

# John Innes Centre

## 2018 Gender Pay and Bonus Report

The John Innes Centre is a diverse international scientific research centre of excellence in plant science, genetics and microbiology. We are 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

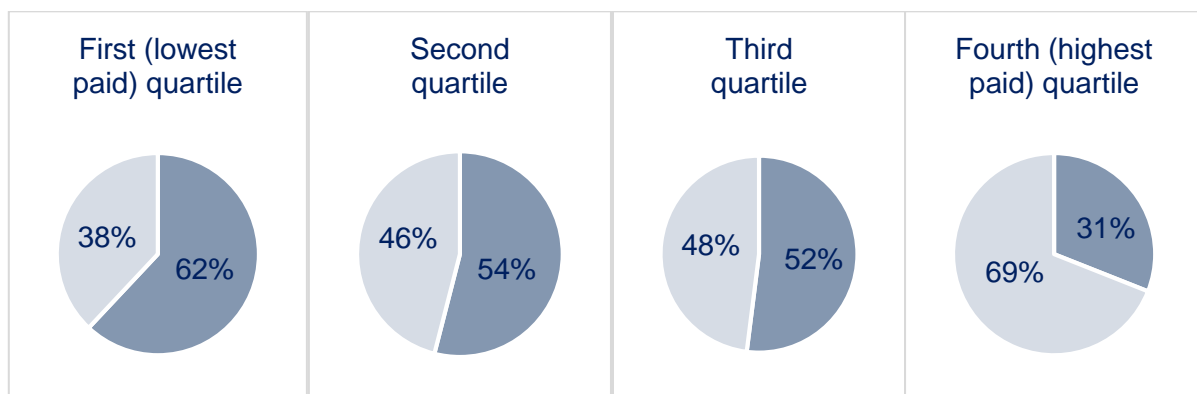
	Mean	Median
Hourly Fixed Pay	15.63%*	3.39%**
Bonus Pay	21.30%	21.64%

*\*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*

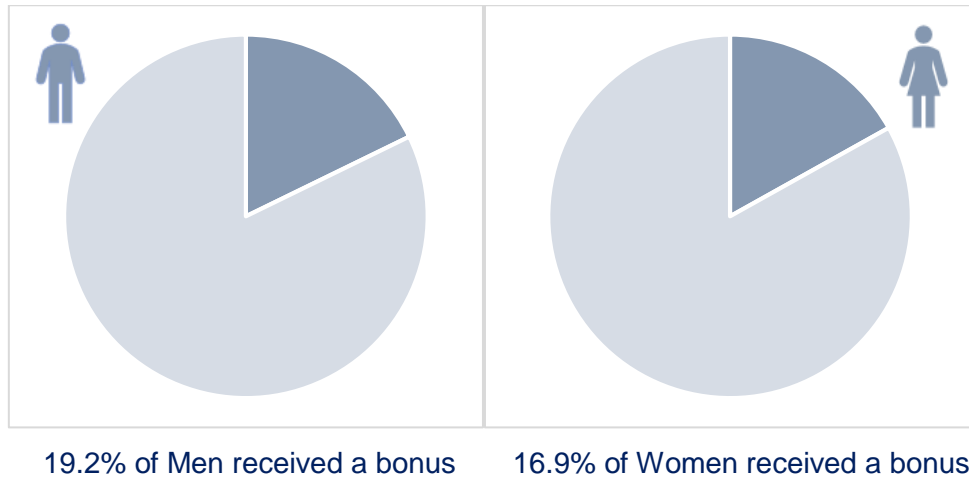
The table above illustrates the John Innes Centre's overall mean and median gender pay gap based on hourly rates of pay at the snapshot date (5<sup>th</sup> April 2018). It also captures the mean and median difference between bonuses paid to men and women in the year 2017/18.

### 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 2017/18



This shows a 2.3% difference between the number of men and women being paid a bonus in 2017/18.

#### What the data tell us

We are confident that JIC's gender pay gap is not an equal pay issue. Our job evaluation processes ensure pay and grading decisions are based on objective criteria and we monitor recruitment, promotion and reward processes to ensure fair treatment. Analysis of the data by grade confirms that there is little difference between the pay of men and women at the same level.


The data tell us that our gender pay gap arises because, in common with the scientific sector, fewer women than men hold senior positions within the Institute (see earlier fourth quartile data) and a higher proportion of senior men are on legacy terms and conditions. Turnover at this level is historically low. We are committed to ensuring that, over time, we reduce the gender pay gap. However, due to our small numbers (98 employees in the fourth, upper quartile as at 5<sup>th</sup> April 2018) we realise that our gender pay gap data will fluctuate. Small changes in staffing at the senior level will have a significant impact on the data.

Recognising the challenge within the scientific community in attracting and retaining women, we concentrate our efforts on ensuring appropriate support for personal and career development. This year, we will implement a new women's leadership programme and launch a mentoring scheme for women in wheat research. These aim to help more women progress into senior roles, in particular, in one of the areas of science where there is significant under representation of women, and help reduce the gender pay gap.

Our wider commitments to gender equality and supporting our staff more generally are 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, FRS  
Director