

# John Innes Centre

## 2020 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 earnings of all male and female employees, irrespective of their role or seniority. The calculations do not measure equal pay. We are confident that men and women at the John Innes Centre are paid equally for doing the same or similar work.

This report 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 2020). It also captures the mean and median difference between bonuses paid to men and women in the year 2019/20.

### Our gender composition



### Our gender pay gap

#### Mean pay gap

The percentage difference in mean (average) pay between male and female employees

**21.76%**

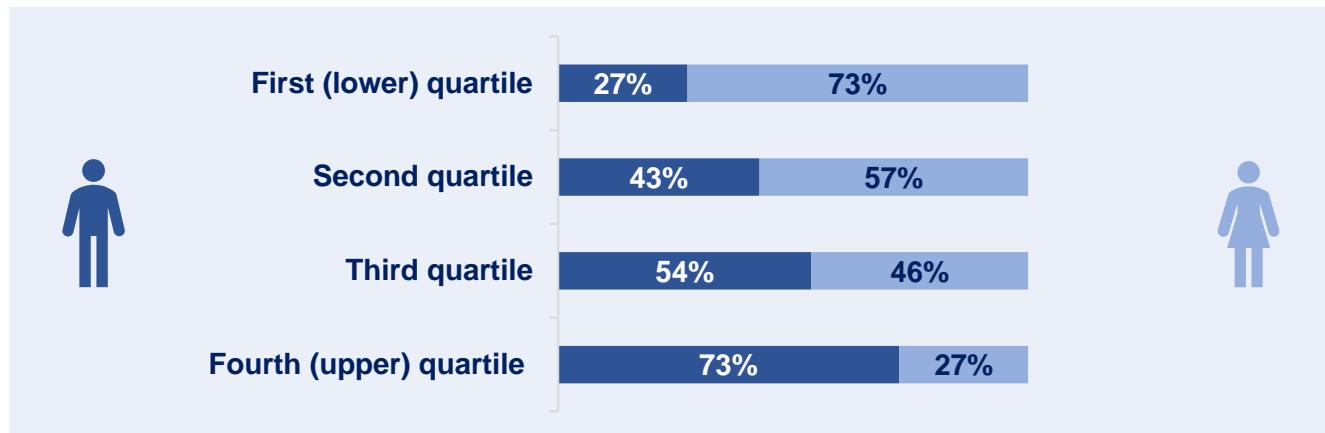
#### Median pay gap

The percentage difference in median (middle value) pay between male and female employees

**6.09%**

Our median pay gap is significantly lower than the UK average which the Office for National Statistics (ONS) reported as 17.3% in 2019. Median pay is the preferred measure used by the ONS because it is less affected by extreme outliers.

## The proportions of men and women within each pay quartile



## Our bonus pay gap

### Mean bonus pay gap

The percentage difference in mean (average) bonus pay for male and female employees

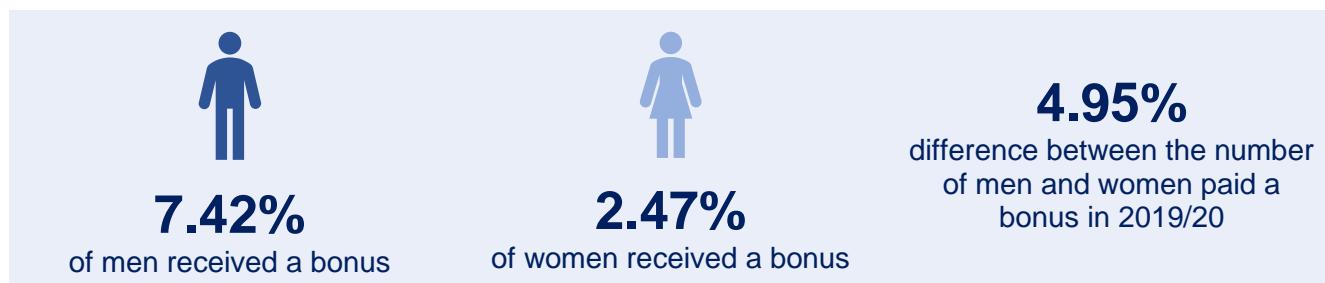
**-26.41%**

### Median bonus pay gap

The percentage difference in median (middle value) bonus pay for male and female employees

**-45.18%**

## The difference between pay and bonus pay for men and women



## Factors contributing to our gender pay gap

Our current gender pay and bonus gap is due to:

- The distribution of men and women across our grading structure. We have more men in senior roles and more women in the lower grades.
- Bonus payments under a legacy Civil Service reward scheme which applies to more of our senior men than women. The scheme is a contractual obligation which transferred to the Institute as part of a TUPE transfer of staff in 2017. Turnover amongst the staff eligible for these payments is typically low.
- Our relatively small employee numbers. (We employed 91 staff in each pay quartile as at 5<sup>th</sup> April 2020.) This means that small changes in staffing at the senior level and the different bonus schemes have a significant impact on the data.

## **What have we been doing?**

We continue to monitor our recruitment, promotion and reward process to ensure fair treatment. This includes reviewing the performance ratings that determine bonus payments.

In recent years, the Institute has also developed a range of policies and practical support for women in science and our workforce more generally. These include:

- A Women's leadership programme and mentoring for "women in wheat".
- The option to request a tenure review is deferred by up to a year if personal circumstances impact on progress.
- A Group Leader Carer Fund, to minimise the impact on a Group Leader's research of any period of paternal leave.
- A Family/Dependant Support Fund, enabling staff with caring responsibilities to attend conferences and other events.
- Guidance on supporting those with caring responsibilities, including scope for additional paid leave, as well as family-friendly meeting and seminar times.
- Where parental leave falls towards the end of a fixed term contract, consideration of an extension to the contract, allowing staff to complete work critical for career progression.
- A networking and support group for parents and carers, on-site nursery facilities and a Welfare and Parents Room, including breastfeeding facilities.

## **Other work to help close the gender pay gap**

In common with the scientific community, the John Innes Centre is committed to recruiting, retaining and promoting more women in senior roles.

We continue to encourage more women to apply for leadership positions within the Institute, and to nurture our early career scientists to progress their careers. Additionally, we have reviewed our recruitment and promotion processes to ensure that they do not act as an unintended barrier to women or risk overlooking emerging talent. For example, Group Leader applicants are first shortlisted in gendered groups before final shortlisting decisions are made. Our newly established Search Committee is also ensuring that the John Innes Centre continues to attract a broad range of applicants for senior positions.

We expect Group Leader recruitment, personal promotion cases and turnover/retirements at the senior level will improve JIC's gender balance and pay gap, although this will take time to achieve.

Our wider commitments to gender equality and inclusivity and diversity 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**  
Director