

# **Gender Pay Gap Report**

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**Science & Technology**  
Facilities Council

## **Introduction**

Gender Pay Gap legislation (developed by the Government Equalities Office) introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap for workers in scope as of 5 April 2017.

## **STFC**

The Science and Technology Facilities Council (STFC) makes strategic investments to support world-leading science and technology for the UK. The STFC is a science-driven organisation; it makes it possible for a broad range of scientists to do the highest quality research tackling some of the most fundamental scientific questions.

The STFC is an independent, non-departmental public body of the Department for Business, Energy & Industrial Strategy (BEIS).

Our vision is to maximise the impact of our knowledge, skills, facilities and resources for the benefit of the United Kingdom and its people and we are committed to promoting equality and supporting the fair treatment and reward of all staff, irrespective of gender.

From 1 April 2018, the STFC (along with 8 other councils) will form UK Research and Innovation (UKRI). This Gender Pay Gap Report focuses only on relevant employees from the STFC as of 5 April 2017 but the future pay system may be impacted by this transition.

As of 5 April 2017, women represented 25% of the STFC's 2102 employees and 29% of the STFC's 7 executive board members.

## **STFC's pay system**

The STFC pay system includes a broad range of scientists, engineers, technical and administrative support staff.

The pay system is harmonised in a consortium consisting of the STFC, the Biotechnology and Biological Research Council (BBSRC), the Engineering and Physical Sciences Research Council (EPSRC), the Economic and Social Research Council (ESRC) and the Arts and Humanities Research Council (AHRC). The consortium operates a single pay system comprising of grades which vary according to the level of responsibility that staff have. Each grade has a set pay range; some of which overlap and these ranges are shared with staff to promote transparency, equality and understanding of the pay system.

The STFC operates a reward and recognition scheme based on annual performance, irrespective of gender.

Since 2011, STFC has been impacted by government pay constraints. Under the current government, pay remits for the Research Councils have continued to be constrained to average salary (consolidated) increases of up to 1% from 2016 through to 2020. This applies to the Civil Service and other Public Sector employers as well as Senior Civil Servants.

Annually, the harmonised pay consortium proposes how to utilise the pay remit and this must be approved by BEIS and then agreed with the Trade Unions before it is implemented.

As part of the 2015 Pay Remit, contractual pay progression arrangements were removed to comply with Government requirement and the STFC is working with BEIS on how to allow pay movement within bands, within current Public Sector Pay Policy. Whilst this flexibility is important for STFC to address an increasing number of pay concerns (including gender balance), to date HM Treasury has not supported such pay movements within bands.

## STFC's gender pay gap

Comparison of mean pay in the STFC shows a gap in favour of men of 8.5%.

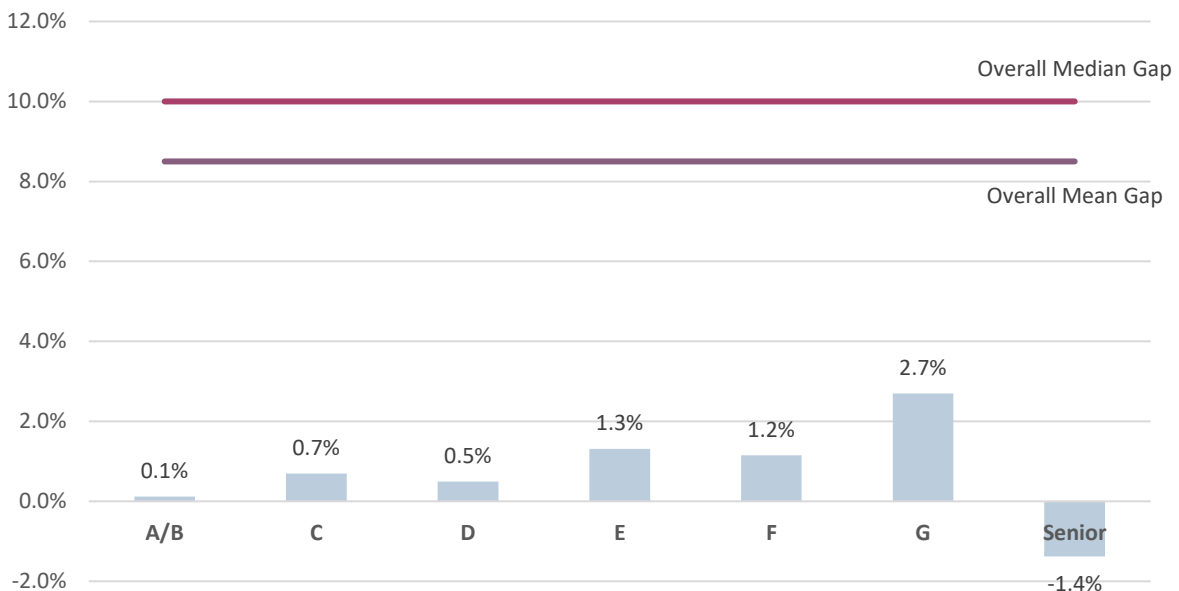
Comparison of median pay in the STFC shows a gap in favour of men of 10%.

