

John Innes Centre

2025 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. Roles are evaluated using a recognised job evaluation framework and structured grading system to ensure consistency and fairness, supported by transparent pay scales. These processes sit alongside robust equality and diversity policies, staff training, Gold Athena SWAN accreditation, and fair recruitment practices — providing multiple safeguards to promote equitable pay decisions.

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 (5th April 2025). It also captures the mean and median difference between bonuses paid to men and women in the year 2024/25.

Our gender composition



Our gender pay gap

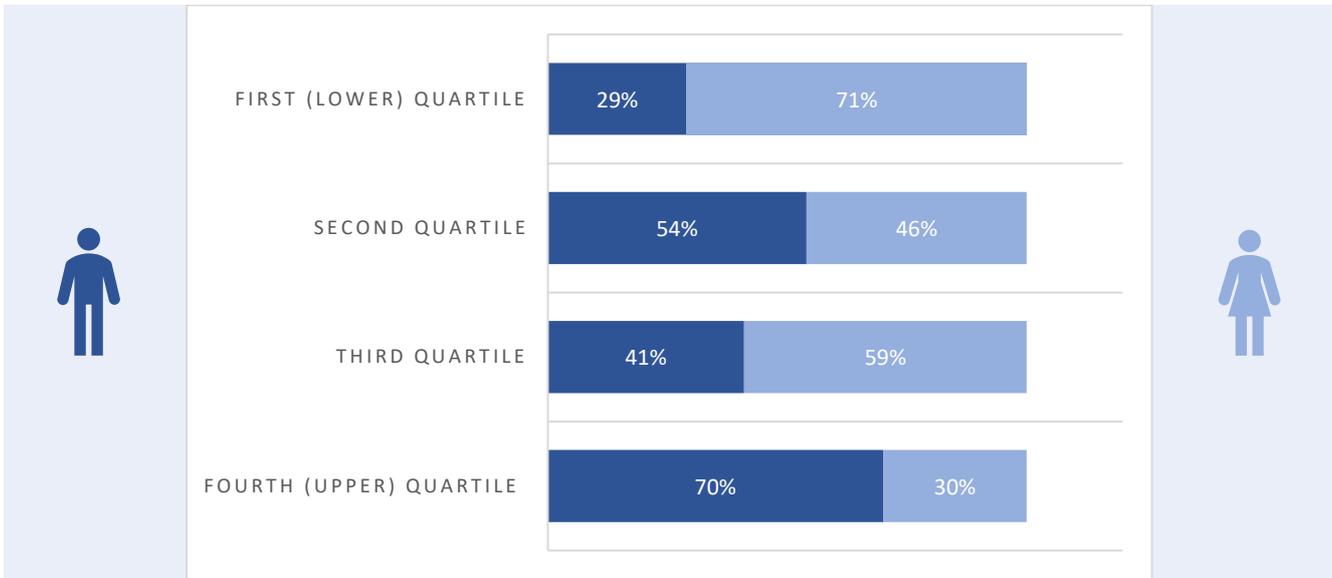
Mean pay gap	
The percentage difference in mean (average) pay between male and female employees	15.8%
Median pay gap	
The percentage difference in median (middle value) pay between male and female employees	6.85%
<p>The workforce continues to be gender-balanced overall, providing a positive foundation for long-term equality and representation. Our median pay gap is lower than the UK average which the Office for National Statistics (ONS) reported as 12.8% in 2025. Median pay is the preferred measure used by the ONS because it is less affected by extreme outliers.</p>	

The median gender pay gap has increased 1% compared with 2024. However, several positive developments are visible across the underlying data, demonstrating that early progress is being made:

- The organisation maintains a strong 49%/51% gender balance, with women strongly represented in upper mid-level roles. This creates a sustainable progression pipeline that is expected to translate into greater female representation in senior positions, helping to narrow the pay gap over time.
- Recruitment and internal movements during 2024–25 have contributed to more women progressing into roles in the middle quartiles, particularly the upper-middle quartile.
- Factors that historically influenced the pay gap, such as legacy bonus schemes and senior workforce composition, continue to diminish in their impact.

These encouraging trends suggest that the 2025 headline figures do not fully reflect the direction of travel toward reduced pay disparities, and that improvements will continue to materialise as progression pathways strengthen.

