

# 2017 GENDER PAY GAP REPORT

The Natural Environment Research Council (NERC) is the UK’s largest funder of independent environmental science, training and innovation, delivered through universities and research centres. NERC is committed to equality, diversity and inclusion as an employer, as a decision maker and as a funder.

Legislation now requires employers with 250 or more employees to publish information annually, showing the gap in average pay between male and female employees, known as the gender pay gap. The mean gender pay gap across all employees in the UK in 2017 was 18.4%<sup>1</sup>. The gender pay gap is different to equal pay. Equal pay legislation requires that men and women who carry out the same or similar jobs, or work of equal value, are paid the same.

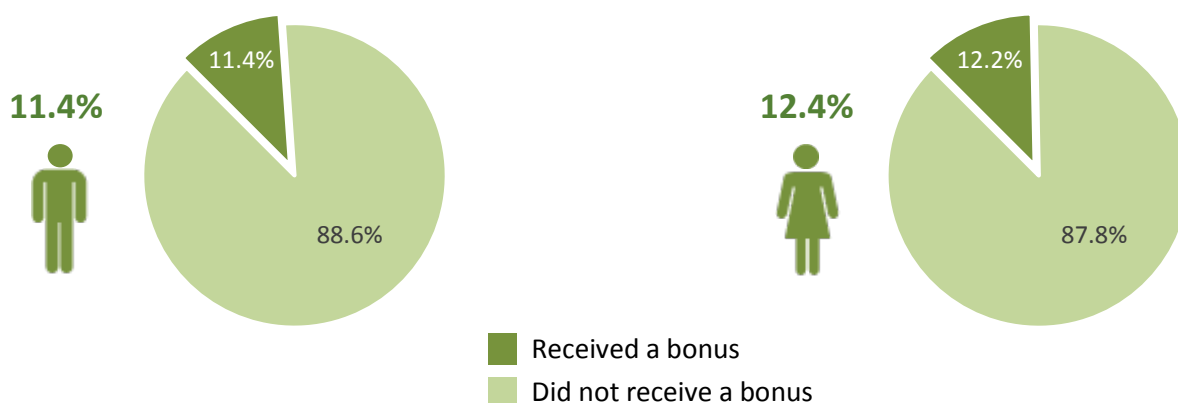
## Our pay and bonus gap

On 5 April 2017, NERC had a mean gender pay gap of 15.1% and median of 11.8%, smaller than for the UK as a whole. Part of the reason for NERC’s gender pay gap is a higher number of male employees in senior roles. This is partly historical; some staff, the majority men, have been in NERC employment for many years and progressed through the ranks.

The gap in NERC’s bonus payments, paid as fixed amounts within defined criteria, is minimal with a mean gap of 9.3% and median of zero.



## Proportion of colleagues awarded a bonus for 2016/17



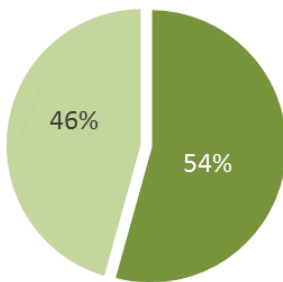
This shows a 1% difference between the number of men and women being paid a bonus for their performance in 2016/17.

<sup>1</sup> Annual Survey of Hours and Earnings, Office for National Statistics

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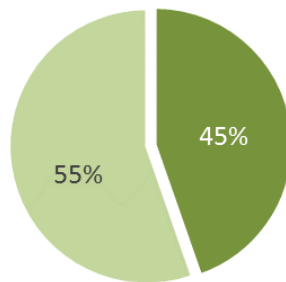
## Pay Quartiles

Lower quartile



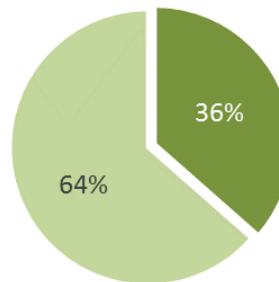
0.1% pay gap

2<sup>nd</sup> quartile



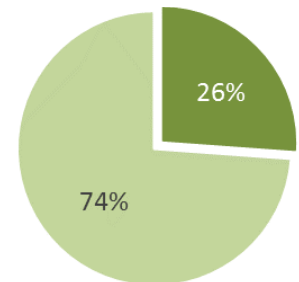
-1.0% pay gap

3<sup>rd</sup> quartile



1.3% pay gap

Upper quartile



5.2% pay gap



The above charts illustrate the gender distribution at NERC across four equally sized quartiles, each containing just under 600 employees. This shows the higher number of male employees in more senior roles.

## What NERC plans to do

NERC has been working to deliver against its latest two year Equality, Diversity and Inclusion Action Plan, and has conducted periodic equal pay audits, most recently in 2016. 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;
- Ensure that we minimise any bias in our processes for recruitment, development and promotion, through best practice and effective training for managers;
- Produce regular management information that enables our managers to see the gender impact of their recruitment and promotion decisions. We will also monitor the gender impact of pay on appointment and other pay decisions;
- Continue to promote a culture in which our people feel respected and valued, and any bias and barriers that may disadvantage certain groups are removed.

From April 2018, NERC will be part of UK Research & Innovation, which will be responsible for future gender pay reporting.

Duncan Wingham, Chief Executive