The STFC is predominantly an employer of Science, Technology, Engineering and Mathematics (STEM) career paths with 77% of all staff falling into these roles. It is also widely acknowledged that STEM careers are male dominated with only 14% of STFC's STEM workforce being female which matches the national average.

As an organisation that has a primarily male workforce, small fluctuations in the female population can make a large difference to these figures, and subject to distortion from outlying values. As at 5th April 2017 there were 2029 full-pay relevant employees that were used for the calculations within this gender pay gap report to ensure that results were not skewed by individuals who received less than their normal pay. The executive board of the STFC consisted of a male CEO and another 6 individuals, 2 of whom are women. While this is proportional to the number of women within the rest of the workforce, small changes at this level could make a large difference to our gender pay gap. For example, if a single member of the executive board was female rather male, this would reduce the gender pay gap to 7.5%.

It is important to note that the 'gender pay gap' and 'equal pay' are calculated differently and when we split the average pay by grade, to compare pay for equal work, the gap is greatly reduced to 1.3% or lower for those in Bands A to F and senior staff and 2.7% in Band G. This is significantly lower than the overall gender pay gap mean and median. The larger gender pay gap at STFC comes not from inequality of pay for equal work but from there being a higher proportion of women, from the STFC average, in the lowest pay quartile.

### Gender pay gap within grades – 2017



<b>Band</b>	<b>Difference in pay (%)</b>
<b>A/B</b>	0.1%
<b>C</b>	0.7%
<b>D</b>	0.5%
<b>E</b>	1.3%
<b>F</b>	1.2%
<b>G</b>	2.7%
<b>Senior</b>	-1.4%

\*Negative number indicates women are paid more

### **Bonus pay**

Comparison of mean bonus pay in the STFC shows a gap in favour of men of 0.1%.

Comparison of median bonus pay in the STFC shows no gap.

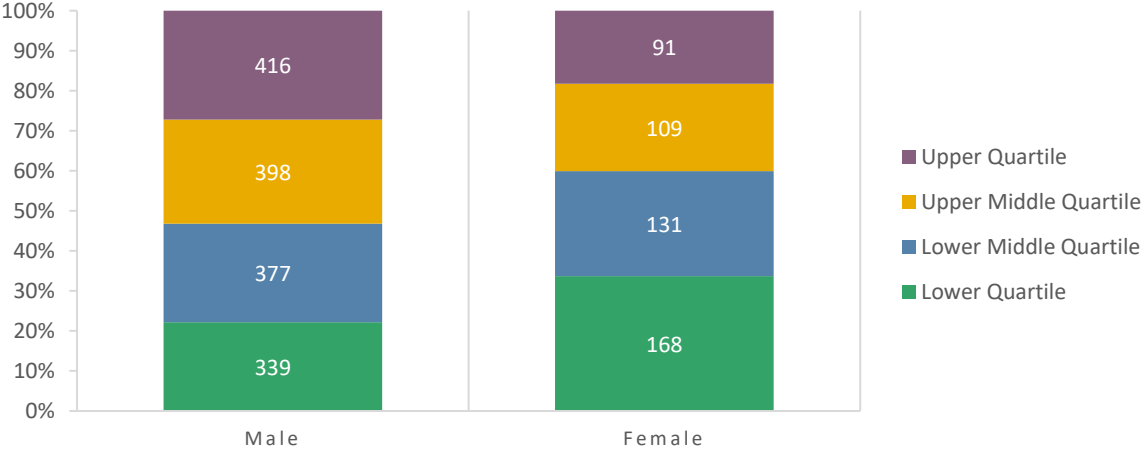
85.2% of men received a bonus in the relevevant pay period compared to 81.4% of women.