The proportions of men and women within each pay quartile



There are multiple areas of positive movement compared with 2024, which support future reduction of the pay gap:

- The third quartile shows a clear female majority (59%), an improvement on 52% in 2024, indicating that more women are progressing into mid-senior roles.
- Representation in the first (lower) quartile reflects higher numbers of women in early-career and technical roles.

While men remain disproportionately represented in the upper quartile, this is an area where improvements in the middle quartiles can potentially produce longer-term gains as more women continue to progress through these pipelines.

Our bonus pay gap

Mean bonus pay gap

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

36.7%

Median bonus pay gap

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

69.5%

The difference between pay and bonus pay for men and women



7.19%

of men received a bonus



4.79%

of women received a bonus

2.4%

difference between the number of men and women paid a bonus in 2024/25

The 2025 bonus gap remains strongly influenced by legacy BBSRC bonus arrangements, which apply to 25 staff members. These historic payments offer more favourable terms and disproportionately benefit longer-serving male employees. As the scheme is no longer active, its effect will continue to diminish over time.

Factors contributing to our gender pay gap

- A higher concentration of men in senior scientific and professional posts.
- Stronger representation of women in administrative and technical roles at lower grades.
- Bonus payments under a legacy Civil Service reward scheme apply to a small group of staff whose contractual terms transferred to the Institute following a TUPE transfer in 2017. The current gender distribution of this group is predominantly male, and the higher bonus values associated with these legacy terms contribute disproportionately to the reported bonus gap. Eligibility is determined by historic contractual arrangements rather than gender, and turnover within this group is typically low.
- Our relatively small employee numbers (we employ approx. 80 staff in each pay quartile). This means that small changes in staffing at the senior level and the different bonus schemes have a significant impact on the data.
- Sector-wide challenges in attracting women into senior research roles and areas of specialist skill shortage.

However, shifts in the middle quartiles and the gradual phasing-out of legacy bonus structures demonstrate that the factors driving the gap are beginning to change in positive ways.

What have we been doing?

Building on work described in recent years, the John Innes Centre continues to strengthen equality, diversity and inclusion through a broad range of initiatives designed to support fair treatment, career progression and work–life balance across our workforce.

We continuously monitor recruitment, promotion and reward processes to ensure they remain fair, transparent and inclusive.

To support career development and progression, especially for women in science and staff with caring responsibilities, the Institute has developed a range of practical and supportive policies, including:

- The option to defer a tenure review by up to a year where personal circumstances have impacted progress.
- A Group Leader Carer Fund to minimise the impact of periods of parental leave on research momentum.
- A Family/Dependant Support Fund enabling staff with caring responsibilities to attend conferences and external events.
- Providing guidance for managers on supporting those with caring responsibilities, including the potential for additional paid leave and the use of family-friendly meeting and seminar times.
- Consideration of fixed-term contract extensions where parental leave falls at the end of a contract, supporting continuity of work important for career progression.
- A networking and support group for parents and carers, an on-site nursery, and dedicated welfare and parenting facilities including breastfeeding spaces.
- Strengthened leadership development, mentoring and career support aimed at promoting progression for underrepresented groups.
- Enhancements to flexible working, family-friendly and wellbeing policies across the organisation.

These initiatives, together with the continued focus on fair and inclusive processes, are already contributing to improved representation within the middle quartiles, which is an important milestone in supporting long-term reductions in the gender pay gap.

Other work to help close the gender pay gap

There is evidence that the gender bonus gap is on a natural, long-term downward trajectory:

- Fewer staff now receive legacy BBSRC bonus payments than in previous years.
- The influence of these historic arrangements will diminish year-on-year as the eligible group reduces.
- Current JIC bonus and reward frameworks apply more consistently across roles, with governance processes continually refined to ensure fairness.

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, and our Appointments Panel also ensures 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 Athena SWAN Award which was renewed in 2023:

[LINK: 2023 Athena SWAN Submission](#) (includes action plan – page 113 onwards).

I confirm that the data reported are accurate.

A handwritten signature in black ink, appearing to read "Cristobal Uauy". The signature is written in a cursive style with a horizontal line underneath the name.

Professor Cristobal Uauy
Director