

John Innes Centre

2017 Gender Pay and Bonus Report

The John Innes Centre is a diverse international scientific research centre committed to equality, diversity and inclusivity.

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations annually showing the pay and bonus gap between male and female employees. These measure the difference between the average earnings of all male and female employees, irrespective of their role or seniority.

The difference between pay and bonus pay for men and women

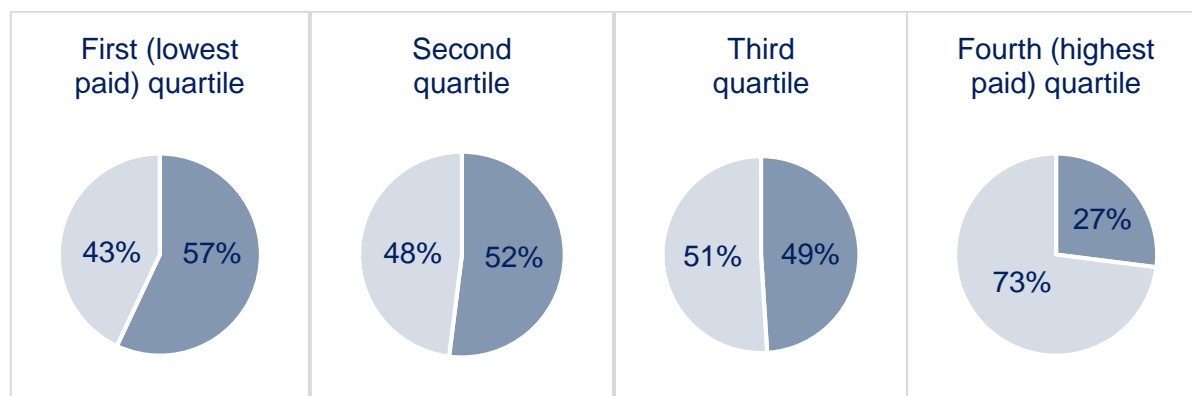
	Mean	Median
Hourly Fixed Pay	16.21%*	4.79%**
Bonus Pay	24.84%	0

**Mean: the percentage difference in mean (average) pay between male and female employees*

***Median: the percentage difference in median (middle value) pay between male and female employees*

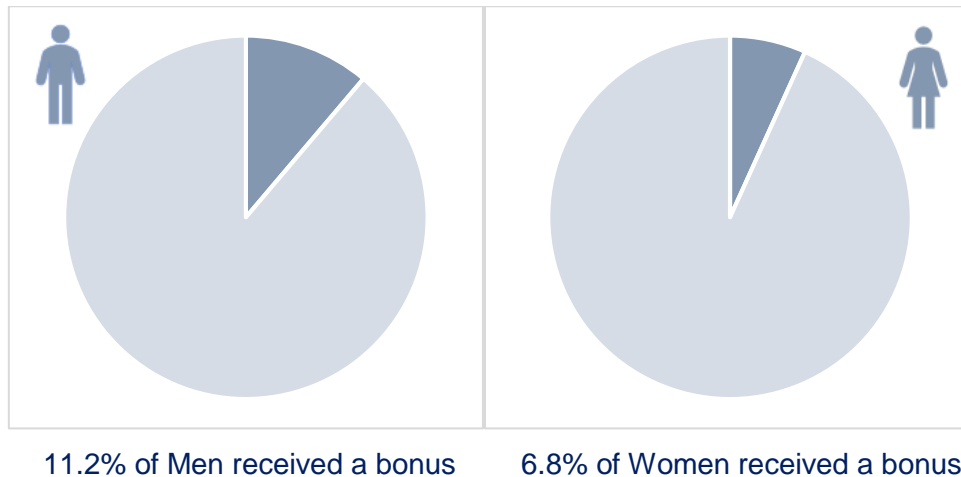
The table above illustrates the John Innes Centre's overall mean and median gender pay gap based on hourly rates of pay at the snapshot date (5th April 2017). It also captures the mean and median difference between bonuses paid to men and women in the year 2016/17.

The proportions of men and women within each pay quartile



The above diagram illustrates the gender distribution at John Innes Centre across the four equal quartiles.

The proportions of men and women awarded a bonus in 2016/17



This shows a 4.4% difference between the number of men and women being paid a bonus in 2016/17.

What the data tell us

We are confident that JIC's gender pay gap is not an equal pay issue and we monitor recruitment, promotion and reward processes to ensure fair treatment. The current gender pay and bonus gap is due to the low numbers of women at very senior levels (see earlier fourth quartile data) within JIC and is reflective of the challenge within the scientific sector in attracting and retaining women.

A significant amount of work has been undertaken to encourage women to progress in their scientific roles, where they can develop rewarding, creative and flexible careers. We have introduced policies and an action plan with the overall aim of supporting women to progress into more senior roles thus helping to eliminate the gender pay gap.

Although gender distribution across different grades in the Institute varies, we are making progress in narrowing the difference between the number of men and women at different levels. The biggest changes over the last four years have been at Post-Doctoral Researcher level (where the percentage of women has increased by 8%) and Non-professional Research Leader level (where the percentage of women has increased by 10%), with smaller changes at Professorial Research Leader level (where the percentage of women has increased by 4%).

We do not underestimate the challenge of achieving further change but our commitment to supporting women in science and our workforce more generally is reflected in our 2017 Athena Swan Gold Award and action plan.

LINK: [2017 Athena SWAN Gold Submission \(includes action plan\)](#)

I confirm that the data reported are accurate.



Professor Dale Sanders
Director