In the 2016 pay award, the STFC offered a non-consolidated salary increase to individuals rated as exceptional performers. This was paid as a one-off bonus and shows little to no difference between men and women in the organisation.

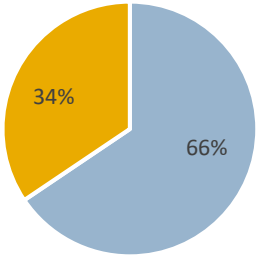
**Pay by quartiles: hourly pay quartiles**

Men are split relatively equally across the pay quartiles however, over a third (33%) of all female employees are represented within the lower pay quartile. As only 25% of the STFC staff are women, this illustrates that women are over-represented in the lower pay quartile which has directly impacted the gender pay gap.

**Quartile distribution of employees**

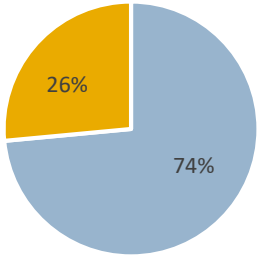


**Lower quartile**



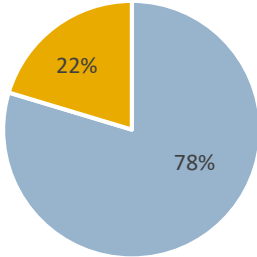
■ Male ■ Female

**Lower middle quartile**



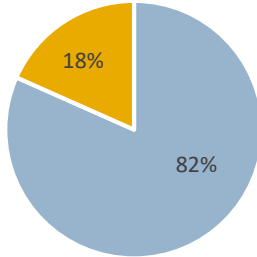
■ Male ■ Female

**Upper middle quartile**



■ Male ■ Female

**Upper quartile**



■ Male ■ Female

## **Work on eradicating the gender pay gap**

In the STFC, one approach to decreasing the gender pay gap is to address the under-representation of women within STEM roles which on average are more highly graded. In order to address this under-representation the STFC manage a number of initiatives aimed at increasing the recruitment and retention of women in STEM roles including:

- Encourage peer support by providing and supporting associations for Women in Science Technology, Engineering and Mathematics (WiSTEM) who meet regularly to network.
- In July 2015 the STFC became members of the Equality Challenge Unit's (ECU) Athena SWAN principles which focus on addressing gender equality. The STFC are currently in the process of application for a Bronze Award which will provide a framework to identify and analyse further opportunities for improvement.
- Provide policies and practices to support working parents and those returning from leave including flexible working, job sharing, parental leave, additional paid maternity and paternity leave.
- Provide training to promotion review panel members to understand, identify and challenge unconscious gender bias when influencing the funding of grants and key decisions in STFC's fund awarding processes.
- Sponsor Women into Science and Engineering (WISE) awards as a member of Research Councils UK (RCUK).

In July 2015, the STFC published an Equality & Diversity Strategy for 2015 to 2020 to try to increase recruitment and retention of underrepresented groups and encourage investment in STEM careers for women. The action plan underpins these initiatives and more.

Promotion routes should be transparent to allow more women to move upwards in the organisation. The removal of contractual pay progression in 2015 was a government policy requirement but is a risk to this transparency and discussions are being held across councils as our organisation moves towards the UKRI transition.

From April 2018, the Science & Technology Facilities Council will be part of UKRI which will be responsible for future gender pay reporting.

## **Declaration**

These data have been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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