We ensure open, transparent and merit-based recruitment at all levels, which attracts excellent people, using fair and inclusive selection and appointment practices.
4. Recruitment practices will be reviewed and benchmarked against diversity best practice to provide UKCEH with a fully diverse talent pool and to ensure the best candidates are attracted and appointed.
5. We value the diversity within our workforce for the performance achievements and variety of perspectives and talents it provides, and we will continue to develop approaches to ensure we increase that diversity and extend opportunity.
6. Ethics, Code of Conduct and Safeguarding – we will ensure all employees and post graduate researchers are aware, confident and supported to operate fully in accordance with these policies, including professional relationships with stakeholders. We will ensure that management action is taken promptly to address any issue arising.
7. We have recognised that a specific action plan is required to address longstanding diversity challenges effectively and this will be taken forward proactively under the initial areas of:
 - a. Collecting relevant data to understand our diversity
 - b. Promoting an inclusive culture
 - c. Supporting achievement of potential

We are committed to reducing our gender pay gap and will:

- Promote our family-friendly policies, shared parental leave and flexible working, to encourage both men and women to play a full part in family life, while continuing to develop their careers;
- Continue to support our people in their personal and career development, and work to ensure that our processes support the progression of women into senior leadership roles;
- Introduce hybrid working, recognising the flexibility to support certain groups, including addressing gender related impact of remote working;
- Ensure that we minimise any bias in our processes for recruitment, development and promotion, through best practice and effective training for managers;
- Monitor the gender impact of recruitment and promotion decisions; pay on appointment and other pay decisions;
- Continue to promote a culture in which our people feel respected and valued ensuring any bias and barriers that may disadvantage certain groups are removed.

UKCEH is a new independent organisation with charitable status formed on 1st December 2019, previously reporting under UKRI and is now responsible for all future gender pay reporting.

Gill Lay, Director for People and Operations